
SPIRITUAL STATE OF BALTIMORE YEARLY MEETING

If life is defined by challenges and joys, Baltimore Yearly Meeting is fully alive. On both the monthly and yearly meeting levels, communities are strengthened through the challenges being met. In terms of growth in membership, BYM added eighty-seven members in 2003—the equivalent of an additional meeting. Twenty of the Yearly Meeting’s forty Meetings had fewer than 62 members—ten with twenty-seven or fewer members; twenty were larger, five with more than three hundred members. Since the two Yearly Meetings consolidated in 1968, BYM has grown by more than twelve hundred members.

The Spiritual State of the Monthly Meeting Reports note many common issues, with some quoted here for emphasis. A number of Meetings reflect the state of world affairs—an acknowledgment of the impact that the outer world has on our communities: “In a time of confusion and war, stress and conflict test our endurance, faith, and the peace within our souls and our Meeting.” “Given the present world environment, we are especially aware of any discord that may arise in Meeting as a result of members and attenders being in various places in their discernment of the peace testimony and of the need to seek accord and understanding among ourselves.” “Events around the world and in our own country have placed heavy burdens on our collective conscience.” “Our work in the public eye has made some in our Meeting proud of our leadership and activism. Other Friends, however, wonder if our corporate activism has put personal urgencies before the leading of the Spirit.” “We wish to find ways publicly to celebrate our heritage of tolerance and non-violence without alienating or appearing to preach to our reasonable brothers and sisters, with whom we disagree on some points of vital importance to us all.” We are meeting these stresses within our Meetings, within our Yearly Meeting, and with the larger community in various ways, including a retreat on the theme, “Finding Inner Peace in Times of Turmoil.”

The most common report is, as always, the richness and centrality of the Meeting for Worship. “Those who participate regularly in Meeting for Worship...find that their lives change as a result.” “...with Meeting for Worship at the center of our life together, we proceed in faith.” Meetings find additional enrichment in sharing at the rise of Meeting. One meeting “has begun sharing joys, sorrows and concerns at the rise of Meeting and we find that this practice brings our large group together and makes us aware of individuals’ needs.”

However, it is also true that “our Meetings for Worship would be greatly enriched by a community-wide commitment to the Quaker tradition of expectant waiting for divine guidance, from a better knowledge of Quaker practice, and more reflection from everyone as to whether their messages are Spirit-led”. To

address this in one meeting, "...a Friendly Forum was held to address Friends' experiences with the 'calling' to speak. This discussion was well attended, offered an opportunity to share our spiritual understandings with each other, and seems to have helped with a sense of balance in our worship together." The long-standing problem was noted of "...how the first 20 minutes of a sacred worship is interrupted by a flow of latecomers and sundry commotion."

Meeting for Worship with a Concern for Business remains a challenge to many Meetings: "Not everyone understands that Meeting for Worship for the conduct of Business is an expression of commitment to the life of the Meeting and an opportunity to participate in a vital and challenging form of worship." "Sometimes we forget that it should not be the Meeting making these decisions, but Divine guidance." "We need to remind ourselves that Quaker process is not only a precious practical instrument but also an invaluable spiritual instrument in itself." "Friends have appreciated the Clerk's ability to enable Friends to focus on the worshipful aspects of the business meeting and to be sensitive to the leading of the Spirit."

Many Meetings mentioned a challenge with pastoral care. "We have learned that inquiries can be sensitive or hurtful for inactive members. We are struggling to find a way with grace and love to make contact that will be more caring." In one meeting, "A Committee continues to wrestle with how to best provide pastoral care to a meeting as large and diverse as our meeting is. We are aware of a considerable need for visitation, and other forms of outreach." Another notes that, "the pace of the past two years has been challenging, but as a result of initiatives and outreach efforts, friends are now more thoughtful and mindful of how disparate activities fit into the overall purpose of pastoral care." The painful loss of many members of our communities was felt. "During 2003 we lost two cherished members of our Meeting, and the strength of the community was palpable as we worked together to strengthen those members and their families during their last days."

Most Meetings mention a number of ways in which they build a strong community. "Each First Day our Meeting for Worship is extended and filled with fellowship in the Spirit by a shared meal." "A discussion group on First Day has been a blessing for members and attenders who find it a safe place to speak freely about issues." "A monthly newsletter, monthly potlucks and programs offered by our Spiritual Nurture committee help facilitate a vital sense of community."

However, several Meetings also mentioned discord and conflict in their communities. "As one member stated, we are great at going out to tell others how to resolve conflicts, yet we are not very good at it in our personal relationships." At the same time, we note that "Any splintering or fraction of our Meeting holds a part of the Truth, and we seek to honor discernment and understand each other

as well as issues.” Within our Quaker community alone there are plenty of seeds for discord. As one meeting asks, “How does a faith that began in the 17th century with ‘Christ Jesus has come to teach the people himself,’ formed by a profound but surely heretical reading of the Christian scriptures, speak of Christ Jesus in the 21st century?”

“Providing a First Day School program has been an on-going challenge because of a diversity of ages, varied attendance patterns, and organizational challenges.” However, for some, “First Day School continues to grow and thrive... Attendance is consistent in some of the classes, which has allowed for a sense of community to develop, and longer term projects to emerge.”

The BYM programs for youth are also acclaimed. “The BYM Camping Program continues to play an important role in the spiritual life of our children, and one elder notes that the influence on the wider culture, while subtle, is evident.” “Most parents report how “Quaker” [the] youth seem to be, and they credit the dedication of the Religious Education committee, as well as the BYM programs and the camping program with helping parents raise Quaker kids.” “The Young Friends of the Yearly Meeting stayed with us for a weekend in April and gave us the gift of their vitality, youth and moving sincerity, while we gave them respectful, loving hospitality.”

The need for responsibility of members was observed. “We are continuously challenged to discern how to convey to members the responsibilities of membership.” “We could strengthen and make more visible our communal foundation by communicating specifically what membership entails.” One area of this concern was financial. “...only a small number of our members provide over three-fourths of financial support of the Meeting.” However, after much work, “Friends now seem willing to undertake the important work of discerning how finances and spirituality are connected. We are asking ourselves, “How do I want [the Meeting] to serve its members and its world, and what am I prepared to give to support that?”” In addition, “The tension between internal stewardship and external calls to action continues to ripple within our Meeting.”

Baltimore Yearly Meeting has been struggling with the issue of potentially dangerous individuals in our gatherings and communities. In response to recent occurrences, the Ministry & Pastoral Care Committee has been working on a new policy statement for BYM on dealing with registered sex offenders at our gatherings, and on guidelines for Monthly Meetings to deal with these individuals as communities. One meeting that has had to deal with this noted, “We pray that as we move forward into the next year, we will find that we have made an opportunity out of danger, and that we will continue to grow in the life of the spirit.” This speaks to the ongoing challenge of balancing the special needs of some individuals with those of the community as a whole.

BYM continues in communication with Friends United Meeting staff and General Board about a policy of FUM that discriminates against anyone who cannot sign and enforce a policy that prevents those in sexual relationships outside of marriage between one man and one woman from holding staff and leadership positions in FUM. This has been very painful for many within both BYM and FUM, especially our Friends who are not heterosexual. We continue to examine our consciences and seek discernment of God's Will for us on this matter.

Overall, "we remain steadfast in our commitment to Quaker process, trusting that, when our process seems to fail us, something more and different yet needs to occur within us, so Way opens. Our practice and faith call us to honor, not our agendas, but God's will." And through our challenges, "we have again connected with a spiritual bond which led us back to the real reasons we want to be part of the Meeting. It has renewed our hope for the future, our love of each other and strength to abide."

Ministry and Pastoral Care Committee

EPISTLE REGARDING FRIENDS UNITED MEETING'S PERSONNEL POLICY

30 July 2004

To Friends Everywhere

Baltimore Yearly Meeting is deeply troubled by Minute 88-GB-52 of Friends United Meeting (FUM) General Board as applied in the Staff's 1991 personnel manual. This policy effectively bars from staff and leadership positions those Friends who cannot sign, abide by and enforce a policy of discrimination against any person in a sexual relationship outside the bond of marriage, defined in the policy as between one man and one woman. Our Gay and Lesbian Friends are particularly affected by this policy. We believe the basic Gospel teaching that Christ is "the true Light that enlightens every person who has come into the world (John 1:9)." We have seen the Light of Christ in our Friends who are not heterosexual, and to this truth we do bear witness. Further, we believe that this policy of discrimination is contrary to the guidance of the Living Christ, our Inward Teacher, as we have experienced it in our gathered worship.

We cannot condemn any long and loving relationships. We respectfully call to Friends' attention the words of George Fox, who pointed out that marriages are not made by magistrates or by meetings, but by God: "We marry none; it is the Lord's work." We ask Friends to affirm with us that all faithful, loving relationships give evidence of the active and sustaining presence of Divine Guidance and Divine Grace. Are we rejecting God's work among us by refusing to accept these relationships? We ask all Friends to weigh this question carefully.

Baltimore Yearly Meeting has been greatly enriched over the years by the Spirit-guided leadership of many Friends who could not be hired nor hold leadership volunteer positions with this policy. We have felt the power of their ministry; we have rejoiced in their love. As members of FUM, we cannot agree to have their voices silenced in our name. This policy has already caused great pain for many Friends in FUM, including some of Baltimore Yearly Meeting's most revered and Christ-centered leaders.

We believe that a policy that requires staff and volunteers to have the endorsement of their Meeting or Church would be a more accurate measure of their character and more in keeping with how God would have us treat each other in Christian love.

In spite of the pain this issue has caused, we do not wish to break community with Friends United Meeting. We believe that we share common ground. We unite with FUM in affirming that all intimate relationships should be grounded in love, respect and discipline as a reflection of God's love. God calls us to worshipful consideration of these issues to come to a deeper revelation of Divine Truth.

We welcome the opportunity to engage with Friends everywhere in prayerful exploration of what God requires of us.

In the Light,

Baltimore Yearly Meeting of the Religious Society of Friends

BALTIMORE YEARLY MEETING EPISTLE

1 August 2004

To Friends everywhere:

Baltimore Yearly Meeting of the Religious Society of Friends gathered at James Madison University, Harrisonburg, Virginia from 26 Seventh month to 1 Eighth Month, 2004, for our 333rd Annual Sessions. Friends found ourselves challenged by the theme for this Annual Session, “Inclusive or Exclusive? Meeting God in Everyone.” Spirit-led ministry throughout our sessions reminded us of the life and teachings of Jesus of Nazareth, whose message of radical inclusion led him to minister among the poor, the outcast, and the voiceless of his time. We asked ourselves how have we excluded others in our past, and what must we do to remedy the injustices we see today in our world.

Our retreat opened us to experience the healing power of touch and prayer and helped Friends to be open to the leadings of Spirit during our business sessions. We felt the truth and power in the message we heard in Britain Yearly Meeting’s Epistle (2004), that “prayer is love in action and therefore profoundly subversive....”

Traveling minister Vanessa Julye and Donna McDaniel blessed our gathering by sharing with us historical research they have undertaken, supported by Friends General Conference, on the relationship of African-Americans with and in the Religious Society of Friends from 1688 through the present day. The sources they presented described Friends’ lengthy practice of slave-holding, fears of inter-racial marriage and denial to African-Americans of membership in the Society and admission to Friends schools. We learned that despite our testimony of equality and examples of creative resistance, Quakers share a legacy of racism similar to the world in which we live.

Friends labored, with several threshing sessions, over a concern regarding our relationship with Friends United Meeting (FUM), to which we belong. The concern was minuted by several Monthly Meetings, brought before our Third Month Interim Meeting, seasoned, revisited in Sixth Month Interim Meeting and then forwarded to the Yearly Meeting in session. FUM has a long-standing policy requiring its staff and volunteers to affirm to being celibate outside of marriage while also defining marriage as solely between one man and one woman. Yearly Meeting Friends feel the injustice that this policy has visited upon us all.

Tony Campolo, founder and President of the Evangelical Association for the Promotion of Education, challenged us with humor and biblical passages to center ourselves in authentic Christian witness, as understood in the Beatitudes, and to evangelize from this center. Tracey Peterson, Director of Campus and Quaker Ministries at Earlham College, brought her pastoral gifts to the Carey Memorial Lecture, pulling these themes from the week she had spent among us: passion, leadership and what it means to be an inclusive community. The Inward Teacher meets us at the place of our passions; she urged us to pay attention to that and embrace a “holy boldness.”

Throughout this session, Friends were aware that this was the final Yearly Meeting session with Lamar Matthew as Clerk. Several Friends read a minute they had prepared expressing love and profound appreciation for his six years of service. They then sang a five-verse tribute to him, to the tune of “The Battle Hymn of the Republic,” with all present joining in the chorus, “Thank thee, kindly Friend Lamar....” Lamar, in turn, thanked Friends for the opportunity to serve.

While the business sessions, workshops and interest groups engaged us, we were mindful that some one third of those present for the week participated in Junior Yearly Meeting and the Youth Program – children, teens and the adults who nurture them. We showed our love to our children this year by singing a song to them during a business meeting session – “How could anyone ever tell you, you are anything less than beautiful?”

Our treasured camping program reveals to us and nurtures the deep spiritual well within our children, as does our Youth Program. We operate “not a ‘camping program,’ but summer religious education in an outdoor setting.” Friends expressed gratitude to Josh Riley, Camp Administrative Director, as he moves on to another calling. In sharing the secret of the program’s success, Josh reminded us of the simplicity of being inclusive: “We love each child for exactly who he or she is.”

In the Light,

Baltimore Yearly Meeting of the Religious Society of Friends

YOUNG FRIENDS’ EPISTLE

Young Friends kicked off the conference year with a Yearly Meeting gathering centering on gender. Peggy O’Neil led the girls in a guided meditation to explore their inner goddesses, while Alan Schintzius led the boys in breathing exercises, and finding their own totem animals and archetypes. He also shared many stories (and coffee) with them. Those who felt uncomfortable in the gender-separated environments created their own gender-neutral workshop. This culminated in a Sufi dancing workshop in which the Young Friends re-grouped. We

painted Tibetan prayer flags (and each other) and hung them up in the main field. Yearly Meeting was also the birthplace of Clothing Swap, a tradition Young Friends continue to this day. We all shed tears as we bid farewell to our good friend and Youth Secretary, Michele.

In October, Young Friends gathered at Adelphi Monthly Meeting. We participated in a writing workshop, celebrated a birthday of one of our community members, and watched a fire dance. There were nearly seventy attendees.

We assembled at Langley Hill Monthly Meeting in November to enjoy an impromptu workshop led by two of our own Young Friends. An injury resulting from a playful game created the need for a hospital visit. Fortunately, the injury was not terribly serious and the member was able to return to the gathering. The experience reminded the community of the importance of medforms. An attempted re-birth of the scooter races met with partial success, tempered by the cold weather. A candidate for the Youth Secretary position also joined us. Little did we know then that Hope Braveheart would become such an integral and amazing part of our community?

Baltimore Stony Run Monthly Meeting graciously housed us in February, where we enjoyed a love feast in which Friends were not permitted to feed themselves. A representative from Help Increase the Peace led us in a conflict resolution workshop. We explored cultural differences and how to overcome them. Finger-painting and Valentines were also fun activities.

The Bus Trip to Shiloh Quaker Camp in April was the formal welcome for Hope Braveheart, our new Youth Secretary. We sang around a roaring campfire and participated in a Kundolini Yoga workshop led by Makunday Moore, an attendee's mother. More than 80 Young Friends were in attendance.

In June, our dear BYM clerk, Lamar Matthew, came to Sandy Spring Monthly Meeting to speak to us about Quaker process and the spiritual reasoning behind it. He wore an awesome cicada shirt we all loved. It read "Cicadas for peace: billions of us can't be wrong!" Unfortunately, we immediately had to put his advice into practice to deal with a pressing and difficult issue. It was handled with all the grace and maturity for which Young Friends are known. We said a teary farewell to our longtime Friendly Adult Presence, Tom Fox. Our goodbye included a worship sharing and word blast. We wish him the best in his current endeavors with Christian Peacemaker Teams.

It has been a year of transition for our community, as we welcomed many and said goodbye to some. We look forward to seeing where the next exciting year will take us.

With Love and Light,

The Young Friends of Baltimore Yearly Meeting

JUNIOR YOUNG FRIENDS EPISTLE

Dear Friends,

This past week we have had a number of interesting activities and experiences. One was on the first day of Baltimore Yearly Meeting sessions. We had the pleasure of choosing a clerk and recording clerk. It was a difficult process because we only had two people deciding on three candidates. The final people were Callen Rain as a clerk and Erica Messenger as recording clerk.

As our service project, we put on a comedy, *Rumplestilskin*, as a sock puppet show for the Junior Yearly Meeting afternoon program. They loved it.

Later we took a trip to the Arboretum to walk through the memorial garden and do the labyrinth. Kevin Lee, visiting from New England Yearly Meeting accompanied us with drumming as a centering activity. We walked the labyrinth in silence, many tried to walk barefoot on the gravel to improve their earth connection. It was a very spiritual and centering experience for many of us.

One reason we love our room is because of the pool table and ping pong table. We played many games there and all appreciate them being there.

For our overnight, we decided to have sundaes and realized our diversity in the choosing of the toppings, eleven to be exact. Also during the overnight, we viewed *The Breakfast Club*. It was an interesting movie and we enjoyed it. The movie expressed our theme this year – inclusion and exclusion.

One of the high points of the week was that we got to hang out with a great group of Friends.

One of the more annoying games was the game Bop-it Extreme. The highest score in the group was thirty-seven.

A less annoying and more fun game was Bob the Weasel. “Keep it moving, keep it moving...” The few times we played it we enjoyed it very much.

This year was a great success and we hope we’ll do great stuff next year.

Yours in the Light,

Callen Rain

Alex Shulman

Max Shulman Macy Smith

Erica Messenger

Lydia Rain

Daniel Gillespie

Timmy Bedford

Nigel Buchanan-Wollaston

**BALTIMORE YEARLY MEETING
OF THE RELIGIOUS SOCIETY OF FRIENDS**

**INTERIM MEETING
MINUTES FROM TENTH MONTH 18, 2003
STATE COLLEGE MONTHLY MEETING**

I2003-26 *Opening.* Baltimore Yearly Meeting's Interim Meeting gathered on 10/18/2003 at the State College Meeting House in State College, PA. Michael Cronin, Presiding Clerk, opened the session at 2:46 after a period of worship.

I2003-27 *Right Sharing of World Resources.* Maurice Boyd spoke for RSWR, explaining that they are not asking for the usual donations to the General Fund, but rather about support for a co-operative self-help group of women in India. Roland Kreiger of RSWR is working to guarantee funding each year for this group, and would appreciate support from any of us who feel so led. Maurice has the full information. Ted Hawkins suggested that BYM consider sponsoring this project, not with financial support but as if it were a "sister-city", to feel a direct connection to this group.

I2003-28 *Ministry and Pastoral Care Committee.* Miriam Green, Co-Clerk of Ministry and Pastoral Care, brought forward a Travel Minute for Roger Wolcott to go with Christian Peacemaker Teams to Canada, where there is a dispute over logging rights on First Nations land. This was endorsed by the Interim Meeting.

Miriam also reported that the Committee has laid down the Counseling Service after years of inactivity, as there are serious difficulties in maintaining and overseeing it. The Committee is exploring alternative ways to provide counseling support to community members in our Meetings.

I2003-29 *Presiding Clerk of Baltimore Yearly Meeting.* Lamar Matthew is into his sixth and final (there was some question about this from those who do not wish to let him go) year as Presiding Clerk of Yearly Meeting. He is counting the remaining meetings he will preside over, and the Supervisory Committee meetings he will attend, which he has found to be some of the most challenging as well as rewarding of his life. He asks Committee Clerks to attend carefully to the important issues facing them, and be considering how best to carry the Yearly Meeting forward in years to come.

12003-30 *Ad Hoc Committee on Gender and Sexual Diversity Concerns.* Bonnie Stockslager, convener, spoke of a packet of information that was available at Annual Session. They are working on expanding this, especially with minutes from Monthly Meetings. Everyone was asked to please see if their Meeting was represented, and if not to encourage the meeting to participate.

12003-31 *Stewardship and Finance Committee.* David Hunter, Camp Property Manager, spoke of the many projects at the camps that are coming forward in the next five years. The Long Range Property Planning Committee is developing a vision for the properties that will help to determine how and when these projects happen (as will the funding). We will need to be creative about how we manage our resources.

Marion Ballard, Clerk of Stewardship and Finance, noted we are a growing Yearly Meeting. We have grown the equivalent of a full monthly meeting this year, which means more requests are coming into our Yearly Meeting Office for use of our resources, especially in religious education and youth programs. We need to figure out how to fund these needs. The Yearly Meeting owns more than 850 acres of land, plus cabins, vehicles, canoes, and other equipment, and much of this is aging. Although the easiest solution is to sell off all the property to fund the programs, it is not a desirable solution. We do not want to raise camp fees, as we know how vital this is to our Yearly Meeting, nor do we want to raise apportionments to monthly meetings. We would like to be a resource to monthly meetings instead, and help them get more individuals to contribute to their budget so that apportionment would not be such a burden. However, we are also going to try some fundraising among individuals as well at the Yearly Meeting level. This year solicitations to individuals to support the Yearly Meeting directly will be tried. Next year we will be asked if we have put the Yearly Meeting in our wills, so be prepared.

12003-32 *Search Committee.* Ann Marie Moriarty brought forward the names of Frances Schutz of Charlottesville for Recording Clerk of Interim Meeting and Fred Hetzel of Sandy Spring for Nominating Committee. These were approved. It was noted that the Nominating Committee is not in the *Yearbook*, but that they are still active, with Ruth Flowers as Clerk. Please give her any suggestions for Nominating that you have. The Nominating Committee and correct Search Committee are included here.

NOMINATING COMMITTEE 2003- 04

Ramona Buck, Patapsco	Beverly Moore, Valley
Ruth Flower, Takoma Park	Dorothea Musgrave, Washington
Dorothy Habecker, State College	Rodney Pelton, Goose Creek
Fred Hetzel, Sandy Spring	Cynthia Power, Charlottesville
Darah Kehnemuyi, Frederick	Andrew Stone, Gettysburg
Fred Leonard, Baltimore, Stony Run	Kathleen Wright, Sandy Spring

SEARCH COMMITTEE**2004**

Ann Marie Moriarty, Adelphi (98)

2005

Stephen Davidson, Carlisle (99)

Liz Hofmeister, Bethesda (96)

2006

Katrina Mason, Bethesda (03)

Margaret Stambaugh, Gettysburg (03)

Elizabeth Meyer, Sandy Spring (00)

I2003-33 *Friends General Conference.* Miriam Green reported for Trudy Rogers, who sent her regrets. The Gathering in 2003 was a wonderful time in Johnstown, PA, a lovely, compact, air-conditioned campus. Next summer it will be at University of Massachusetts at Amherst. This is a return visit, and the Committee assures us that the problems encountered at the last visit are being worked out. Plans are underway to go to Virginia Tech again in 2005, giving us a good opportunity for exercise. We are reminded that going to Virginia to FGC does NOT mean we do not come to Yearly Meeting as well.

I2003-34 *Friends World Committee on Consultation.* Flossie Fullerton reported that FWCC is having a triennial in January. It will be in New Zealand with the theme *Being Faithful Witnesses: Serving God in a Changing World*. Issues covered will include Peace Concerns, Indigenous Issues, Spiritual Nurture and Communication/Outreach and QUNO (Quaker United Nations Office). Rebecca Rawls, Dona Boyce-Manoukian, Jenny Johnson and Flossie will attend.

Flossie wants to remind us that since the Yearly Meeting is a member of FWCC, all Monthly Meetings are as well. The annual meeting of FWCC, Section of the Americas, is open to everyone in the Yearly Meeting. The next one will be in Ottawa, Canada March 18-21, 2004. Please plan to attend.

I2003-35 *Friends United Meeting.* Howard Fullerton noted that Baltimore Yearly Meeting is as large as it has ever been, has been growing since 1970, and no other Yearly Meeting in the United States can say that. This gives us a different perspective from the others, which we need to keep in mind when dealing with FUM and FGC.

QUIP (Quakers Uniting in Publications) is calling for submissions from Young Friends telling about their experiences growing up Quaker for a publication called Young People's Experience of Quakerism (working title). This will be an international collection due in February 2004. QUIP is also looking for Young Friends who would be interested in serving on the selection committee for this. Tom Fox, Youth Secretary, noted that BYM Young Friends are already working on this.

Two of FUM's Yearly Meetings had to cut their budgets by 15 percent last year, which led to a very difficult and prolonged budget session by the General Board. Therefore it was at a special Sunday morning session that the Executive Committee made a response to the minute from BYM about last year's triennial. The summary read:

One unfortunate event was the action of the FUM General Secretary, Retha McCutchen, to reverse the invitation to Lamar Matthew to be a worship sharing leader at the Triennial because he is in a same-sex union. The BYM delegation was deeply offended by this, met several times as a group about it, provided the best support it could to Lamar, and tasked BYM's members of the FUM General Board to meet with the General Secretary about it.

This matter was taken up by BYM at its Annual Session and a minute approved. The minute is to be sent to the incoming Clerk of the FUM General Board, with a request for its consideration by the General Board. The delegates concurred in the view that BYM should remain engaged with our fellow FUM Quakers on this matter.

In the minute, BYM asked FUM's General Board:

- (1) To confirm that FUM policy governing the selection of worship-sharing and workshop leaders and other leadership roles within FUM is inclusive and not discriminatory. That is, to confirm that leaders are chosen based on spiritual gifts without regard to sexual orientation or whether Friends are in the same gender relationships.
- (2) To review and clarify the respective roles, responsibilities and authority of FUM staff and committees.

Response from the General Board.

FRIENDS UNITED MEETING
101 QUAKER HILL DRIVE, RICHMOND, INDIANA 47374

October 17, 2003

Dear Michael Cronin:

Greetings in the name of Jesus who brings us together. I hope this time finds you well and prosperous.

I am writing to provide responses from the Friends United Meeting General Board to the two requests submitted in a minute from the Baltimore Yearly Meeting 2002 Annual Session regarding the policy for the selection of worship-sharing leaders. For ease of reference, your requests are shown below:

- (1) To confirm that FUM policy governing the selection of worship-sharing and workshop leaders and other leadership roles within FUM is inclusive and not discriminatory. That is, to confirm that leaders are chosen based on spiritual gifts without regard to sexual orientation or whether Friends are in same gender relationships.
- (2) To review and clarify the respective roles, responsibilities, and authority of FUM staff and committees.

At the FUM General Board Meeting held earlier this month at Quaker Lake, North Carolina, the policy statements pertaining to the issue of sexual orientation adopted in 1988 and 1991 were reviewed again in the context of applicability to the BYM requests. The policy as stated in Minute 88-GB-52 reads as follows:

- (a) We affirm the civil rights of all people to secular employment, housing, education and health care without regard to their sexual orientation. In particular, we condemn violence, whether verbal or physical, against homosexuals, and call for their full protection under the civil rights laws.
- (b) We reaffirm our traditional testimonies of peace, simplicity, truth speaking, gender and racial equality, personal integrity, fidelity, chastity and community. We recognize that there is diversity among us on issues of sexuality. For the purpose of our corporate life together, we affirm our traditional testimony that sexual intercourse should be confined to the bonds of marriage, which we understand to be between one man and one woman.
- (c) The lifestyle of volunteers under appointment to Quaker Volunteer Witness, regardless of sexual orientation, should be in accordance with these testimonies.

The 1988 minute placed the personnel policy within the framework of traditional Friends testimonies and said that the policy applied to the corporate activities of FUM. The wording of the 1991 Personnel Manual explicitly applies the policy to all staff and volunteer appointees of FUM.

Therefore, in response to the first request, we do confirm that leaders are chosen based on spiritual gifts without regard to sexual orientation; however, we do not confirm that leaders are chosen without regard to whether they are in same gender relationships.

In response to the second request, we expect the FUM General Secretary and the FUM staff to follow the wishes of the General Board and its committees as directed. We expect that the General Secretary and FUM staff make decisions in a timely manner where and when it is necessary. It is the responsibility of the FUM staff, the General Board and its committees to communicate with each other.

In addition to submitting the above response to the BYM requests, the General Board also approved of the statement “that Friends United Meeting is a reflection of the diversity of its constituent yearly meetings.” It should be noted that the Baltimore Yearly Meeting representatives, Howard Fullerton and Rich Liversidge, stood aside on the approval of the General Board response.

In closing, I fully understood the range of viewpoints on this troubling issue for the worldwide Christian community. As we continue our struggles to be obedient servants, may we let His love and light be our guide.

Sincerely,

Brent McKinney, Clerk, Friends United Meeting

In the response from FUM (above), they stated that they had made a policy in 1988 for volunteers in Quaker Volunteer Witness and one in 1991 for staff, which are still in effect now. These require that volunteers and staff may only have sexual relations within a marriage between one man and one woman. They stated that they do select leaders for spiritual gifts but that they are not chosen without regard to whether they are in a same-gender relationship, and that they expect the FUM staff to follow the wishes of the General Board and its committees. While recognizing the diversity of perspectives within their community, they do not show any inclination to revise their policies. There are some serious divisions within FUM yearly meetings about this and other issues of accepting full diversity among people. We have referred this letter to the Ad Hoc Committee on Gender and Sexual Diversity Concerns and the Ministry and Pastoral Committee to draft a response with input from Young Friends and other interested Friends. The initial response to our minute to FUM was for them to be powerfully affected, partially because we so carefully crafted it with compassion, in spite of our anger and hurt. We want to take care to do so in our response now as well. This will come back to Interim Meeting for consideration.

I2003-37 *Pause for worship and re-centering.*

I2003-38 *Staff Reports.* Frank Massey, General Secretary, thanked us for our continual witness. He returned to the Office in July, very thankful for the staff and the work they did in his absence; Ron Mattson, served as Frank while he

was away, Jane Megginson, the “Voice Master”, and Michele Levasseur, Youth Secretary, who is now gone to teach school. Tom Fox is serving as Interim Youth Secretary while we look for a permanent replacement.

Tom Fox reported that the Young Friends have already begun work on QUIP, and that they are preparing for Youth Quake in spite of the difficulty some YF’s have with the FUM policies with which the adults are also struggling. Tom has been organizing files from the last three Secretaries and came across the following note written by some YF’s a few years ago.

What is the purpose of Young Friends?

Young Friends gather together to feel connection and growth in Quaker process. As a faith community Young Friends strive to bring out an individual’s sense of spirituality. An individual can learn how to relate with others, support others, accept personal responsibility and be part of a community. Young Friend’s gatherings provide an environment for change and growth to take place. By having a positive environment and individual can experience inner growth.

This sums up Tom’s experience with YF’s at the past weekend with 70 of them at Adelphi, as well as the past eight plus years of FAP’ing and Youth Programs Committee work. Frank noted that unfortunately this is a part-time position even though there is enough work for full-time.

David Hunter, Camp Property Manager, reports that they have streamlined the budget/income/expense and registration processes at the camps. He is grateful for the opportunity to work on the camps. He reported on the departure of Robert Strasser, Catoctin Caretaker. This Minute of Appreciation was written:

After 15 years of service, Robert Strasser is moving on from his position as caretaker at Catoctin. In his years of service he helped build the “Palace,” cared for our septic system, made major improvements to the shop, mapped all of our septic lines, waterlines, and electrical wires, dredged the lagoon twice and rebuilt the dam, helped to build a caretaker’s residence and was instrumental in helping the Yearly Meeting sell an easement on the property at Catoctin. In selling these easements Yearly Meeting was able to establish a much needed Capital Improvements Fund for our camping properties. The preservation of the land at Catoctin also protects a number of endangered plant species. He also helped to organize a group that has persuaded the County Roads Commission to create a scenic gravel roads designation that will ensure that the remaining 63 miles of gravel road in Frederick County will not be paved. This has saved the portion of Mink Farm Road that divides our property from being widened and improved.

These accomplishments do not begin to reflect all the ways in which Robert has been a blessing to our camp and a guardian of the mountain. His ability to leave each place that he moves through more beautiful than he found it; his gift of discerning what is special about a spot—pointing out what he sees, ensuring that each wonder is recognized, appreciated and protected, are his gifts to us all. The treasures that he has left on the mountain will be appreciated for many years. I hope we can all be grateful for his gifts and hold him in the Light as he seeks new surroundings in which to offer his blessings. We are in his debt.

Frank noted he is grateful to have David on board, and that we should all take a trip “down south” and see the Shiloh, Opequon and Teen Adventure campuses. We are lucky to have them.

Josh Riley, Camp Administrative Secretary, reported that aside from the wonderful stories the camp directors tell there is a great deal of administrative work in the office for the camps. This year we raised fees a bit over 8 percent, which we don’t like to do, but it helped cover operating expenses. Enrollments show that 677 youth applied, and we were able to accept 580. 50-75 percent were returning campers, largely because of our policy of favoring returning campers. After age 11 it is very hard to get in as a new camper, especially at Catoctin and TA. A few monthly meetings contributed over \$23,000 to help campers come to camp, plus over \$17,000 from the Barry Morley Scholarship Fund and numerous work grants for parents. The full report is at the end of these October Interim Meeting Minutes.

The program has become more cohesive each year. The first BYM camp was Keewadin, begun in 1922, and the latest to open was Quaker Arts Camp in 1998. This year the camps made films and they are amazing. They are for sale for those who are interested. Contact Josh at the Office. The Camping Program web site is a goldmine of information on the camps. Josh read some excerpts from the director’s reports. A Friend noted that camp is not really about camping, it is religious education in a camp setting. Another Friend noted that the Camping Program does wonderful things for the adults involved as well. Philadelphia Yearly Meeting would like to replicate our program. We will provide them with information and also hold them in the Light in their efforts.

Jane Megginson, Administrative Assistant, says she is always in the office, loves hearing from us all, and also loves to put names to faces. She is happy to answer questions and serve the Yearly Meeting and us.

Frank believes that that Camping Program is one of the reasons we are growing as a Yearly Meeting. We can appreciate those who had the vision to create this program. He also noted his awareness that the costs of Annual Sessions are an

important concern and they are looking for ways to make it more possible for people to come. We will be at James Madison University again in 2004, July 26-August 1. Tony Campala will be one of our speakers. He speaks about 400 times each year, so we are lucky to be able to get him.

I2003-39 *Friends House Moscow.* Laura Nell Obaugh reported that Friends House Moscow is a Quaker presence in Russia that was set up again in 1996 after being closed in 1930. She goes back to FHM soon for her last Board Meeting. A woman from FHM has painted some wonderful scenes, 3 of which have been included in Christmas cards being sold there. Laura Nell offered to bring some back to those who are interested.

I2003-40 *Restoration of Ramallah Friends Meeting House.* Ann Wilcox invites us all to support the repairs on the Meeting House damaged in the ongoing battles in the West Bank. Jean Zaru, Clerk of Ramallah Monthly Meeting, will be speaking in this area again in November. She will be at Sandy Spring Meeting at 1 pm on Nov 9, followed by a benefit concert at Sandy Spring Friends School for the Ramallah Meeting House. She will speak at Davis House at 7:30 pm on Nov. 10, and at Stony Run Meeting on Nov 11 with a meal of Middle Eastern food.

I2003-41 *Nominating Committee.* Ruth Flower of Nominating read to us three resignations since Annual Sessions: Lisa Heaton, SSFS School Board; Magdalena Scarato, Camping Program, and Fred & Judy Ceppa, Friends in Unity with Nature. These Second Reading were made: Walter Brown, Langley Hill, Advancement and Outreach (2006); Dellie James, B Stony Run, Indian Affairs (2006); C.J. Swet, Pipe Creek and Felix Wedgewood-Oppenheim, Washington, Peace and Social Concerns (2006); Chuck Fager, State College (2004) and Tom Wolfe, Adelphi (2006) Religious Education; Montague Kern, Washington and Gladys Swift, Charlottesville, Unity with Nature (2006); Walter Fry, West Branch (2005) to General Board FUM and Rich Liversidge to FUM Planning Committee; and Robert Fetter, Roanoke, FWCC (2005). These were all approved.

I2003-42 *Life Concerns.* It was noted that Sheila Bach had had cataract surgery this week and is doing well. She would have been here but the bridge was closed due to a traffic accident. Ron Mattson sent his regrets as he is in the middle of packing to move to Minnesota. The Session was closed with worship at 5:34, purposing to meet again at Bethesda Meeting House March 20, 2004.

Michael Cronin, presiding

Rosalind Zuses, recording

[See I2003-38]

Camping Program Statistics for 2003

Enrollment - totals

- 677 people **applied** to camp. 580 were **accepted**.

Opequon

- Of the 170 campers accepted, 89 (52%) were returning, 81 (48%) were new.
- Of the returning campers, 97% had been to Opequon the year before. 3% were immigrants from another BYM camp.
- Of the 81 new campers, 31 were BYM Quakers, and 50 were other Quakers (10) or non-Quakers (40).
- Of the returning campers, 55 were Quakers, 10 were other Quakers, and 24 were non-Quakers.
- Overall religious affiliation was: 86 BYM Quakers, 20 Other Quakers, and 64 Non-Quakers. That's 51% BYM Quakers, 12% Other Quakers, and 38% Non-Quakers. Everyone who applied to camp was accepted.

Catoctin

- There were 177 total campers. Of these, 131 or 74% of the campers were returners; 46 or 26% were first-time applicants.
- Of the returners, 128 (98%) had gone to Catoctin the year before; 3 (2%) immigrated from Opequon.
- Of the new campers accepted to Catoctin, 30 were BYM Quakers, 16 were other Quakers or non-Quakers.
- Of the returning campers, 94 were BYM Quakers, 7 were other Quakers and 30 were Non-Quakers.
- Overall religious affiliation was: 124 BYM Quakers, 14 Other Quakers, and 39 Non-Quakers. That's 70% BYM Quakers, 8% Other Quakers, and 22% Non-Quakers.

Shiloh

- There were 157 total campers. Of these, 122 (78%) were returning campers; 35 (22%) were new applicants.
- Of the returning campers, 113 (93%) were Shiloh returners; 8 (7%) were immigrants from Opequon. There was one immigrant from Catoctin.
- Of the new campers to Shiloh, 18 were BYM Quakers; 3 were Other Quakers and 14 were Non-Quakers.
- Of the returning campers, 59 were BYM Quakers, 11 were other Quakers, and 52 were non-Quakers.

- Overall religious affiliation was: 77 BYM Quakers, 14 Other Quakers, and 66 Non-Quakers. That's 49% BYM Quakers, 9% Other Quakers, and 42% Non-Quakers.

Teen Adventure

- There were a total of 76 campers: 48 in the first year program, and 28 in the second year, Leadership Training program.
- Of these 76, 74 (97%) were returning campers; 2 (3%) were new campers. Both new campers were BYM Quakers.
- All but one of the Leadership Training program campers had been to Teen Adventure the year before.
- Of the new applicants to Teen Adventure, 25 came from Catoctin, 20 came from Shiloh, and 3 came from Opequon.
- Overall religious affiliation was: 47 BYM Quakers, 7 Other Quakers, and 22 Non-Quakers. That's 62% BYM Quakers, 9% Other Quakers, and 29% Non-Quakers.

Waiting List

- Of the 45 people left on the **waiting list**, all but two were between 12 and 16 years old. This means, if you apply to camp at the age of 9, 10, or 11, it's pretty easy to get into camp. After this age, it becomes harder.
- 10 of the 46 people on the waiting list were BYM Quakers who applied before the deadline but were unable to get into camp.
- All children on the waiting list were campers who wanted to enroll at Teen Adventure or Catoctin. All BYM Quakers who applied to or were willing to go to Opequon or Shiloh got into camp.
- There were 3 other BYM Quakers who applied late and did not get into camp.

TA Waiting list: 18 total. 5 were new campers, 5 were returning Catoctin campers, 3 were returning Shiloh campers, 1 was a returning Opequon camper, and 4 were returning TA campers. Of the group of waitlisted returning campers (13), 7 were BYM Quakers. The remaining 6 were Other Quakers and non-Quakers. Of the waitlisted new applicants (5), 4 were BYM Quakers, 1 was not.

Camperships and Financial Aid 52 people donated money to the **Barry Morley Camper Financial Aid Endowment** totaling \$2,240. Most folks donated between 25 and 50 dollars.

Campers received \$23,410 in **Monthly Meeting Camperships**, representing contributions from 14 different monthly meetings. Sandy Spring, Goose Creek and Maury River all make a significant effort to scholarship campers. We gave out \$41,396 in **Work Grants** and \$17,352 in **Camperships from the Barry Morley Camper Financial Aid Endowment**.

Camp growth: We added approximately 12 spaces at Opequon and 4 additional spaces at Teen Adventure. After Catoctin, Opequon had the greatest number of campers throughout the summer—largely due to the one week sessions. Shorter sessions mean more turnover, means more bodies coming to camp. Shiloh came in third.

Where the campers camp from: Maryland (261), Virginia (150), Pennsylvania (59), and the District (41), we had campers from West Virginia, Vermont, Georgia, New York, Delaware, Utah, Arizona, Wisconsin, New Mexico, New Hampshire, Kentucky, Florida, Texas, New Jersey, North Carolina, Montana, Massachusetts, Illinois, Indiana, California, Connecticut. That's **24 states and the District of Columbia**. **International:** Puerto Rico, Hong Kong, England, France, and Jakarta.

Statistics by Religious Affiliation
Monthly Meetings of Baltimore Yearly Meeting

Adelphi	37	Gunpowder	2
Alexandria	7	Goose Creek	18
Annapolis	18	Herndon	12
Bethesda	6	Hopewell Centre	4
Baltimore Homewood	11	Langley Hill	10
Blacksburg	4	Mattaponi	1
Baltimore, Stony Run	22	Maury River	29
Charlottesville	11	Oxford	1
Deer Creek	1	Patapsco	4
Dunnings Creek	2	Richmond	12
Floyd	1	Sandy Spring	68
Fredrick	13		

FIVE YEAR CAMPER ENROLLMENT STATISTICS

	Total		Catoctin		Shiloh		Teen		Opequon	
	Number	Share	Number	Share	Number	Share	Number	Share	Number	Share
<i>Enrollment 2003</i>										
Total	580	100	177	100	157	100	76	100	170	100
BYM Quakers	334	58	124	70	77	49	47	62	86	51
Other Quakers	55	9	14	8	14	9	7	9	20	12
Non-Quakers	191	33	39	22	66	42	22	29	64	38
<i>Enrollment 2002</i>										
Total	566	100	175	100	158	100	72	100	161	100
BYM Quakers	322	57	118	67	73	46	42	58	89	55
Other Quakers	56	10	12	7	16	10	9	13	19	12
Non-Quakers	188	33	45	26	69	44	21	29	53	33
<i>Enrollment 2001</i>										
Total	520	100	179	100	155	100	58	100	128	100
BYM Quakers	303	58	120	67	72	46	34	59	77	60
Other Quakers	54	10	17	9	15	10	6	10	16	13
Non-Quakers	163	31	42	23	68	44	18	31	35	27
<i>Enrollment 2000</i>										
Total	462	100	172	100	154	100	60	100	76	100
BYM Quakers	288	62	120	70	83	54	43	72	42	55
Other Quakers	30	6	10	6	4	3	3	5	13	17
Non-Quakers	144	31	42	24	67	44	14	23	21	28
<i>Enrollment 1999</i>										
Total	449	100	169	100	163	100	60	100	57	100
BYM Quakers	224	50	88	52	72	44	28	47	36	63
Other Quakers	58	13	24	14	14	9	6	10	14	25
Non-Quakers	167	37	57	34	77	47	26	43	7	12

MINUTES OF THIRD MONTH 20, 2004
BETHESDA MONTHLY MEETING

I2004-1 *Opening.* Baltimore Yearly Meeting's Interim Meeting gathered on 3/20/2004 at the Bethesda Meeting House in Bethesda, MD. The Presiding Clerk twice read excerpts from George Fox's Letter No. 149, "To Friends, to know one another in the light."

All Friends everywhere meet together, and in the measure of God's spirit wait....

And Friends meet together, knowing one another in the light which was before the world was....

[I]f ye turn from this light you grow strange; and so neglecting meetings ye grow cold....

Therefore, in the light wait and walk, that ye may have fellowship one with another.

Let this be read among Friends everywhere.

I2004-2 *Friends United Meeting Concern.* Howard Fullerton and Rick Liversidge, two of BYM's representatives to FUM, delivered a lengthy summary of developments related to FUM policy on homosexuals, especially from 1988 to the present. Rick Liversidge read aloud to IM requests from Baltimore Monthly Meeting Stony Run and Gettysburg Monthly Meeting to withhold financial support in response to FUM's current policies and procedures with respect to homosexuality, policies viewed as not in consonance with Friends' testimonies on equality.

MINUTE APPROVED AT GETTYSBURG
MONTHLY MEETING FOR BUSINESS
FEBRUARY 8TH 2004

For the indefinite future Gettysburg Friends Meeting would like to withhold its portion of the assessment made to Baltimore Yearly Meeting for the purpose of supporting the programs and activities of Friends United Meeting. This Meeting has watched patiently for the response to the Lamar Matthew incident and other concerns that relate to the relationship between FUM and BYM, with growing disappointment and dismay. Like any large or small organization, we too, have to make hard decisions about how best to use our limited resources, time, and energy.

While we recognize that FUM has accomplished worthwhile achievements over the years, several of its policies, practices, and attitudes over a considerable span of time, have lead us to take a position of withdrawing our financial support, as small as it is, in the hope that a corrective course might be found and taken in the future.

**MINUTE APPROVED BY BALTIMORE MONTHLY MEETING, STONY RUN,
MARCH 7, 2004**

WITHDRAWAL OF FINANCIAL SUPPORT TO FRIENDS UNITED MEETING

Baltimore Monthly Meeting, Stony Run, is not in unity with Friends United Meeting (FUM) with respect to its policy toward gays and lesbians, specifically because it denies the universality of the light in every person. We recognize the value of FUM's programs and its importance to Quakerism; however, we must recommend that Baltimore Yearly Meeting withdraw all its financial support from FUM while continuing to maintain a dialogue in the hope of change in FUM's position.

We had hoped that FUM might change its policy over the years, but this policy has continued and there is currently little expectation of change. We regret the need to take this action and, as noted, fully expect BYM to continue to maintain a dialogue with FUM in the prayerful hope that a change of policy will occur in the future.

Clerk, *Alice Cherbonnier*

Many Friends present were not aware of the Baltimore, Stony Run and Gettysburg Meeting minutes nor fully cognizant of the FUM policies about homosexuals. One Friend asked for a period of silent worship to consider the information and the Interim Meeting rested into a time of silence.

**FRIENDS UNITED MEETING
POLICY ON MARRIAGE**

We affirm our traditional testimonies of peace, simplicity, truth-speaking, gender and racial equality, personal integrity, fidelity, chastity and community. We recognize that there is diversity among us on the issues of sexuality. For the purpose of our corporate life together, we affirm our traditional testimony that sexual intercourse should be confined to the bonds of marriage, which we understand to be between one man and one woman. (FUM General Board, 10/88)

We learned that our Yearly Meeting through its budget contributes \$17,400 in unrestricted funds to FUM; compared to other Yearly Meeting contributions to FUM's budget, BYM's is very small. Despite this relatively small contribution, the question emerged as to whether we want to support FUM corporately if its policies affecting employment and program participation continue to exclude many Friends. We do want to keep open our communications with FUM Friends, its Yearly Meetings, and the General Board.

After a lengthy period, Friends moved through the loving expression of many possibilities and APPROVED that the Ministry and Pastoral Care Committee, in consultation with Stewardship and Finance Committee and the Ad Hoc Committee on Gender and Sexual Diversity Concerns, develop for consideration at next Interim Meeting a query, an epistle, or a minute of response. It was hoped that way would open for the Monthly Meetings of Baltimore Yearly Meeting to unite around a loving, humble, worshipful self-examination and approach to Friends United Meeting on this tender issue. We plan to send the usual quarterly payment of support to Friends United Meeting at the end of June, pending decisions made at Interim Meeting about its disposition.

Y2004-3 *Long Range Property Planning.* Sheila Bach described the history of the formation of this committee from members of Stewardship and Finance, Trustees, Camping Program, and Camp Property Management committees. [See **Y2003-46** and **Y2002-45**. Y2002-45 contains the committee charge and a list of members.] They sent facilities survey questionnaires to each Monthly Meeting, and have compiled the results. Each Monthly Meeting should check the information applicable to themselves for accuracy. The committee hopes to produce a booklet with the information of each Monthly Meeting, the camps, and other sites including The Clearing, Friends Wilderness Center, William Penn House, and the Mark Brabson house for the possibilities of holding small retreats.

Y2004-4 *Friends General Conference.* Trudy Rogers distributed and reviewed the report from Friends General Conference, and encouraged Friends to take some of the outreach materials she had brought. She also encouraged Meetings to take advantage of the wonderful opportunity of the FGC Gathering for individuals and families. Eight Friends rose in response to her invitation to show their activity on the Central Committee or Planning Committee for FGC. Trudy shared informally the current activity of FGC to explore creating a statement of the experience of the value of GLBT Friends' service and leadership in our midst. The Young Friends already have a minute on some of these issues.

FGC REPORT TO INTERIM MEETING

This summer the FGC Annual Gathering will be July 3-10 at the University of Massachusetts campus in Amherst MA. The theme is Simple Lives, Radiant Faith. Advance programs are "in the mail" and full information about the Gathering will be on the FGC website about 4/1/04. I

would encourage you to think about going and to encourage others in your meeting to attend. Meetings might think about helping folks in their meetings attend. FGC is prepared to match meeting support for first time attenders.

Next year the Annual Gathering will be returning to VA Tech in Blacksburg (7/2-9/05). Planning for this Gathering has started. The Planning Committee will be meeting in mid April if anyone wants to be involved. Those of you who like to think ahead may be interested to know that present plans are for the 2006 Gathering to meet at Pacific Lutheran College on the Puget Sound in Washington State.

But FGC is more than the Gathering! There is lots of information about FGC programs and services on 3 websites:

<www.fgcquaker.org> has info about Religious Education, Outreach and other Resources for local Meetings, the Traveling Ministries Program as well as the Gathering. Among the resources now on the web are a talk on Spiritual Discernment by Michael Gibson and one by Bruce Birchard on Spiritual Roots of the Peace Testimony. This latter talk will be published soon as a pamphlet.

<www.quakerbooks.org> is the on-line bookstore with secure ordering—if you want something quicker (more easily) than mailing a paper order, and it's too late in the day to call the 800-966-4556 order number to place your order.

<www.QuakerFinder.org> is the way to locate several Friends meetings near you (or where you're going). [Deborah Haines, Ken Stockbridge or Trudy Rogers would love to hear if you've had new people find your meeting through QuakerFinder.] All BYM Meetings should be listed—you might check your meeting's listing for accuracy. Plans are underway to expand the QuakerFinder website to help isolated Friends make contact with each other if they wish to consider starting a meeting or worship group.

Several things happening within FGC

We have expanded our development staff, allowing Michael Wajda time to visit with individual potential major donors and also with monthly meetings. Early results are encouraging but we also need your help in encouraging every monthly meeting to support FGC financially. [10 of BYM's 40 monthly meetings contribute regularly to FGC; 10 more have sometimes contributed; 22 monthly meetings are regularly represented at Annual Gatherings, and 11 more occasionally have someone attend the Gathering—but we'd like more of the meetings involved with FGC activities to support FGC financially.]

We have also started a Monthly Meeting Contact program to involve individuals who value the work of FGC and are willing to serve as a communication link between their meeting and FGC. This is two-way communication; FGC wants to hear about interests and needs of local meetings as well as share information about FGC programs and services.

During the last few years FGC has been working on issues of racism within the Religious Society of Friends and has set up a Committee for Ministry on Racism. Another aspect of diversity among Friends is also of concern at present. We are mindful of the mixed reception given service and leadership by gays and lesbians in some parts of Quakerism and have begun working on a statement of our experience, as FGC, of the value of the service and leadership of GLBTQ Friends as part of FGC's service to the Religious Society of Friends. [At our recent Executive Committee meeting one lesbian Friend noted that she had always felt accepted and her service valued, but after 26 years she was deeply moved to hear the organization say this.]

Trudy Rogers, Representative to Central and Executive Committees

I2004-5 Staff: Youth Secretary. Frank Massey introduced Hope Braveheart, the new Yearly Meeting Youth Secretary, who will oversee the Junior Young Friends and Young Friends programs. Hope mentioned her pleasure in attending Sandy Spring Friends School, now attending Sandy Springs Friends Meeting, and expressed her desire for more Friendly Adult Presence volunteers for conferences.

I2004-6 Search Committee. An ad hoc committee of two was needed to name a Friend to the Ad Hoc Search Committee. Sheila Bach and Michael Cronin agreed to serve.

I2004-7 Nominating Committee: Ruth Flower presented the report of the Nominating Committee.

Camping Program Committee

Anna Krome-Lukens Williamsburg 2005

Faith & Practice Revision Committee

Mochiko DeSilva Sandy Spring

Education Funding Resources Committee

Deborah James Adelphi 2005

To replace Ralph Blankfield, who was given a second term in error

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 World Committee for Consultation

Friends World Committee for Consultation (FWCC), formed in 1937, is a worldwide association of Yearly Meetings and affiliated groups. It is a consultative body whose purpose is to provide links between Friends who may be separated by geography, culture, or practices that emphasize different aspects of Quakerism. It aims to facilitate loving understanding of diversity among Friends; to discover together, with God's help, our common spiritual ground; and to facilitate full expression of Friends' testimonies in the world.

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 Comite de los Amigos Latin-americanos (Committee of Latin American Friends). The principal function of the regions within the Section is to provide opportunities for as many Friends as possible within a particular geographical region to come to know Friends outside of their own Yearly Meeting.

Each Yearly Meeting in the Section appoints representatives to the Section based on a formula of four persons for the first 1000 members of the Yearly Meeting and one for each additional 2500 members or fraction thereof.

Baltimore Yearly Meeting representatives are nominated by the Nominating Committee and appointed by the Yearly Meeting for terms of three years, not all representatives being appointed in the same year. As with other Yearly Meeting appointments, service as a representative will generally not exceed six consecutive years. The representatives should 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.

All Yearly Meetings and groups affiliated with FWCC worldwide meet together once every three years. In an effort to keep these gatherings to a workable size, attendance is restricted to Yearly Meeting representatives and other appointed delegates and observers. Representation of Yearly Meetings at the triennial sessions is based on a formula of two persons for any Yearly Meeting or group, three persons for Yearly Meetings with between 1001 and 3000 members, 4 representatives for Yearly Meetings with between 3001 and 5000 members, and one additional representative for each additional 5000 members or fraction thereof. The Yearly Meeting's representatives are selected by the Interim Meeting from among the representatives to the Section of the Americas. Those attending the FWCC triennial sessions are encouraged to report to as many groups within the Yearly Meeting as possible.

Request from Indian Affairs Committee

We understand that the Indian Affairs Committee wishes for the Yearly Meeting to end its association with the Associated Committee of Friends on Indian Affairs. We suggest that the Indian Affairs Committee bring that request to Interim Meeting. Once the request is approved, we will make the necessary changes to the committee's description in the *Manual* and drop the description of ACFIA on page 52.

Discussion of Working Groups

The Ad hoc Committee on Restructuring has recommended that the Yearly Meeting have Working Groups, rather than Special Groups, as currently described in the *Manual*. Working Groups are somewhat different from Special Groups. Among other differences, Working Groups are under the care of specific Committees, although they may have an entirely separate membership. We hope to bring proposed wording to Interim Meeting in June. Not only do we have a Working Group, it appears one or two committees might function better as Working Groups.

Unity with Nature Committee

Since the North American Quaker body formerly known as Friends Committee on Unity with Nature has changed its name to Quaker Earthcare Witness, the description of our Yearly Meeting's committee affiliated with this group will need to reflect the name-change as will of the description of the national group.

Unity with Nature Committee, p. 36, last paragraph, change “Friends Committee on Unity with Nature” to “Quaker Earthcare Witness.” In the section on Representatives to Other Organizations, p. 50, change “Friends Committee on Unity with Nature” to “Quaker Earthcare Witness.” The description remains the same.

Because the *Manual of Procedure* is also a reference, we notice that the descriptions of the American Friends Service Committee and Friends Committee on National Legislation in the *Manual* do not include statements about the purposes of these organizations. We expect to bring these changes to Interim Meeting this June.

Streamlining the process of approving changes to the *Manual of Procedure*

Committee members have long felt that sometimes the process of approving changes to the *Manual of Procedure* is overly cumbersome. We discussed ways the process might be streamlined. We identified two categories of changes.

Some changes are substantive. In these cases, by putting something into words in the *Manual*, we actually establish or change the procedures of the Yearly Meeting. An example is the description of a new committee. In approving such changes, the Yearly Meeting not only approves the wording but the new procedures as well.

But other changes are not substantive. An example is changing the *Manual* to accurately describe a procedural change the Yearly Meeting has already approved, such as laying down the Counseling Service. An equally non-substantive change would be changing the description of the Committee on Unity with Nature because the national body it is affiliated with has changed its name.

We think our current practice of having *Manual of Procedure* changes approved first by Interim Meeting and then by the Yearly Meeting in Annual Sessions is appropriate when the changes are substantive. And we think all changes to the *Manual* should be reviewed and approved by some body larger than our committee. But we think that approval at either Interim Meeting or Annual Sessions, whichever comes first, is sufficient for *Manual* changes that do not establish new procedures for the Yearly Meeting. We are drafting a revision of Section VII of the *Manual* (“Changes in the *Manual of Procedure*”) incorporating these ideas.

I2004-9 *Yearly Meeting Clerk.* Lamar Matthew reminded Friends of Annual Sessions, 7/26-8/1. This will be his last time at the Clerk's table, and he remarked that it has been a joy to serve the Yearly Meeting in this way. The business schedule is set up, and he has four agenda items already. Materials need to reach Lamar at least two weeks before Annual Sessions for consideration.

I2004-10 *Supervisory Committee.* Friends APPROVED the recommendation of Supervisory Committee that would add the name of the General Secretary as signator to the primary banking accounts. Expenses of \$2000 and above would require an additional two signatures, who would be identified as assistant treasurers. Supervisory Committee will bring forward names for these co-signators to Interim Meeting for approval.

I2004-11 *Working Group on Ending Racism Among Friends.* It was explained that this group works on the same issues as the FGC Committee on Racism. They announced a showing of a video at rise of the current session. Diversity will be the theme of Annual Sessions, and the speakers planned for that time promise to be enlightening.

I2204-12 *Invitation to next Interim Meeting:* Betsy Wollaston, of Deer Creek Meeting, hopes to have information from committee clerks as to which committees will be meeting. The Meeting is looking forward to Interim Meeting's visit.

I2004-13 *Closing:* Friends MINUTED their appreciation for the generous hospitality provided by Bethesda Friends. Also appreciated were the efforts of the new Interim Meeting Recording Clerk. The above minutes were read, corrected, and approved. After settling into silence, Friends arose to gather next at Deer Creek Meeting in Darlington, MD 6/19/04

Michael Cronin, presiding

Frances Preston Schutz, recording

MINUTES OF SIXTH MONTH 19, 2004

DEER CREEK MONTHLY MEETING

I2004-14 *Opening.* Baltimore Yearly Meeting's Interim Meeting gathered on 6/19/2004 at the Deer Creek Meeting House in Darlington, MD with 80 Friends from 30 Meetings attending. The Clerk opened vocal ministry of the Meeting by reading words of William Penn:

William Penn on the cross of Christ

The cross of Christ is a figure of speech borrowed from the wooden cross where Christ submitted to the will of God. ... It may justly be termed the instrument of our wholly dying to the world and being made conformable to the will of God....

Where does this cross appear and where is it to be taken up? Within....in our hearts....

And how is the cross to be daily borne? The way, like the cross, is spiritual. The soul must submit to the will of God.... God's will is manifested by the light of Christ in our consciences....

The cross of Christ is that spirit and power in us which is not of us, but of God....

The way of taking up the cross is ... an entire resignation of soul to the discoveries and requirings of the cross.

The work of the cross of Christ in us is self-denial.

William Penn, "No Cross, No Crown," 1669, 1682, the quotes are from *No Cross, No Crown*, Ron Selleck, ed., [Friends United Press, Richmond, IN, 1981]; pages 19-22, further edited June 19, 2004 by Michael Cronin for inclusiveness and continuity.

A Friend was moved to offer the witness of feeling present, and needing God's guidance.

The Clerk thanked Deer Creek Friends for their hospitality, with appreciation as well, for this beautiful spot for Interim Meeting's work.

I2004-15 *Ministry and Pastoral Care.* Rosalind Zuses, Co-Clerk of the Committee, read a travel minute for Betsy Meyer, for her visitation to Indiana Yearly Meeting on behalf of Friends World Committee for Consultation. Friends EN-DORSED this minute.

SANDY SPRING MONTHLY MEETING
SANDY SPRING, MARYLAND

Sixth Month 6, 2004

Elizabeth F. (“Betsy”) Meyer, a beloved member of this Meeting, has opened her leading to travel to the annual sessions of Indiana Yearly Meeting in Seventh Month 2004 as a visitor on behalf of Friends World Committee for Consultation Section of the Americas.

This Meeting unites with Betsy’s leading. We trust that you will benefit as we have from sharing her insights and faith. We commend her to your Christian care and hospitality.

APPROVED and MINUTED at our meeting for business held Sixth Month 6, 2004.

Steven Colgate, Clerk

ENDORSED at Baltimore Yearly Meeting Interim Meeting held Sixth Month 19, 2004.

Michael Cronin, Clerk of Interim Meeting

I2004-16 *Friends United Meeting Concern.* Rosalind Zuses, Co-Clerk of the Ministry and Pastoral Care Committee (M&PC), reviewed the process through which several documents had been prepared following Interim Meeting of 3/04 for consideration at the current Interim Meeting. A surprising development was the lengthy discussion of our concern by the FUM General Board with the three BYM representatives [Howard Fullerton, Rich Liversidge, and Walt Fry] on 6/12/04, and their laboring to prepare a response from the Board to our concerns for Friends and gender diversity.

- A. In consultation with members of Stewardship and Finance Committee, the Ad Hoc Committee on Gender and Sexual Diversity, and Young Friends, a seven-step action plan was brought forward.

**MINISTRY AND PASTORAL CARE COMMITTEE
PROCESS OR ACTION PLAN**

FOR FUM'S POLICY ON GENDER/SEXUAL DIVERSITY CONCERN

1. Respond immediately to FUM letter of 6/12/04 if possible. M&PC recommends to Interim Meeting a brief, loving, firm, but non-confrontational response.
2. M&PC recommends short-term funding decision to Interim Meeting; BYM to send first half of 2004-budgeted amount to FUM. Rationale: The groups that met were not in agreement and therefore cannot unite with the minutes from Stony Run and others asking that BYM funding be stopped; the budget for 2004 was approved at Annual Sessions 2003 and we cannot disrespect that decision; to stop funds without prior notice to FUM would be punitive. Note on the minutes from Monthly Meetings: as the budget is approved by BYM as a whole, only the Yearly Meeting can decide on whether to reduce funding to FUM, a Monthly Meeting recommending that its part be withheld will only result in other monthly meetings having to pick up that portion unless the Yearly Meeting decides to withhold it as well.
3. M&PC recommends that Interim Meeting charge a representative group (3 from each) of M&PC, Ad Hoc Committee for Gender and Sexual Diversity Concerns, and Stewardship and Finance Committee, with representative from Young Friends, to meet to bring a recommendation to Annual Session as to the second half of 2004 budgeted funding (which can be discussed by those who approved it), and a recommendation for the 2005 budget. Recommend Lauri Perman clerk if she is willing, and someone to record other than those involved in the discussion.
4. Intervisitation begins for listening and getting to know other yearly meetings within FUM only. Suggestion is that Advancement and Outreach Committee takes intervisitation on as a concern.
5. The representative group makes a recommendation to Annual Session; it makes a decision about funding FUM during this period (if/when we can agree to one).
6. M&PC, with help from many others, be responsible for editing an information packet for inter-visitation and discernment within BYM monthly meetings and with the rest of FUM.

**INFORMATION PACKET FOR
GENDER/SEXUAL DIVERSITY DISCUSSION IN FUM**

- a. A background and time line of the events since 2002 Triennial leading to this concern
- b. Relevant parts of *Faith & Practices*, BYM and others, including the Christian Faith of Friends being distributed by FUM for discussion among its membership
- c. Minutes from monthly meetings on this issue
- d. Personnel policies of FUM and some constituent yearly meetings on the issue of discrimination against any groups/individuals
- e. The proposed epistle from BYM

7. Intervisitation begins to engage in dialogue with monthly and yearly meetings within FUM on the issue of the FUM personnel policy and the Friends of gender and sexual diversity issue in general.

In response to a question of a Friend, Georgia Fuller said the expanded committee which had met in the morning session 6/19 had considered the above steps to be an outline, for the Yearly Meeting to pursue as Way opens. Friends APPROVED proceeding in this manner.

B. Rosalind Zuses read:

**FUM GENERAL BOARD RESPONSE
TO BALTIMORE YEARLY MEETING**

12 June 2004

To the members of Baltimore Yearly Meeting:

We the members of the General Board of Friends United Meeting, gathered on June 12, 2004, labored long to hear and to take to our hearts your concerns and your sufferings. We affirm our commitment to be in and to stay in true relationship with you around this concern of gender diversity. We could not reach clarity at this time about how to proceed, but we do affirm that God's spirit works through every individual. And we affirm our faith that God can and will lead us forward in the Light. We are committed to listening deeply together, to sharing openly together, and waiting together until such a time as way opens to move us forward in community. Until that time, we trust that God will continue to lead us in ministry together.

Following this, she read the draft response proposed by the working group facilitated by M&PC this morning. She reminded Friends that this response is not intended to be the beginning of the discussion between BYM and FUM's constituent Meetings.

DRAFT REPLY TO THE 6/12/2004 LETTER FROM FUM GENERAL BOARD

To the Members of the General Board of Friends United Meeting

We at Baltimore Yearly Meeting thank you for your considered and prayerful message of Sixth Month 12, 2004 regarding our concern of gender and sexual diversity. Your message to us is welcome. We are encouraged to hear from our representatives to your Board of the possibility of increased hospitality (including more intervisitation).

We at Baltimore Yearly Meeting value being in community with a Quaker organization that reflects a great breadth of practices and beliefs among Friends. For us, the way forward is through the way FUM's policies and practices reflect the diversity of FUM's full membership. There is a wide span of understanding of God's Will throughout FUM, and the diverse gifts of all need to be recognized and used for God's work.

Discerning whether there is tension between God's Will as recorded in the Bible and continuing revelation as Friends' way to the Truth is often a challenge. We feel that the best way to understand the fullness of God's Truth is to include all Friends in the search. BYM commits itself to continue to labor faithfully to seek God's Will for all of us around the concern of gender and sexual diversity. We remain in community with the rest of FUM as we seek a Truth about discrimination against people of different sexual orientations that will include all of us. We are currently working on an epistle of greater depth and breadth.

Friends had many editing suggestions, which varied widely. Some Friends wished to remove sentences that other Friends considered crucial; others found tender spots where language differences were important. The motion of the sense of the Meeting was towards a simpler, shorter version of the initial draft presented. One Friend described the sense of tension between those desiring the pastoral approach and those desiring the prophetic approach. Many felt this was still the time for a pastoral approach, while others felt it was time to move forward in a prophetic way. Friends were able to APPROVE that the committee would craft the final version based on editing suggestions agreed to at Interim Meeting, and DIRECTED that the letter go to all FUM General Board members and staff.

C. Friends moved to consideration of M & PC's short-term funding recommendation to Interim Meeting: that BYM send the first half of our 2004-budgeted apportionment to FUM, with the second half payment to be consid-

ered at annual sessions. Since the 2004 budget was approved by Friends attending annual sessions, it was felt that the same body should have the opportunity to reconsider this allocation. One Friend remarked that ‘we should send our money because we want to, not because we feel we have to’ because of budgeting decisions. However Friends seemed to reach general agreement that not to send our apportionment at this time would be punitive, and not in the spirit of the response BYM had just received from the FUM General Board. When it became apparent that the Spirit was leading Friends toward approval of the recommendation, Jane Megginson agreed to stand aside in order to allow the matter to go forward. Interim Meeting APPROVED that the first half of our Budgeted 2004 commitment to FUM be paid by June 30, and sent with a letter from the Interim Meeting Clerk expressing the “crisis of conscience” that has been engendered within BYM by FUM’s policy for employment and volunteers.

- D. Rosalind Zuses read the draft epistle to Friends, asking for prayerful consideration, and that representatives to Interim Meeting take the epistle back to their Monthly Meetings for distribution and active consideration at Annual Session. [See Draft Epistle at the end of these June Interim Meeting Minutes]

Friends APPROVED proceeding in this manner with the epistle.

Interim Meeting Clerk Michael Cronin thanked Ministry and Pastoral Committee for their work, and added thanks for the effective work of the Co-Clerk of that Committee. Rosalind will be stepping down as Co-Clerk of M&PC to begin service as Clerk of Sandy Spring Friends Meeting. She will continue to work with Mand PC on this issue.

I2004-17 Stewardship & Finance. Clerk Marion Ballard laid before Friends for consideration the proposal of Stewardship & Finance Committee to reduce the current amount budgeted for BYM to send to FUM from approximately \$17,400 to \$1,000, with an additional \$7,000 set aside in support of intervisitation under the weight of our concern for the right place of sexuality, specifically homosexual relationships, in the Religious Society of Friends. The Committee felt led to recommend withholding funds as a matter of conscience, but wished to ‘remain at the table’ by not withdrawing all support, since BYM was one of the founding Meetings of FUM. Once again, the wide diversity of Friends’ understanding of God’s will for BYM was apparent. Friends struggled with the sense of violation felt from the FUM General Board and staff, and the best way to proceed effectively, without force, in love, and with integrity in our spiritual witness against discrimination. Some felt such a drastic cut in our financial support was an insult, and not likely to foster achievement of our goal of interaction and persuasion. Others were opposed to paying for discrimination ‘in our name’.

Howard Fullerton spoke as a member of the FUM Finance Committee, as well as a BYM member, offering his knowledge of the context of our fiscal support. We have a modest effect on their budget; they are ‘scraping for funds’; neither Iowa nor New England Yearly Meetings budget support for FUM. Our concern is not widely discussed in FUM, and pastoral visits are needed to change this pattern. After the warning of a Friend to take care not to think this[engagement] can be done easily, Marion promised to take what she’d heard back to the committee for its labors before annual sessions.

I2004-18 *Ad Hoc Committee on Gender and Sexual Diversity Concerns.* Bonnie Stockslager presented the report in the absence of Lauri Perman, who intended to be holding Interim Meeting in the Light with her husband and Ron Mattson, whom they were with in Minnesota.

The Committee has appreciated being a part of consideration of these concerns and expects to continue to be included.

The Ad Hoc Committee on Gender and Sexual Diversity Concerns lays this before the June 19, 2004 Interim Meeting:

We recognize that many Friends are struggling with the concerns of conscience around matters of personal financial support and membership in Friends United Meeting.

We ask Yearly Meeting to devise a process by which they may remain true to Friends Testimony of integrity.

We further urge all Friends everywhere to suspend judgment long enough to replace fear with faith.

I2004-19 *Indian Affairs.* Clerk Flossie Fullerton announced that the two Navajo visitors who had planned to come to Annual Sessions to participate in workshop 15 would not be doing so, since they will come for the 9/21 opening of the Smithsonian Museum of the American Indian.

I2004-20 *Manual of Procedure Committee.* Clerk Howard Fullerton presented the report of the Committee.

MANUAL OF PROCEDURE COMMITTEE

This section, prepared and approved by the Ministry and Pastoral Care Committee, replaces the descriptions of the Ministry and Counsel and the Committee for the Nurture and Recognition of Ministry to implement the merger of the committees approved by the Yearly Meeting in session in 2002.

MINISTRY AND PASTORAL CARE COMMITTEE

The Ministry and Pastoral Care Committee consists of approximately twelve members nominated by the Nominating Committee and appointed by the Yearly Meeting. Also, each Monthly Meeting is requested to designate one of its members under a concern for ministry or pastoral care to participate in the meetings and responsibilities of the Committee. Any member of the Yearly Meeting with a concern for ministry or pastoral care is welcome at the Committee's meetings.

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 supports and assists Monthly Meetings in fostering community and recognizing and addressing the needs of individuals within their Meetings. Committee members are expected to visit a variety of Monthly Meetings throughout the year. Monthly Meeting committees will be encouraged to invite these visits. Monthly Meeting committees that deal with ministry and pastoral care are encouraged to invite these visits.

The Committee supports and assists the Yearly Meeting with programs, retreats, workshops, activities at Annual Sessions, and other activities 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 at Annual Sessions to the Yearly Meeting.

The Committee considers requests for Yearly Meeting endorsement 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 Friend holds membership and then endorsed by the Yearly Meeting. (See *Faith and Practice of Baltimore Yearly Meeting of the Religious Society of Friends*, Part II Practices and Procedures, B The Monthly Meeting, 5 Visiting Among Friends, sub-

sections 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 should 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 Committees of Oversight for these Friends.

As the need arises, the Committee explains to Friends the historical Quaker practice of recording members in the ministry and the Committee maintains a current list of all recorded ministers within the Yearly Meeting.

Move to page 8 the following text from page 9, to make it clearer that this is a function of Interim Meeting Change the Interim Meeting date the ad hoc naming committee is selected to reflect actual practice. Call the ad hoc committee the ad hoc naming committee. The sentence about members of the Search Committee becoming members of Interim Meeting is recommended to be dropped because every member of the Yearly Meeting is a member of Interim Meeting:

On Spring Yearly Meeting Day, Interim Meeting appoints from the floor an ad hoc Naming Committee of two Friends to nominate Friends for appointment to fill the vacancies on the Search Committee. This ad hoc Naming Committee serves for one year or until a new ad hoc 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.

Modify the first paragraph of the Search Committee (p. 9):

The Search Committee is composed of six persons nominated by an ad hoc Naming Committee and appointed by Interim Meeting, two appointed each year to serve a term of three years. No person may serve for more than six consecutive years. The Committee may not co-opt additional members.

The Youth Programs Committee (p. 37) needs to make a change to its description. As part of their revised job description the Coordinators of the Junior Young Friends program are now ex officio members of the committee. The new Co-Clerks of the committee (Ted Heck and Betsy Tobin) are aware of this.

The Youth Programs Committee consists of eight to ten adults nominated by the Nominating Committee and appointed by the Yearly Meeting. Other members are the Young Friends Conference Clerks, the Young Friends Yearly Meeting Program Planners and two Young Friends appointed by the Young Friends Conference Business Meeting. The regional youth coordinators, the Yearly Meeting YouthQuake representative, the Coordinator(s) of Junior Young Friends, and the Youth Secretary are ex officio members.

These proposed changes give the purpose of the AFSC and the FCNL, based on their web sites. These additions will provide some information to the Nominating Committee and to prospective appointees. The ASFC statement is on page 48 and FCNL's is on page 49 of the current:

V. REPRESENTATIVE TO OTHER ORGANIZATIONS

AMERICAN FRIENDS SERVICE COMMITTEE

The American Friends Service Committee carries out service, development, social justice, and peace programs throughout the world. Founded by Quakers in 1917 to provide conscientious objectors with an opportunity to aid civilian war victims, AFSC's work attracts 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.

The AFSC is directed by the American Friends Service Committee Corporation, through a Board of Directors elected by the Corporation from among its members. The Corporation members all must be members of the Religious Society of Friends. AFSC is staffed by Quakers and other people of faith who share the Friends' desire for peace and social justice. Further information is available at the AFSC web site.

Baltimore Yearly Meeting may appoint five persons to the Corporation of the American Friends Service Committee. These persons are nominated by the Nominating Committee and appointed by the Yearly Meeting, not all in one year, to serve each for three years. Those persons are expected to participate in meetings of the Corporation, usually held in Philadelphia.

The Middle-Atlantic Region of the AFSC works throughout New York, Pennsylvania, New Jersey, Maryland, Delaware, West Virginia, and the District of Columbia on issues related to youth, criminal justice, economic justice, social justice and peace building. Baltimore Yearly Meeting also appoints one person to serve on the Executive Committee of the Middle-Atlantic Region. The Regional Office is located in Baltimore.

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 of people 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. 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. This includes establishing legislative policy and priorities. An Executive Committee and several other Committees guide the program and administration of FCNL between Annual Meetings. Further information is available at the FCNL web site.

The six Yearly Meeting representatives to the Friends Committee on National Legislation are nominated by the Nominating Committee and appointed by the Yearly Meeting, two each year for three-year terms.

One Friend had a clarifying comment about the American Friends Service Committee, which will be given to Howard before Annual Session. Another Friend mentioned that the Volunteer Service Subcommittee has not existed for some time. Friends APPROVED forwarding the report to Annual Session for consideration.

I2004-21 Search Committee. Clerk Ann Marie Moriarty presented the report for first reading of nominations:

Presiding Clerk	Lauri Perman, State College
Supervisory Committee	Meg Boyd Meyer, Baltimore Stony Run for 2nd 2-year term
	Gretchen Hall, Alexandria for 2nd 2-year term
Nominating Committee	Class of '07 Barbara Thomas, Annapolis Marjorie Scott, Baltimore Stony Run Cariadne Burchard, Baltimore Stony Run Catherine Tunis, Herndon

Friends APPROVED the first reading for forwarding to Annual Session.

Ann Marie also notified Friends of a change due to marriage and a move:

From Dorothea Musgrave, Friends Meeting of Washington to Dorothea Musgrave Malsbary, Sandy Spring Monthly Meeting

Finally, she raised the issue of the tension between skills needed for clerking Supervisory Committee and those needed for clerking at Interim Meeting. Current practice is to have the same person preside over both, although the skills that serve these bodies best do not necessarily overlap. Search Committee asked Friends to consider allowing Supervisory Committee to name its own Clerk from its constituent members. The matter was laid over for seasoning, to be taken up at a later time, preferably at annual sessions.

I2004-22 Peace and Social Concerns. J.E. McNeil, for the Committee presented a letter for Interim Meeting to consider forwarding to BYM Annual Session for consideration. Friends APPROVED sending the letter to all Monthly Meetings in BYM and forwarding the letter for annual session action.

EXPRESSION OF CONCERN ABOUT EROSION OF CIVIL LIBERTIES

In the immediate aftermath of the terrorist attacks on this country on September 11, 2001, the Congress, under pressure and without due consideration, passed the Uniting and Strengthening America by providing Appropriate Tools Required to intercept and Obstruct Terrorism Act of 2001 (USA PATRIOT Act). Baltimore Yearly Meeting of the Religious Society of Friends believes that the Act:

- grossly infringes on the civil liberties of all residents of the United States by allowing government access to business, medical, library, bookstore and computer records, and maintaining surveillance with complete secrecy.
- subverts the system of checks and balances by giving the Executive Branch overly broad discretionary powers, and by severely limiting the Judicial Branch's autonomy and authority for searches.

The original Act is due to expire in 2005. However, on April 19, 2004, President Bush urged Congress not only to make the USA Patriot Act permanent, but to expand its provisions considerably.

Baltimore Yearly Meeting believes that the USA PATRIOT ACT represents a climate of fear and distrust on the part of our government, putting it at odds with the citizens it was created to represent and protect from intrusive, arbitrary action. Our country needs to look beyond the emotions that enable the Act, and to move forward with wisdom and a spirit that encourages peace, freedom, and true security.

Affirming its belief in the testimonies of the Religions Society of Friends (Quakers) of Simplicity, Peace, Integrity, Community, and Equality, Baltimore Yearly Meeting urges the United States government to rescind those provisions of the USA PATRIOT Act which threaten the civil liberties of Americans. We also urge the Congress not to renew or extend this Act without careful consideration of protection of the liberties of all United States residents which are the foundation of this country.

Several Peace and Social Concerns announcements followed:

- A copy of an open letter to President George Bush is available. This letter was sent from Friends in the Washington D.C. area, highlighting the harmful effects on local governments as the result of increased military spending.
- Friends Meeting of Washington urges Friends to participate in a program 9/17 considering reinstatement of the draft, and a draft counselor training 9/18. Details are available in flyers, and through FMW.
- Sharon Stout, of Adelphi Friends Meeting, asked Friends to join in support of a letter crafted by Adelphi Friends which deplored 'acts of aggression, oppression, humiliation, and torture in Iraq and elsewhere', which she read aloud to Interim Meeting. The hope is to have this published as a paid open letter in Iraq, Afghanistan, and other countries, in several languages.

I2004-23 Staff Report. General Secretary Frank Massey remarked that it had been a busy few months.

1. Josh Riley, Camp Administrator, had camp staff all lined up, and they were now on their respective sites to prepare for the arrival of campers 6/26
2. Supervisory Committee has reviewed and updated BYM Personnel Policies, including the non-discrimination statement
3. Supervisory Committee is in the process of reviewing and writing policies for the camp programs as well as for the Youth Programs
4. The office staff has been trained in child safety, and will develop a manual of procedure for implementation of safety procedures
5. Staffing adjustments include:
 - Jerry and Becky Coates serve as caretakers at Catoctin
 - Laurie Wilner , bookkeeper one to two days each week
 - Hope Braveheart will begin 7/1 as full-time Youth Secretary
6. Future staffing changes:
 - Josh Riley will leave his post after 5 years to begin full time pursuit of a degree in pastoral counseling. Friends have the opportunity to express their thanks today and at annual sessions for the wonderful job Josh has done as BYM's full-time Camp Administrative Secretary
 - Jane Megginson will move from her duties as Office Manager to fill the Camp Administrative Secretary position.

Frank described Josh as having done a magnificent job, and felt the Yearly Meeting was lucky to have Jane move into that position. Both of these Friends have years of experience in our camping program, and have served it well.

7. The BYM web site will be available for posting minutes and draft documents from Interim Meeting shortly after they are received at the office.
8. Friends can save money by registering for BYM annual session by 7/9. Registration forms may be downloaded from the website. A few additional advance reports were still available in the hallway for Friends to take home from Interim Meeting.

I2004-24 Closing. The action minutes were read by the recording clerk, and approved by Friends present. The Clerk called for closing silence and worship, during which Lamar Matthew rose to give vocal ministry, thanking Friends for their tenderness and care in their labors over our differences with FUM. He remembered with gratitude being told ...it's not your issue, it's our issue.' He further remarked that this was how we tell each other that we love each other and respect each other. Lamar spoke of his hopefulness as we explore how to better serve our Friends community and our world community.

Friends arose to gather again at annual session, 7/26-8/1 in Harrisonburg.

Michael Cronin, presiding

Frances Preston Schutz, recording

[See **I2004-16 D**]

SECOND EDITED DRAFT OF THE BYM EPISTLE TO FUM

EDITED ON JUNE 18, 2004

“To Friends in FUM Everywhere,

We send greetings from Friends gathered at Baltimore Yearly Meeting's Interim Meeting Day on sixth month, nineteen. For almost two years now, we have agonized over the differences we share with many in the leadership of Friends United Meeting regarding the right place of sexuality, specifically homosexual relationships, in the Religious Society of Friends. We feel led to share our faith and hope, as well as our pain and anger, praying that our labors will be in love and that this sharing will eventually benefit Friends everywhere.

A foundation of Friends' faith and practice is that each person, regardless of differences, is created in the image of God. (Genesis 1: 27) Scripture and experience have shown us that each unique, finite person contains a unique, finite reflection of the Infinite Divine. What Friends have experienced over the years is that each time we embrace one of God's children—who is in some finite way “other” to us—we more fully embrace the image of God.

In 1968, we formalized our embrace of the “other” within BYM when our Orthodox and Hicksite meetings consolidated after 140 years of separation. We continued this process over the next 20 years while we threshed, drafted, and finally adopted BYM's unified Faith and Practice with the joyous cry, “We came! We saw! We concurred!” Under “The Life of the Spirit,” in the section entitled “Home Life; Living with Self and Others,” we affirmed our collective experience that:

Our Meeting communities now include persons living alone, two-parent families, single-parent families, married and unmarried couples, homosexual and heterosexual couples, single adults or extended families sharing a household, and larger communal groups. At present Friends are divided on the wisdom or rightness of some of these relationships.

Nevertheless, we recognize that there are many kinds of domestic living situations in which individuals have made long-term commitments to each other and in which a caring, sharing, supportive relationship can grow. We are all called to make our primary relationships responsible, loving, mutually enabling, and spiritually enriching.

Over our last 16 years as a consolidated Yearly Meeting, one of the paths that have led us to deeper faith has been the path toward a better understanding of God's gift of sexuality. Many of us have shared the pain of families as they wrestle with the newfound identity of a beloved member who discovers that they are not heterosexual. We have also rejoiced with lesbian and gay members who, in the process of discovering how to be good stewards of their sexuality and relationships, have revealed to us God's sustaining love in new and powerful ways. We have benefited from their hard work, good humor, and spiritual leadership as clerks of our monthly meetings, our BYM committees and our Yearly Meeting.

We believe that to reject any spiritual gifts that God has bestowed on our meetings through unique individuals is an affront to God's goodness and mercy. Yet, the recent interpretation by the FUM Executive Committee of Minute 88-GB-52, (that staff and volunteers must sign, abide by, and enforce against others a policy of discrimination against any person in a sexual relationship outside the bond of marriage between one man and one woman), confronts us with the dilemma of choosing some gifts, thereby rejecting others. This prevents most of BYM from serving in any volunteer or staff position for FUM. . We would never again be able to host our Triennial as we did in 1999.

The recent interpretation of this Minute has already proved very painful to some of our most revered and beloved leaders in BYM, from whom opportunities to share their considerable gifts of the Spirit with the wider Quaker community have been removed. This includes married and single Friends who live within the FUM policy but cannot impose it on others. Our Young Friends are deeply hurt by what they experience as rejection of those who have been important leaders and guides for them.

BYM has begun a clearness process led by the Ministry and Pastoral Care Committee to determine if we can remain in loving engagement as well as vigorous disagreement with those who uphold this policy. At the very least, we stand in full opposition to the policy itself. Additionally we feel ashamed because discrimination among Friends is being practiced in our name. Many Friends and some monthly Friends meetings in BYM feel driven by their conscience and integrity to no longer give financial support to FUM because this personnel policy violates our understanding of the uniqueness and fullness of God's good creation. We in BYM are wrestling mightily and painfully with this dilemma. This has led us to deeply consider the question: **“Must we choose between upholding our membership in FUM or upholding the integrity of our Friends’ tradition by not participating where there is discrimination against most of us?”**

We are led into deeper discernment by the following queries:

- 1) Will we allow this serious disagreement over some aspects of our understanding of God's, gifts, Purpose and Will to prevent us from seeking the continuing revelation of God's Truth together as Friends?
- 2) Can we labor together to discover if there is a single truth that God is putting before us?

At this time in our seeking, we have discerned that it is contrary to God's Will to have to choose either what God has given us through membership in FUM, or what God has given us through our members who are in relationships that FUM policy defines as unacceptable. We are led to a third way.

We are led to stand in this present tension and engage in dialogue with those who uphold the policy. We stand in this tension for all of our children and grandchildren, some of whom will discover that they do not fit neatly into a heterosexual world. In the past, Friends from other Yearly Meetings, who were struggling with their sexuality, have turned to BYM Friends for comfort, guidance, and the reassurance of God's love. For them we stand in this tension and dialogue. We will not abandon them.

We stand in dialogue with the leadership of FUM because Christ did not shun discomfort or dialogue. We are also seeking exchange with the other yearly meetings, encouraging them to join us in our search for God's Truth on this issue. We are initiating the same process throughout the monthly meetings in BYM. We have faith that through this painful struggle the Way will open and bring us to a greater unity and understanding of God's Will for us all.

In spite of the current struggle, we are grateful for this opportunity to discern our witness and come to have a fuller understanding of our faith through it.

Yours in loving faith,

Baltimore Yearly Meeting

333RD ANNUAL SESSION
OF
BALTIMORE YEARLY MEETING
OF THE RELIGIOUS SOCIETY OF FRIENDS

JAMES MADISON UNIVERSITY
HARRISONBURG, VIRGINIA

Tuesday, July 27, 2004 3:00–5:00 p.m.

Y2004—1 The first session of the 333rd Annual Session of Baltimore Yearly Meeting began with a time of open worship. We feel blessed to be together again to gather in worship and carry forward the work and witness of our beloved Yearly Meeting.

Seated at the Clerk’s table were Lamar Matthew (York), Presiding Clerk; Dave Lewis (Dunnings Creek), Reading Clerk for the day; Young Friend Phoebe Stern (Sandy Spring Friends School) Clerk of the Young Friends program; and Deborah Haines (Alexandria), Recording Clerk.

Y2004—2 *Clerk’s Minute.* Out of the silence, Lamar Matthew shared the Clerk’s minute lifting up the promise of God’s healing love.

In the Gospel According to John (the Quaker Gospel) we read that Jesus went up to Jerusalem and “in Jerusalem, by the Sheeps’ Gate, there is a pool called, in Hebrew, Bethesda, which has five porticoes. In these lay many invalids – blind, lame, and paralyzed. One man was there who had been ill for thirty-eight years. When Jesus saw him lying there and knew that he had been there a long time, he said to him, “Do you want to be made well?” The sick man answered him, “Sir, I have no one to put me into the pool when the water is stirred up; and while I am making my way, someone else steps down ahead of me.” Jesus said to him, “Stand up, take your mat and walk.” At once the man was made well, and he took up his mat and began to walk.”

How long have we been lying by the pool? Waiting to be made whole? In our time together, let us seek channels for God’s grace and power to make the troubled waters move. Let’s step into that pool and allow the

healing love of God, to minister to us and wash away our hurt and pain. That love will bring wholeness to each of us and to our beloved Society of Friends.

Welcome Friends to this, our 333rd Annual Session of Baltimore Yearly Meeting of the Religious Society of Friends. We are gathered to seek refreshment and healing, do God's work, and grow in God's grace. George Fox reminded us to keep our Meetings in the power of God, that we may see the Light present among us. So as we pick up our mats, let us remember that "the first step of peace", of healing, of any journey "is to stand still in the Light." That quiet waiting provides us "power and strength" – that is where "grace grows, and the unknown Truth, unknown to the world – (is) made manifest." Let wisdom guide us in patience and let us make no strife among Friends, but live in that which makes for peace and love and life. "Let us dwell in the Light that casts out all jangling spirits. In that Light we may have unity with one another... With that Light we may answer the Light in every man..."

Y2004—3 *Visitors.* We welcomed guests Terry Stark (Harrisburg, PYM), Friends General Conference visitor; Vanessa Julye (Central Philadelphia Monthly Meeting, PYM); Jean Marie Prestwich-Barch (Schuylkill, PYM, sojourning at Valley Meeting, BYM); Traci Peterson (Clear Creek, Ohio Valley Yearly Meeting); John Barton, Virginia Council of Churches; and Sue Axtel, representing the Earlham School of Religion.

Y2004—4 *Search Committee.* Ann Marie Moriarty (Adelphi) presented the report of the Search Committee as follows as previously read at last Interim Meeting:

Presiding Clerk: Lauri Perman (State College).

Supervisory Committee: Meg Boyd-Meyer (Baltimore, Stony Run)
Gretchen Hall (Alexandria)

Nominating Committee, Class of 2007: Barbara Thomas (Annapolis); Marjorie Scott (Stony Run); Cariadne Burchard (Stony Run); Catharine Tunis (Herndon)

The Committee also noted the following name and Meeting change: Dorothea Musgrave (Washington) is now Dorothea Musgrave Malsbary (Sandy Spring)

Friends APPROVED these recommendations.

Y2004—5 Dave Lewis read the Epistle from Britain Yearly Meeting, urging Friends to share the joy we find in our faith, and to be faithful in following our leadings and living out our testimonies.

Y2004—6 *Epistle Committee.* Clerk Lamar Matthew named the Epistle Committee for this year's session. They are Justin Connors (Washington), Elizabeth DuVerlie (Baltimore, Stony Run) and Kathryn Smith (Maury River).

Y2004—7 *Introduction of Baltimore Yearly Meeting Staff.* Frank Massey presented the General Secretary's report, and introduced the Yearly Meeting staff, including Phoebe Stern, part time officer helper, Laurie Wilner, Bookkeeper, Jane Megginson, Office Manager, David Hunter, Camp Properties Manager, Hope Braveheart, Youth Secretary, and Josh Riley, Camp Administrative Secretary. He also thanked the many volunteers at Friends House who help with mailing out the *Interchange*.

Frank spoke about how the staff see their work as holding the Yearly Meeting in their hands, and the joy they feel in helping us live into the love and Light that is our birthright.

Y2004—8 Dave Lewis read from the epistle of Little Britain Monthly Meeting. The two Preparative Meetings that form Little Britain—Penn Hill and Eastland—are very small, yet the few Friends who meet together continue to find joy in their shared work. The Clerk noted that both Penn Hill and Eastland are faithfully represented at our Annual Session.

Y2004—9 *Program Committee.* Elizabeth Hofmeister (Bethesda) introduced the members of the Program Committee. This large and hard-working committee has responsibility for putting together our annual sessions. One high priority this year has been to try to attract more first time attenders to annual sessions, by distributing certificates for first-timers through the Monthly Meetings.

Y2004—10 *Trustees.* In the unavoidable absence of the Clerk of Trustees, Howard Zuses (Sandy Spring) referred Friends to the written report of the Trustees in the Advance Reports, and offered to answer any questions.

Y2004—11 *Friends House Moscow.* Laura Nell Obaugh (Hopewell Centre) introduced the report of the board of Friends House Moscow. She thanked the Yearly Meeting for giving her the opportunity to participate in this exciting program, and introduced Marsha Holliday (Langley Hill) who is succeeding her on the board. Marsha described the challenges faced by Friends House Moscow, and some of the important projects it carries out, including an Alternatives to Violence Project, work with Russian COs, and work with orphans and the disabled. Greetings, Friends! After a fantastic 4 and a half-year experience as a sojourner with Friends in Paris, France, I am now happy to be home. [See the full Friends House Moscow report in the Organizations section of this *Yearbook*.]

Dave Lewis read a brief excerpt from Dorothy Canfield Fisher's biography, "A Lady from Vermont" reminding us of the importance of attending to daily tasks.

Y2004—12 *William Penn House.* Byron Sandford (Washington) reported for William Penn House, our Quaker study and hospitality center on Capitol Hill. New developments this year include a closer relationship with Washington Quaker Workcamps, and the development of a peace studies curriculum workshop for high school and college teachers, to be offered in October. William Penn House also continues to bring together Friends from the Washington area for once a month potlucks, hosts lobbying weekends in cooperation with FCNL, and weekends for young Friends from all over the country. A healthy budget surplus this year will provide the opportunity for some long deferred improvements to the property.

Y2004—13 *Washington Quaker Workcamps.* Andre Israel (Washington) reported for the Washington Quaker Workcamps. He noted that WQW is one of only a handful of centers offering a Spirit-led workcamping ministry. He described how he was hired last September to revitalize WQW after a period of decline, and how the program has grown over the past year. He spoke about the powerful experience of bringing Quaker youth to poverty stricken urban and rural communities to learn first hand through shared work and worship. He encouraged all Friends to lift up and support this work.

The meeting closed with a period of worship during which we remembered Friends we will dearly miss who have died during the past year.

Wednesday, July 28, 2004, 9:30 a.m. – 12:00 noon

Y2004—14 Friends settled into a period of open worship. At the table were Lamar Matthew (York), Clerk, Deborah Haines (Alexandria), Recording Clerk, Young Friends Hannah Mayer (Maury River) and Phoebe Stern (Sandy Spring Friends School), Clerk of Young Friends, and Linda Wilk (Hopewell Centre), Reading Clerk for the day.

Lamar Matthew noted that Ministry and Pastoral Care Committee will be holding our sessions in the Light each day. Friends carrying this ministry today were Betty Brody (Alexandria) and Leo Pickens (Annapolis).

Y2004—15 Linda Wilk read from the State of the Meeting report from Hopewell Centre, focusing on the Meeting's struggle to respond to the discovery that an active attender was a convicted child molester. The process of confronting this situation and making painful choices has left wounds and opened opportunities for ministry. Friends "pray that as we move forward into the next year, we will find that we have made an opportunity out of danger, and that we will continue to grow in the life of the spirit."

Y2004—16 *Visitors.* We welcomed guests Jan Dahn (St. Petersburg, South-eastern Yearly Meeting); Retha McCutcheon, executive secretary of Friends United Meeting, and Paul Smith, finance manager of Friends United Meeting.

Y2004—17 *Camping Program Committee.* Betsy Krome (Williamsburg), Co-Clerk of the Camping Program Committee, introduced the Directors of the camps, and noted what a wealth of experience they represent.

Linda Garretson, who has spent 16 years in the camping program, reported that the summer has been going well at Catoctin. She noted that the theme that emerged this year was loss and grief, because so many of the campers were dealing with personal tragedies, but that this only deepened their joy in being together in a place where it is safe to share their feelings. Linda read from a camper's evaluation which concluded "I love camp with every atom of my soul."

Dana Foster, also with 16 years in the camping program, reported for Shiloh. She noted that some vehicle breakdowns led to offers of help from other Quaker camps and schools, and that she was grateful to be reminded of that hidden support network. An extended period of rain led the campers to originate a chant of "I *like* this!" ready to be put into use whenever a hike became really challenging, or things went wrong.

Elaine Brigham, who is serving her 13th consecutive summer in the camping program, reported for Opequon. She spoke about the joy of a camp overflowing with children and gifted staff. She told us about some of the arts projects undertaken at Opequon this year, including a mural of the Tree of Knowledge, and a movie entitled "A Camp Before Time" which will be for sale in the bookstore next year.

Whitney Thompson, completing her 19th year in the program as camper and staff, reported on the Teen Adventure Program. This summer's trips went very well. One of the highlights for many campers were the service experiences, run by volunteers who are wonderful spiritual guides. She noted that Common Ground, the community that provides a base for Teen Adventure, is looking for new members. Melissa Poole, who has worked for ten years in the camping program, lifted up the themes for this summer's Teen Adventure. One was "meeting for worship" which led to many deep discussions, and spontaneous meetings for worship at every waterfall or patch of bright sunlight. She reported that Teen Adventure is attracting more campers from Opequon, and trying to incorporate more art, writing and music in its program. She expressed her appreciation for how it knits together campers from all the camping programs, making it possible for them to do things that are truly hard, but truly great.

Y2004—18 Greg Tobin (Frederick), Co-Clerk of the Camping Program Committee, introduced the members of the committee, and expressed his gratitude for their hard work and faithfulness. He noted that the camping program is the largest program under the care of Baltimore Yearly Meeting, and is growing. All Friends are urged to learn more about it, and help the Committee plan for the future.

Y2004—19 Josh Riley, Camp Administrative Secretary of the camping program, who has been with the program a total of 22 years, will be leaving in December. He described the sense of calling he felt when he first applied for his present job, and expressed the deep sense of gratitude he feels for all the years he has been able to serve. He thanked the Yearly Meeting staff, and the Yearly Meeting for their support, and noted that the camping program will always be part of his life. Josh spoke of the transforming power of BYM's camping program, which offers children the chance to be truly loved for who they are.

Friends expressed their deep appreciation to Josh Riley for his wonderful service to the Yearly Meeting. The camping program is truly a ministry, a religious education summer program on an enormous scale.

Y2004—20 *Camp Property Management Committee.* Patty Nesbit (Hopewell Centre) reported for the Camp Property Management Committee. She thanked Friends for their wonderful support of the camps, and expressed special appreciation to David Hunter, who, as property manager, is taking on the responsibility for keeping all of our 900 acres and dozens of buildings safe and in good condition. Many improvements are planned, including replacing most of the cabins over the next several years. Friends are being asked to raise enough in contributions and pledges during these annual sessions to build at least one cabin. Friends are also encouraged to participate in volunteer work days at each of the camps.

Y2004—21 *Camp Property Manager.* David Hunter (Frederick) expressed his thanks to the parents and Monthly Meetings that have already contributed to the cabin campaign. He also introduced Becky and Jerry Coates who have returned to Baltimore Yearly Meeting after as the Caretakers at Catoctin.

Y2004—22 *Long Range Property Planning Subcommittee.* Sheila Bach (Langley Hill) reported for the Long Range Property Planning Subcommittee. She explained that the subcommittee has taken a broad view of its mission. It has undertaken surveys of the age distribution of the Yearly Meeting membership, and of the facilities owned by our local Meetings and Friends groups, as well as a detailed survey of the camp properties. A booklet has now been published that lists and describes the facilities available for retreats and gatherings within the Yearly Meeting. The subcommittee is recommending more effective marketing of the camp properties, so that they can be more fully utilized in the spring and fall. They have also projected improvements and expansion that will

be required over the long term. Another area of concern is the difficulty of finding affordable housing within easy driving distance of the Yearly Meeting office, creating hardships for our staff members.

The subcommittee reported that it feels it has completed its work and is ready to be laid down. Clerk Lamar Matthew asked the subcommittee to bring to Interim Meeting a report on which pieces of their work need to be carried forward, and how this might best be done, either within the existing Yearly Meeting committee structure, or by the creation of a new standing committee. [See full report in the Committee section of this *Yearbook*.]

Y2004—23 Linda Wilk read from the State of the Meeting report from Goose Creek Meeting, reflecting on the passing of an older generation, and the tender need to be in harmony with the changing of the seasons.

Y2004—24 *Friends General Conference*. Trudy Rogers, (formerly Seneca Valley, now Chester River, PYM) reported for Friends General Conference. She thanked Friends for the opportunity to serve BYM as a representative to FGC Central Committee and noted that her move to the Eastern Shore means that she is now a member of Philadelphia Yearly Meeting and will be wearing a new hat. She highlighted some of the exciting projects of FGC, including the Traveling Ministries Program, the Meeting web directory, <www.QuakerFinder.org>, the upcoming Religious Educators Institute in August in New York State, the Young Quakes program for high school age Friends, and new work in the area of the eradication of racism among Friends. She noted in particular a minute rising up in Friends General Conference affirming how we are enriched in our work by the Spirit-guided leadership of gay, lesbian, bisexual, transgender, and queer Friends.

Jean Marie Prestwich Barch (sojourning at Valley Friends) introduced herself as Co-Clerk, with her husband Frank Barch, of the FGC Gathering to be held in Blacksburg, Virginia in the summer of 2005. She spoke of the blessed community created during the week of Gathering, and shared the theme of the 2005 Gathering: *Weaving the Blessed Tapestry*. She described the pain the planning committee felt when the Virginia legislature passed a statute this spring invalidating any contracts involving persons of the same gender which might be interpreted to confer benefits associated with marriage. After deep searching, the committee agreed to go forward with holding the Gathering in Virginia as planned, with the understanding that we will use this as an opportunity to witness to our belief that we are all children of the Light.

Y2004—25 *Friends World Committee for Consultation.* Flossie Fullerton (Sandy Spring) described the work of the Friends World Committee for Consultation. She highlighted the work of the intervisitation committee, in which our member Anne Moore has been active. She spoke of the recent Triennial in New Zealand, which brought together Friends from countries and cultures from around the world. She noted how eager Friends are for the opportunity to get to know each other.

Donna Boyce Manoukian (Langley Hill) offered to bring a presentation on her moving experience at the New Zealand Triennial to any Meeting interested in inviting her. She noted how Friends from all types of Quakerism come together in FWCC, and how many Quakers around the world are in scattered, isolated Meetings with few opportunities to meet with other Friends. Groups like FWCC that bring Friends together deserve our wholehearted support. One special opportunity we should give support to is the World Gathering of Young Friends, for those age 18-35, planned for Lancaster, England in the summer of 2005.

Y2004—26 The time for adjournment drawing near, we agreed to reconvene at 1:15 this afternoon, for a brief session to address the remaining two items on the agenda: the Ministry and Pastoral Care Budget Recommendation Concerning FUM, and the first reading of the 2005 Budget.

Wednesday, July 28, 2004, 1:15-2:00 p.m.

Y2004—27 Friends convened at 1:15 pm and settled into open worship. At the table were Lamar Matthew (York), Presiding Clerk, Deborah Haines (Alexandria), Recording Clerk, Linda Wilk (Hopewell Centre), Reading Clerk for the day, and Young Friend Adam Cwirut (Frederick).

Linda Wilk shared a further communication from Goose Creek Meeting, an appreciation of Ed Nichols, who recently stepped down after serving for forty years as Meeting treasurer.

Clerk Lamar Matthew announced that Betsy Wollaston (Deer Creek) has set up a writing table where Friends may send greetings to those not able to be here with us this week. She would be glad to receive the names of additional Friends who might like to receive such greetings.

Y2004—28 *Friends United Meeting Concern.* Lamar briefly described how several Baltimore Yearly Meeting committees have worked together over the past few months to develop a proposal to address concerns about our Yearly Meeting contribution to Friends United Meeting. Rosalind Zuses (Sandy Spring), Co-Clerk of the Ministry and Pastoral Care Committee, read the proposal devel-

oped by a joint meeting, on July 18, 2004, of the Ministry and Pastoral Care Committee, Stewardship and Finance Committee, and the Ad Hoc Committee on Gender and Sexual Diversity Concerns. Those present were: Marion Ballard (Stewardship and Finance), Margaret Stambaugh (Ad Hoc Committee), Rosalind Zuses (Ministry and Pastoral Care), Georgia Fuller (Ministry and Pastoral Care), Will Candler (Stewardship and Finance), Marcy Seitel (Advancement and Outreach), Marjorie Scott (Stewardship and Finance), Lauri Perman (Clerk) (Ad Hoc Committee), Donald Gann (Ministry and Pastoral Care), Aron Teel (Ad Hoc Committee), Howard I Fullerton (Ministry and Pastoral Care; FUM General Board), Lamar Matthew (Clerk, BYM), Deborah Haines (Recording Clerk) (Advancement and Outreach), Frank Massey (BYM staff).

RECOMMENDATIONS

After long and deep, but not acrimonious seeking, those gathered were able to come to a strong sense of the meeting on the following recommendations. This represents a major shift in position for some of those gathered, but it was felt to be the only way to move forward without forcing Friends to violate their consciences, which could have no good outcome, and surely not be God's Will for us. The funding recommendation is intended to allow Baltimore Yearly Meeting Friends to have a period of time to seek God's Will for unity on the nature of our continued relationship with the FUM organization.

- 1] We recommend that Baltimore Yearly Meeting continue to maintain full membership and participation in Friends United Meeting through representatives to the General Board and any other positions Friends are led to hold, and through an intentional commitment to intervisitation to learn about other Yearly Meetings in FUM and have them learn about us. We recognize that as long as both BYM and FUM are Quakers, we will be in relationship. The world will see us as the same, and it is to our advantage as a religious body to have as similar an understanding of our faith as we are able.
- 2] We recommend that BYM continue to have a line item on the Budget for the next three years of \$17,400 for FUM. Each Monthly Meeting will be asked to express its wish to either: have its apportioned share of the Yearly Meeting's FUM contribution sent to FUM with use of the funds restricted to certain purposes by BYM, or have its share put into a Yearly Meeting escrow account. We recommend that option be available to include the last half of the 2004 budget contribution that has not yet been forwarded by BYM to FUM.

We recommend that Stewardship and Finance convene a group to decide what restricted uses for the funds that go to FUM least support the current policy of discrimination. We recommend that BYM determine the disposition of the escrow funds after three years with it understood that the funds will not necessarily go to FUM.

- 3] We recommend that an ad hoc group for intervisitation be convened by members of the Advancement and Outreach Committee, Ministry and Pastoral Care Committee, and the Ad Hoc Committee on Gender and Sexual Diversity Concerns. This group will use careful discernment as to who the visitors should be, and give thorough orientation of prospective visitors. We also noted that visitors should be sent in groups of two or three, and should be prepared to carry out repeated visits to build ongoing relationships with monthly and Yearly Meeting members of FUM. This group will also seek to reach out to the other Yearly Meetings to have visitors from them come to us.

Lamar asked Friends briefly to address the second recommendation pertaining to the budget. There will be an opportunity for more extended discussion in an interest group at 3:30 this afternoon and throughout the week.

Y2004—29 *Stewardship and Finance Committee.* Marion Ballard (Bethesda), outgoing Clerk of Stewardship and Finance, presented the proposed budget for 2005, projecting a 10 percent increase in revenues and expenses, and a surplus of \$396. Apportionment revenue would increase 3 percent. This proposed increase in apportionments has been reviewed by the Monthly Meetings, and seems to be acceptable. The budget proposed increased reliance on individual contributions, in order to reduce pressure for future increases in apportionments. Marion noted that salaries paid to camp program and youth program staff now appear in the budget under those programs, leading to a substantial decline in the “office personnel” line item. She drew attention to the healthy growth of our camping program. She also noted that the continued draw-down of our reserves may be a cause for concern. After some discussion and clarification, Marion invited Friends with additional questions to come to the Stewardship and Finance Committee meeting this afternoon.

The session closed with a period of worship.

Thursday, July 29, 2004, 9:30 a.m. to 12 noon

Y2004—30 Friends settled into a period of expectant worship. At the table were Lamar Matthew (York), Presiding Clerk, Deborah Haines (Alexandria), Recording Clerk, Margaret Stambaugh (Gettysburg), Reading Clerk for the day, and Young Friends Phoebe Stern (Sandy Spring Friends School; Clerk of the Young Friends program) and Rosie Whitney (Richmond).

We welcomed guests Karen Bauer, Iowa Yearly Meeting (FUM), and Gary Gillespie (Baltimore, Homewood), representing the American Friends Service Committee, Middle Atlantic Region, Baltimore Office.

Y2004—31 *Manual of Procedure Committee.* Howard Fullerton presented the report of the Manual of Procedure Committee. He explained the recommended changes approved by Interim Meeting. These relate to: the Yearly Meeting Counseling Service, now laid down; an expanded description of our relationship to Friends World Committee for Consultation, the Friends Committee on National Legislation, and the American Friends Service Committee; a correction in the name of the national Friends Committee on Unity with Nature—now “Quaker Earthcare Witness;” a clarification of the role of the “Naming Committee” which nominates the “Search Committee” to nominate the “Nominating Committee” and the Yearly Meeting officers; a corrected description of the work of the Ministry and Pastoral Care Committee; a corrected description of the area served by the Middle Atlantic Region of the AFSC; and replacement of the word “overseer” in one instance, in recognition of Friends growing uneasiness with that term.

MANUAL OF PROCEDURE CHANGES

Yearly Meeting Counseling Service [See I2004-8]

Introduction to Section III *Affiliation with Membership Organizations* [See I2004-8]

Friends World Committee for Consultation

Friends World Committee for Consultation (FWCC), formed in 1937, is a worldwide association of Yearly Meetings and affiliated groups. It is a consultative body whose purpose is to provide links between Friends who may be separated by geography, culture, or practices that emphasize different aspects of Quakerism. It aims to facilitate loving understanding of diversity among Friends; to discover together, with God’s help, our common spiritual ground; and to facilitate full expression of Friends’ testimonies in the world.

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 *Comite de los Amigos Latin-americanos* (Committee of Latin American Friends). The principal function of the regions within the Section is to provide opportunities for as many Friends as possible within a particular geographical region to come to know Friends outside of their own Yearly Meeting.

Each Yearly Meeting in the Section appoints representatives to the Section based on a formula of four persons for the first 1000 members of the Yearly Meeting and one for each additional 2500 members or fraction thereof.

Baltimore Yearly Meeting representatives are nominated by the Nominating Committee and appointed by the Yearly Meeting for terms of three years, not all representatives being appointed in the same year. As with other Yearly Meeting appointments, service as a representative will generally not exceed six consecutive years. The representatives should 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.

All Yearly Meetings and groups affiliated with FWCC worldwide meet together once every three years. In an effort to keep these gatherings to a workable size, attendance is restricted to Yearly Meeting representatives and other appointed delegates and observers. Representation of Yearly Meetings at the triennial sessions is based on a formula of two persons for any Yearly Meeting or group, three persons for Yearly Meetings with between 1001 and 3000 members, 4 representatives for Yearly Meetings with between 3001 and 5000 members, and one additional representative for each additional 5000 members or fraction thereof. The Yearly Meeting's representatives are selected by the Interim Meeting from among the representatives to the Section of the Americas. Those attending the FWCC triennial sessions are encouraged to report to as many groups within the Yearly Meeting as possible.

Unity with Nature Committee [See I2004-8]

Ministry and Pastoral Care Committee [See I2004-20]

American Friends Service Committee

The American Friends Service Committee carries out service, development, social justice, and peace programs throughout the world. Founded by Quakers in 1917 to provide conscientious objectors with an opportunity to aid civilian war victims, AFSC's work attracts 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.

The AFSC is directed by the American Friends Service Committee Corporation, through a Board of Directors elected by the Corporation from among its members. The Corporation members all must be members of the Religious Society of Friends. AFSC is staffed by Quakers and other people of faith who share the Friends' desire for peace and social justice. Further information is available at the AFSC web site.

Baltimore Yearly Meeting may appoint five persons to the Corporation of the American Friends Service Committee. These persons are nominated by the Nominating Committee and appointed by the Yearly Meeting, not all in one year, to serve each for three years. Those persons are expected to participate in meetings of the Corporation, usually held in Philadelphia.

The Middle-Atlantic Region of the AFSC works throughout New York except the New York City area, Pennsylvania, New Jersey, Maryland, Delaware, West Virginia, Virginia, and the District of Columbia on issues related to youth, criminal justice, economic justice, social justice and peace building. Baltimore Yearly Meeting also appoints one person to serve on the Executive Committee of the Middle-Atlantic Region. The Regional Office is located in Baltimore.

Friends Committee on National Legislation [See I2004-20]

Naming Committee [See I2004-20]

Youth Program Committee [I2004-20]

Friends APPROVED these recommended changes.

Y2004—32 *Quaker Peacemaker Scholarship Fund.* Steve Keffer (Valley) presented the report of the Quaker Peacemaker Scholarship Fund. He noted that Eastern Mennonite University in Harrisonburg is one of the premier sites in the world for training in conflict resolution and restorative justice. The Summer

Peacebuilding Institutes at EMU offer a powerful transforming experience and attracts students from many areas of intense conflict around the world. In 2003 Valley Friends created a scholarship fund of \$1200 to provide support for Quakers attending the SPI. This small fund has not been able to meet the need. Friends are urged to tell their meetings about this witness by Valley Friends, and to consider if they would be able to support it. Contributions to the scholarship fund from throughout the Yearly Meeting would be most welcome.

Y2004—33 *Nominating Committee.* Ruth Flower (Takoma Park) presented the report of the Nominating Committee. She thanked the committee members for their hard work, and spoke about how talking to Friends about serving the Yearly Meeting can be a grace-filled process. She mentioned some of the issues the committee has considered in presenting this list of recommendations. Friends who have questions, concerns or corrections to the list are asked to speak to Ruth Flower or another member of the Nominating Committee. The nominations will be brought back to this body for approval on Saturday.

Y2004—34 Lamar Matthew asked us to hold in the Light our member Sara Satterthwaite (Friends Meeting of Washington), who will be undergoing serious cancer surgery tomorrow morning.

Y2004—35 *Criminal and Restorative Justice Committee.* Joan Anderson (Carlisle) presented the report of the Criminal and Restorative Justice Committee. The Committee is compiling a list of Friends within the Yearly Meeting who are involved in restorative justice work. To do this, they are asking Monthly Meetings to report the names of members who are working in this area, including those whose ministry has been embraced by the meeting through a clearness process, and those working on their own. The committee encourages all Friends engaged in restorative justice work to bring their concern to their meeting, if they have not so, and ask for a clearness committee and meeting support. The committee is also putting together a compilation of minutes relating to the death penalty and restorative justice adopted by our meetings. Meetings are asked to forward copies of their minutes to the Yearly Meeting office. The Committee called our attention to the terrible injustice of the juvenile death penalty, which exists in only five countries in the world: China, Pakistan, Iran, the Congo, and the United States.

The Criminal and Restorative Committee thinks it is valuable for the Yearly Meeting to know what work is being done in our Monthly Meetings to improve criminal justice, visit prisoners, worship with prisoners, help released prisoners or abolish the death penalty. This would include work in local jails, prisons and youth detention facilities. We think that most Meetings have at least a few Friends who are doing this work.

Please ask your Meeting's Social Concerns Committee or Clerk to send us this information to share with others who are interested or who are already doing similar work.

Criminal and Restorative Committee is also interested in any minutes your Monthly Meeting has written concerning these matters and the names of Friends who have had Clearness Committees or Support Committees for this work.

For this information to be of any value, we need contact information so that Friends can communicate with others to make our work more effective.

You may send your information to Joan Anderson, 331 Ernest Rd., Landisburg, PA 17047, or e-mail to joanwanderson@mac.com

Y2004—36 Margaret Stambaugh read from the Spiritual State of the Meeting report from Sandy Spring Meeting, calling attention to the need for us to rely on divine guidance in business meeting and committee work, and to seek loving resolution of conflicts, knowing that we are called to honor not our agendas, but God's will.

Y2004—37 *Working Group on Racism Among Friends.* Pat Schenk (Annapolis), Co-Clerk with Neil Froemming (Washington), of the Working Group on Racism Among Friends, reported for the Working Group. She summarized the accomplishments of the past year, including preparing a report on the listening project, offering workshops throughout the Yearly Meeting, distributing resources, including a list of things individual European Americans can do to address racism. The Working Group would be glad to offer more local workshops, or to help more local meetings plan their own listening project. During the coming year, the working group hopes to give more attention to working with Young Friends, and with our retirement communities. Interested Friends are warmly invited to join the working group.

Y2004—38 Rosie Whitney announced that Young Friends will be engaged in a mindful eating exercise during lunch and dinner tomorrow, eating in silence, and chewing each bite fifty times. The YFs invite all interested Friends to join them in the downstairs dining room.

Y2004—39 *Ad Hoc Committee on Gender and Sexual Diversity Concerns.* Aron Teel (Charlottesville) presented the report of the Ad Hoc Committee on Gender and Sexual Diversity Concerns. The charge of the Committee has evolved since 1991, to include discernment with regard to marriage equality, and more recently a commitment to undertake more advocacy efforts. Virginia's recent legislation which would nullify all contracts between persons of the same gender that might appear to confer any of the benefits of marriage is of particu-

lar concern. Friends are asked to take back to their Meetings the sheets of background information on this and other legislative initiative distributed at the beginning of the session. All Friends are asked to hold in the Light whether we are in unity in opposing such discriminatory legislation.

Y2004—40 Clerk Lamar Matthew announced that holding these sessions in the Light today are Elizabeth DuVerlie (Baltimore, Stony Run) and Trudy Rogers (Chester River, PYM).

Y2004—41 Margaret Stambaugh read from the epistle of Great Plains Yearly Meeting, expressing Friends longing for peace in a time of war, and reminding us all that “a harvest of righteousness is sown in peace by those who make peace.” (James, 3:18).

Y2004—42 *Friends United Meeting Board Representatives.* Rich Liversidge (Sandy Spring) introduced the report of the Friends United Meeting Board representatives. He reviewed the important role BYM’s representatives to the FUM board have played in recent years in addressing budget and financial issues. They have also sought to communicate our Yearly Meeting’s concerns about gender and sexual diversity to the Board, which he feels is the right forum for these discussions.

He announced that the next FUM Triennial will be held in Des Moines, Iowa, from July 13-17, 2005, with the theme: “The Lamb Shall Overcome.” Rich and Joan Liversidge will be offering a marriage workshop there. BYM Friends are encouraged to attend. He also called attention to a recent decision to consolidate the finances of the Ramallah Friends School and the Friends Theological College in Kenya into the FUM budget and financial statements, greatly increasing the stated value of FUM assets.

Rich called our attention to the FUM vision statement which has been widely distributed. He noted that this is not an approved statement, but a document under development. We will still have an opportunity to propose changes, so that the final version will more faithfully reflect the diversity with FUM.

Howard Fullerton (Sandy Spring) spoke about the efforts over the past five years to develop a clear vision statement for FUM, and to solidify its financial footing. He urged us not to exaggerate the conflict between BYM and FUM in our own minds, and to stay open to the possibility of reconciliation.

He reviewed the history of FUM’s relationship with the Friends Hospital in Kaimosi, Kenya, and FUM’s renewed commitment to playing a more active role in Kenya. He raised the question of whether we are in a position to ask FUM to change its hiring policies when so few BYM Friends seek to work for FUM.

Walt Fry (West Branch), our newest representative to the FUM Board, reported that he felt a new spirit of listening and openness on the Board in June, in response to the presentation of our concern for equal treatment without regard to sexual orientation. He believed that faithful and loving engagement with FUM will bear fruit. He strongly supports the proposed intervisitation program, and urges us to keep to the path of patience and tenderness.

Rich Liversidge reminded us that it would be arrogant to assume that we can impose our views on FUM as a whole. Within FUM, we are only one part of a very diverse mix. We need to attend to healing divisions and reaching for unity within Baltimore Yearly Meeting, and carry that same tender concern and sense of community to the unfinished task of engaging with FUM.

The meeting closed with a period of worship.

Friday, July 30, 2004, 9:30 am -12:00 noon

Y2004—43 Friends settled into a period of open worship.

At the table were Lamar Matthew (York), Presiding Clerk, Deborah Haines (Alexandria), Recording Clerk, Bill Carroll (Williamsburg), Reading Clerk for the day; and Phoebe Stern (Sandy Spring Friends School), Clerk of Young Friends.

Bill Carroll read from the epistle of Monte Verde Friends Meeting in Costa Rico, celebrating the beauty of human and natural diversity as an expression of the divine, and lifting up the ministry of nurturing the spiritual life of our children.

Clerk Lamar Matthew called the roll of our Meetings. Friends from 31 Meetings were present, with more expected over the weekend.

Y2004—44 Eric Uberseder (Dunnings Creek), Co-Clerk with Karen Cunnyngham (Adelphi), introduced the Friends who are leading our Youth Program during this week of annual sessions. He thanked especially Jennifer Morris (Washington), who takes pictures of Junior Yearly Meeting activities for display, and has created a wonderful archive of images.

June Confer (Adelphi) introduced the staff of the morning program for the K-5 children, and spoke about the importance of bringing up our children to be a full part of our community.

Ellen Johnson Arginteanu, State College, nursery co-coordinator
Jules Arginteanu, State College, nursery
Tori Bolton, Frederick, nursery
Mark Brabson, Little Britain, nursery

Karen Cunyngnam, Adelphi, nursery
Diane Eaby, Oxford, nursery
Melanie Gifford, Adelphi, nursery
Dorothy Habecker, State College, nursery co-coordinator
Joy Newhart, Adelphi, nursery
Carol Seddon, nursery
Elizabeth Zimmerman, nursery

June Confer, Adelphi, K/1 morning class
Susan Williams, Dunnings Creek, K/1 morning class
Eric Uberseder, Dunnings Creek, 2/3 morning class
Linda Uberseder, Oxford, 2/3 morning class
Norman Williams, Dunnings Creek, 4/5 morning class
Margo Lehman, Sandy Spring, 4/5 morning class

Anna Rain (Adelphi) introduced the staff of the afternoon program, which seeks to provide a good mix of activity and rest.

Diane Eaby, Oxford
Susan Williams, Dunnings Creek
Linda Uberseder, Oxford

Norman Williams (Dunnings Creek) introduced the staff of the evening program, and especially thanked the Young Friends and Junior Young Friends who give so much to the children.

Alessa Giampaolo Keener, evening program co-coordinator
Diane Eaby, Oxford
Jim Lehman, Sandy Spring
Margo Lehman, Sandy Spring
David Lewis, Dunnings Creek
Susan Vanderhoff, Baltimore Stony Run, co-coordinator

Linda Coates (Little Britian) introduced the staff of the Junior Young Friends program, which is a full day, week long experience for middle schoolers. She spoke about how the staff seek to integrate the Youth Program theme with the theme of the adult Yearly Meeting.

Jim Lehman, Sandy Spring
Michael Newhart, Adelphi
David Lewis, Dunnings Creek

Phoebe Stern (Sandy Spring Friends School), Clerk of Young Friends, introduced the FAPs (Friendly Adult Presences) who have helped with the Young Friends program this year, and thanked them for their awesome spirit.

Ted Heck, Richmond
Andrei Israel, Washington
Tom Horne, Takoma Park

Elizabeth Trail, Maury River
Ron Akins, Bethesda
Hope Braveheart, Sandy Spring

Anna Rain expressed special thanks to Kevin Lee of New England Yearly Meeting, who led the Junior Yearly Meeting retreat, and spoke of how the staff are uplifted by the awesome energy of the children.

Youth and adults jointed together in singing the tender affirmation: “How Could Anyone:”

*How could anyone ever tell you
You are anything less than beautiful?
How could anyone ever tell you
You are less than whole?
How could anyone fail to notice
That your loving is a miracle?
How deeply you're connected to my soul.*

© 1988 Libby Roderick Music

This was followed by a rousing rendition of “He/She’s Got the Whole World in His/Her Hands” with verses celebrating the Sun and the Moon; the Black and the White; the Christian and the Muslim; and the Silent and the Programmed.

Y2004—45 Hope Braveheart, who joined the Yearly Meeting staff as Youth Secretary in March, spoke of the space Baltimore Yearly Meeting creates for the children to sit with their questions. She sees her job as being a guardian of that sacred space, and is looking forward with joy to serving the Yearly Meeting.

Friends minuted their deep appreciation of Eric Uberseder for his years of service to the Youth Program, and asked that the following minute be prepared for publication:

MINUTE OF APPRECIATION FOR ERIC UBERSEDER

Eric served the Junior Yearly Meeting of BYM for 12 years. During that time, he not only handled a multitude of diverse details, he also served with vision. Eric did not just full the teaching slots; he built a staff that is a loving community. Our children have learned about the love of a Friends’ community through the love they see shared among their teachers. In this loving atmosphere, teachers have felt creative and patient, and have created loving classrooms for their students. Eric has supported teachers as they teach Quaker process, values, and spirituality, so that not only will the children

keep wanting to return to Yearly Meeting annual sessions each year, but they will be knowledgeable about Friends' processes as they grow into the life of the community. The JYM staff is grateful to Eric for years of teaching that have enriched us, our children, and our whole Yearly Meeting.

Y2004—46 *Central and Southern Africa Yearly Meeting Epistle.* Bill Carroll read from the epistle of the Central and Southern Africa Yearly Meeting held in the mountains of Lesotho. There are few Friends in this part of Africa, and they treasure their connections with the wider world of Quakerism. One “common endeavour has been the work carried out by Bulawayo Friends in distribution of maize meal to hungry people in Zimbabwe from funds held in Botswana and contributed by Friends from many countries. The epistle concludes: At times we can feel despair when we look at our world, at how few we are and at how powerful are the negative forces that confront the Light. Yet the sense of fellowship, spiritual upliftment and sharing experience in such a gathering give us the strength to go back into the turmoil with our tiny candle flame of love and hope and in the words of William Penn ‘not hide it under a bucket but set it upon a table in a candlestick.’”

Y2004—47 *Spiritual State of Baltimore Yearly Meeting.* Rosalind Zuses (Sandy Spring) and Miriam Green (Homewood), Co-Clerks of the Committee on Ministry and Pastoral Care, presented the report on the “Spiritual State of Baltimore Yearly Meeting, 2003,” drawn from the reports of all our Monthly Meetings. The report lifts up the centrality of meeting for worship, the need for a deep commitment to expectant waiting for divine guidance, our longing for community, our joy in the “vitality and moving sincerity” of our children, and the stresses we find ourselves under from events in the larger world and conflicts and troubles within our own meetings.

Friends proposed some changes in the paragraphs on issues of sexuality. These will be taken under consideration by the committee. The report will be brought back for a final reading tomorrow.

Y2004—48 *Religious Education.* Chuck Fager (State College) presented the report of the Religious Education Committee, which has had an active and productive year. He reminded us of the slogan written on the cakes at last night’s all-age celebration: “Share the Love: Teach First Day School!” He introduced two new teaching resources developed by the committee: a curriculum for middle schoolers on fundamentalism developed by Sally King, and a study booklet for adults on the peace testimony. Copies of both of these have been provided to all our Meetings.

Josh Humphries (Roanoke) described a project the committee is working on to develop a curriculum for Young Adult Friends. The proposed units would deal with: Finding your vocation; “Coming out of the Closet” and affirming your true self; Convincement; Finding love; and “When bad things happen.” He noted that most churches provide study curricula for young adults, 18 to 35 years old. The Religious Society of Friends needs to reach out more effectively to this group.

Chuck Fager invited more Friends to join the Religious Education Committee and help it carry forward this important work.

Y2004—49 *Friends United Meeting Concern.* Clerk Lamar Matthew introduced our discussion of the FUM/BYM concern with a gentle reminder that we need to be careful with the truth, and with each other. Friends approved including the factual description of what occurred at the FUM Triennial, prepared by participants, in these minutes. This report has been disseminated in a variety of ways, but including it here will help establish a factual groundwork for ongoing discussion.

General Secretary Frank Massey spoke briefly and movingly about his feeling of being led to seek work at the Ramallah Friends School, and his hurt at the way his application was handled. He no longer feels that he would be able to work at Ramallah, and grieves that his leading was not received with respect.

Y2004—50 *Ministry and Pastoral Care Committee.* On behalf of the Ministry and Pastoral Care Committee, Rosalind Zuses (Sandy Spring) read the draft epistle to Friends everywhere articulating Baltimore Yearly Meeting’s distress over the discriminatory personnel policies in place in Friends United Meeting. Out of deep worship, Friends voiced their support, and suggested changes in language that would make the epistle more clear and loving. The Committee will take these suggestions under consideration, and bring a revised draft back to this body tomorrow.

Rosalind Zuses directed our attention to the recommendations regarding BYM funding of FUM prepared by the inter-committee working group. [Y2004-28] She noted that the Advancement and Outreach Committee was also represented in the meeting which developed these recommendations and will be added to the heading.

She asked for our approval of the **first** recommendation: that we retain full membership and participation in Friends United Meeting. Friends UNITED with this recommendation.

She asked for our approval of the **third** recommendation: that BYM establish a program of intervisitation, under the care of an ad hoc committee, to deepen our relationship with FUM. In response to a question, she explained that the purpose

of the intervisitation program would initially not be to witness actively to our concern, but only to build the bridges between Friends that would make such witness possible in the future. We AGREED that the ad hoc committee might be charged with enabling both intervisitation and traveling ministry as appropriate.

The Ministry and Pastoral Care Committee will take Friends' concerns into consideration, and bring back a revised version of this recommendation tomorrow.

Y2004—51 Lamar Matthew announced that Friends in Unity with Nature will be collecting donations for Right Sharing of World Resources during lunch and dinner. Friends are encouraged to give generously, mindful of the bounty we enjoy.

Phoebe Stern movingly urged Friends to give all they can to the special collection for the camping program, so that we can build a new cabin, and nurture more young lives.

Saturday, July 31, 2004, 9:30 am – 12:00 noon

Y2004—52 Friends settled into a period of worship. At the table were Lamar Matthew (York), Presiding Clerk, Deborah Haines (Alexandria), Recording Clerk, Leo Pickens (Annapolis), Reading Clerk for the day, and Young Friend Deana Boyd (Stony Run).

Leo Pickens read from Psalm 91, reminding us that those who find refuge in the Lord have nothing to fear.

Y2004—53 Lamar Matthew brought a message about the diversity among us, and how meeting each other face to face can heal our differences and knit us together. He asked Walt Fry (West Branch) to lead us in singing "Leaning on the Everlasting Arms."

Y2004—54 *Spiritual State of Baltimore Yearly Meeting.* Rosalind Zuses (Sandy Spring), Co-Clerk of Ministry and Pastoral Care, thanked the Friends who have been holding our sessions in the Light this week. The Friends carrying this ministry today are David Ross (Nottingham), Elizabeth Zimmerman (State College), and Betty Brody (Alexandria).

Rosalind Zuses then presented the report on the Spiritual State of Baltimore Yearly Meeting, 2003 for a final reading. She called attention to the paragraph which had been changed. Friends approved the report as given here, with deep appreciation to the Committee for its work.

Y2004—55 *Friends United Meeting Concern/Epistle.* Rosalind Zuses presented the Epistle pertaining to BYM/FUM concerns for a final reading. Friends UNITED with this statement of our concern and witness.

Y2004—56 *Intervistation.* Rosalind Zuses presented a revised recommendation regarding the establishment of an ad hoc committee for intervisitation and traveling in the ministry. Friends APPROVED this recommendation.

We recommend that an ad hoc group for intervisitation be convened by members of the Advancement and Outreach Committee, Ministry and Pastoral Care Committee, and the Ad Hoc Committee on Gender and Sexual Diversity Concerns. This group will use careful discernment as to who the visitors should be, and give thorough orientation of prospective visitors. We also noted that visitors should be sent in groups of two or three, and should be prepared to carry out repeated visits to build ongoing relationships with monthly and Yearly Meeting members of FUM. This group will also seek to reach out to the other Yearly Meetings to have visitors from them come to us.

Y2004—57 *Friends United Meeting Funding.* Rosalind Zuses read a revised recommendation regarding BYM funding of FUM:

We recommend that BYM continue to have a line item on the Budget for the next three years of \$17,400 for FUM. Each Monthly Meeting will be asked to express its wish to either: have its apportioned share of the Yearly Meeting's FUM contribution sent to FUM with use of the funds restricted to certain purposes by BYM, or have its share put into a Yearly Meeting escrow account. We recommend that option be available to include the last half of the 2004 budget contribution that has not yet been forwarded by BYM to FUM.

We recommend that Stewardship and Finance convene a group to decide what restricted uses for the funds that go to FUM least support the current policy of discrimination. We recommend that BYM determine the disposition of the escrow funds after three years with it understood that the funds will not necessarily go to FUM.

Out of the silence, one Friend challenged us to consider the possibility of “going the second mile” and raising more for the work of FUM, instead of cutting our contribution, to truly engage with the work of the Spirit among FUM Friends, while speaking our own truth. Another Friend proposed that we engage with FUM to find, in community, how the \$17,400 in our budget might be spent creatively and in a manner consistent with our beliefs. Howard Fullerton (Sandy Spring) assured us that the FUM Finance Committee would be open to such exploration.

Retha McCutcheon, General Secretary of Friends United Meeting, assured us that Baltimore Yearly Meeting's decision to withhold Yearly Meeting funds would not be perceived by FUM as punitive or coercive. FUM is very clear that it needs to reach Spirit guided decisions, not influenced by who gives the most money. She urged us not to feel guilty about allowing our Monthly Meetings or individual Friends make the decision about sending contributions to FUM. She told us that the money is not important to her; the community is. She feels that FUM needs BYM's participation to help balance the views of very evangelical Friends, and enable FUM to hold to the center of a very diverse community. She noted that establishing the new East African office, to be staffed by Kenyans, would cost about \$12,000.

Lauri Perman (State College) offered to commit to raise \$17,400 between now and fall Interim Meeting from Friends willing to support FUM, freeing the \$17,400 now in the budget for other uses.

Frank Massey added to this proposal the suggestion that the Yearly Meeting line item might be used to match the contributions raised, up to \$17,400.

Riley Robinson urged us not to stay bogged down in discussions of financing, but to focus on clarifying our message, and taking on the kind of leadership role Tony Campolo urged on us last night in bringing that message to the wider Quaker and Christian world.

Clerk Lamar Matthew shared his sense that we have heard creative and imaginative solution to our quandary of what to do with the FUM line item in our budget. We have seen sparks that may, in time, bring light to our way. As for now, we stand in shadow. We have no unity at this time on how to proceed.

Lamar asked Rosalind Zuses to take this issue back to her committee, and work with Stewardship and Finance to bring a more seasoned proposal to Interim Committee.

Y2004—58 *Retha McCutchen*. We express our love and gratitude to Retha McCutcheon for her tender presence among us, and for her deep sharing at yesterday's threshing session. We hold her in Light and love as she journeys home.

Rosalind Zuses thanked our Young Friends, who have been holding us in the Light today.

Y2004—59 *Education Funding Resources Committee*. Oliver Moles (Langley Hill) brought the report of the Education Funding Resources Committee, and introduced the members of the committee. He will be the new Clerk of this committee, which provides loans for BYM members attending high school and college. He called our attention to the report distributed yesterday, and high-

lighted some changes in the committee's procedures, including those designed to address the problem of loans in arrears or default. The committee hopes to make more meetings aware of the existence of this loan fund.

Y2004—60 *Peace and Social Concerns Committee.* John Salzburg (Bethesda) reported for the Peace and Social Concerns Committee. He asked if Friends were ready to unite in the State College minute of support and encouragement for their dear Friend Shirley Way. Friends UNITED with this minute.

MINUTE OF ENCOURAGEMENT AND SUPPORT FOR SHIRLEY WAY

Baltimore Yearly Meeting of the Religious Society of Friends (Quakers) in its Meeting for Worship with a concern for Business held July 31, 2004, in Harrisonburg, Virginia, sends its support and encouragement to Shirley Way and her co-defendants for their witness on behalf of peace. At this time when our government has undertaken preemptive war, we believe that taking visible actions on behalf of peace is critically needed.

On November 23, 2003, ten thousand people participated in the annual rally and prayerful procession at Fort Benning to urge closing of the U.S. Army School of the Americas, renamed the Western Hemisphere Institute for Security Cooperation (SOA/WHISC). Shirley Way was one of 43 protesters arrested and held overnight in the Muscogee County Jail for committing civil disobedience by "crossing the line" onto the base. SOA/WHISC trains soldiers, officers and even civilians from Latin America in counter-insurgency techniques and combat. Training manuals released in 1996 advocate torture, extortion, execution, false imprisonment, and the kidnapping of a target's family member. Graduates are known to commit human rights atrocities against the people of their home countries. More than 60,000 have graduated since the school's inception in 1946. SOA Watch (www.soaw.org), the organization that sponsors the annual rally, began calling for the school's closure in 1989, following the massacre of six Jesuit priests, their co-worker and her daughter in San Salvador. Nineteen of the twenty-six soldiers responsible for the murders were graduates of the School of the Americas. In 1994, Baltimore Yearly Meeting of the Religious Society of Friends (Quakers) recorded its support for closing the SOA (**Y94-47**).

The week of January 26, 2004, Shirley was among 27 defendants tried and found guilty on trespassing charges for crossing the line at Fort Benning in Columbus, Georgia. Of the 27 tried, fifteen, including Shirley, received sentences for three months in federal minimum security prisons, eight received six month sentences, three received one year proba-

tion, and one received two years probation. Fines ranged from zero to \$1500. Many of the defendants delivered very moving, first-hand accounts of the “work” of graduates, effectively putting the SOA/WHISC itself on trial. Shirley began serving her sentence in June 2004. Until imprisoned, Shirley and her co-defendants spoke out about SOA/WHISC and about HR 1258 which calls for suspension of the school and investigation into its history as recommended by Amnesty International.

Such actions provide a beacon of hope to seekers of peace everywhere. Shirley, we wish to let you and your co-defendants know that we are deeply touched by, and grateful for, your courage and faith, both in committing your acts of civil disobedience and in accepting and facing your sentence. We will be holding you in the Light as you move forward in your commitment to the cause of peace.

Shirley is the daughter of Foxdale residents Mary and Roger Way of State College Friends Meeting and Baltimore Yearly Meeting; she lives and works in upstate New York and is a member of Central Finger Lakes Monthly Meeting of New York Yearly Meeting of the Religious Society of Friends (Quakers).

Shirley’s address in prison is: Shirley Way, #92107-020 Danbury FCI, 33½ Pembroke St., Rt. 37, Danbury, CT 06811. Type or handwrite the return address since sometimes the prison removes return address labels making it impossible for the prisoner to reply. www.soaw.org makes it possible to send a message to all co-defendants if Friends would like to write other group or individual letters of support and encouragement.

Y2004—61 *Israeli-Palestinian Conflict Minute*. He asked if Friends could unite with the draft minute on the Israeli-Palestinian conflict, prepared by the Peace and Social Concerns committee. He noted that copies of this minute will be forwarded to members of Congress, and the presidential candidates. Friends suggested that copies should also be sent to organizations concerned with this issue, and that individual Friends should forward it to their congressional representatives.

The Peace and Social Concerns committee was asked to prepare a suggested distribution list in advance when bringing such minutes in the future. One editorial change was proposed. Friends UNITED with this minute.

MINUTE ON THE ISRAELI-PALESTINIAN CONFLICT

As Quakers (members of the Religious Society of Friends), we have had a long association with and concern for Palestine and a peaceful and just resolution of the Israeli-Palestinian conflict. Following the exodus of Palestinian refugees from what became Israel, the United Na-

tions asked the American Friends Service Committee to provide shelter, food, and medical care for the refugees in Gaza. AFSC continues to seek ways of promoting a peaceful and just resolution of the Palestinian conflict. In Ramallah, West Bank, Friends School, under the care of Friends United Meeting, provides quality education and respect for Quaker principles of non-violence. Our Yearly Meeting supports a small Quaker meeting in Ramallah, which promotes a peaceful resolution of the conflict.

As Quakers, we do not believe peace is achieved through war and military occupation. We are thus dismayed that the United States continues to provide billions of dollars each year to Israel for military armaments. These arms, in significant part, are used to maintain military occupation of the West Bank, East Jerusalem, and Gaza. The structural violence of occupation includes continued encroachment of Jewish settlements in contravention of the Geneva Conventions on the Laws of War, erection of the wall in the West Bank separating villages from farms and dividing communities, collective forms of punishment as exemplified in check points, curfews and roadblocks seriously retarding or halting communication, education, commerce and health care within and between Palestinian communities, destruction of homes and olive groves, and targeted assassinations resulting in death and injury of innocent civilians.

All of these actions have taken a terrible toll on Palestinians such that according to a recent World Bank report nearly half of Palestinians live below the poverty line. The United States Agency for International Development has reported a serious case of malnutrition of Palestinian children because of the occupation.

Ending the occupation of the West Bank, Gaza, and East Jerusalem would be more effective in providing security to Israel than all the check-points and walls combined. We are appalled at the recent adoption by the House of Representatives of H. Res. 713, which deplored the recent Advisory Opinion issued by the International Court of Justice ruling that the wall being erected in the West Bank is in violation of international law. The House resolution under estimates the disastrous effects of the wall on the lives of the Palestinian people. We also deplore Senate Resolution 408, which condemns the ICJ decision, and hope the Senate will not adopt this resolution.

As Quakers, we reject violence of any kind, by state or non-state actors. We do not condone violent resistance to the occupation by Palestinians. That some young Palestinians are willing to sacrifice lives as suicide bombers represents the ultimate in desperation and despair.

We are aware that many of the current Israeli practices are influenced in part by the fear for their own survival caused by repeated acts of violence committed against Israelis in the West Bank and Gaza. It is in the nature of acts of violence, even in the pursuit of justice, that they result in still more injustice. We urge those struggling for justice to adhere to the principles of nonviolence in that struggle.

Israel's maltreatment of the Palestinians with massive aid from the United States of America fuels the fire of Muslim resentment, which leads some to acts of terror against the United States.

The Baltimore Yearly Meeting of the Religious Society of Friends urge Congress to condition any further assistance to Israel on Israel ending its occupation of lands belonging to Palestinians. We call on Congress to support Israeli and Palestinian efforts to bring about a just settlement to the conflict. We also urge Congress to increase the U.S. contribution to UNRWA given the desperate needs of the Palestinian people.

Clerk Lamar Matthew noted that all committees are asked to make their printed materials available the day before they will be brought up for consideration, to give Friends adequate time to study them.

John Salzburg reported on the Ramallah Meeting House restoration project, which is nearing completion. There will soon be a community center and peace program housed in the newly renovated building. John thanked the Baltimore Yearly Meeting staff, and the many Friends in the Yearly Meeting who have contributed funds and supported the project in other ways. The Ramallah Meeting House is truly an affirmation of life and peace in the midst of death and destruction.

Y2004—62 *World Gathering of Young Friends.* Rachel Stacy (Gunpowder) reported on the World Gathering of Young Friends, to be held at Lancaster University in England in the summer of 2005. Rachel serves on the national planning committee. She spoke of the long history of such gatherings, beginning with the Manchester Conference of 1895, and shared her vision of a revived Quaker youth movement around the world. She asked us all to carry this vision back to our meetings, and help raise the funds needed to pay for Young Friends from developing countries to attend, so that this World Gathering will truly represent the Quaker world. Baltimore Yearly Meeting has been asked to name two Young

Adult Friends as representatives to the World Gathering. Those interested in carrying this project forward are encouraged to talk to Rachel to see how they might help.

Y2004—63 *Naming Committee.* Sheila Bach (Langley Hill) reported for the Naming Committee. This committee brings forward the following names of Friends to serve on the Search Committee: In the Class of 2005, Janet Eaby (04) (Nottingham); and in the Class of 2007, Helena Cobban (04) (Charlottesville); and David Hines (04) (Richmond).

Y2004—64 *Search Committee.* Ann Marie Moriarty (Adelphi) reported for the Search Committee. This committee brings forward the name of John Mason (Alexandria) to serve on the Nominating Committee, Class of 2007.

Y2004—65 *Nominating Committee.* Ruth Flower (Takoma Park) presented the report of the Nominating Committee for a second reading. She noted that the request for an extension of term limits in two instances has been withdrawn. She noted that several additional names are being brought forward at this time for a first reading. These include, in addition to those listed on the printed sheet: Carol Moragus (Maury River) for the Religious Education Committee; Chuck Fager (State College) for the Peace and Social Concerns Committee; and Ann Martyn (Floyd) and Dave Lewis (Dunnings Creek) for the Friends General Conference Central Committee.

Friends APPROVED the slate of nominations brought back for a second reading. The names brought forward today for the first time will be brought back tomorrow for a second reading.

Y2004—66 Lamar Matthew thanked Jason Eaby (Nottingham) for his skillful management of the sound system, which has made it possible for us all to hear each other during these sessions. He asked us to reconvene at 1:15 for a brief session to consider the remaining items on this morning's agenda.

Saturday, July 31, 2004, 1:15 – 2:00 pm

Y2004—67 Friends gathered and settled into worship.

Leo Pickens (Annapolis) read from Romans 14:1-4, reminding us to be tender with each other, and to trust each one to learn from God in his or her own way.

Y2004—68 *Stewardship and Finance Committee.* Marion Ballard (Bethesda), Clerk of the Stewardship and Finance Committee, presented the budget for a second reading. She recognized the members of the Committee, and thanked

them for their hard work. She spoke about all the progress that has been made during the past six years in planning for the future, and attending to our financial foundations.

She reviewed changes made in the budget since the first reading. The committee is projecting an additional \$6,000 in income from individual contributions, primarily in support of the intervisitation project. The line item for intervisitation has been raised from \$1000 to \$7000, balancing the projected increase in income. The budget for Friends in Unity with Nature has been restored to \$700 from \$500, balanced by a reduction in the contingency fund. The contribution to Friends General Conference has been raised from \$29,600 to \$31,000. The committee recommends that the \$17,400 now designated for Friends United Meeting be renamed as “undesignated”. Marion also noted that adjustments have been made in the camping budget to abide by restrictions on the use of the Barry Morley scholarship fund.

Friends APPROVED the budget as amended.

Friends APPROVED the proposed schedule of apportionments.

Marion asked if Friends could unite with a minute stating that the Yearly Meeting will respect the wishes of those Monthly Meetings which have asked that their portion of the 2004 budget allocation to FUM not be forwarded to FUM. The Clerk asked that this decision be referred to Interim Meeting. The Meetings will be sent a letter explaining that Interim Meeting will decide in October whether to honor requests received from Monthly Meetings wishing to have their portion of the 2004 contribution withheld. If the Yearly Meeting agrees to honor such requests, Monthly Meetings would have to make their wishes known by December 1, 2004.

Y2004—69 David Hunter (Frederick) reported that \$7,940 has been raised so far toward building a new cabin for our camping program. All Friends are urged to help us reach our goal of \$15,000 by the end of these sessions.

Y2004—70 *Faith and Practice Revision Committee.* Sheila Bach (Langley Hill) reported for the Faith and Practice Revision Committee. The committee is thrilled to be welcoming several new committee members. Friends are asked to take the four draft pages of advices and queries back to their Monthly Meetings, and create occasions within the meeting to consider them carefully. Meeting responses, concerns, and suggestions should be forwarded to Sheila Bach.

Y2004—71 *Yearly Meeting Epistle.* Justin Connor (Washington) reported for the Epistle Committee. He thanked the members of the committee, who have given careful attention to their work, and thanked Clerk Lamar Matthew and incoming Clerk Lauri Perman for their support. He read the draft epistle, ad-

dressing our proceedings so far. Friends who have concerns should share them with the Epistle Committee, which will be meeting over supper this evening to complete its work.

The session closed with a period of worship.

First Day, August 1, 2004, 9:00 – 10:30 am

Y2004—72 Friends gathered and settled into worship.

At the table were Lamar Matthew (York), Presiding Clerk, Deborah Haines (Alexandria), Recording Clerk, and Lauri Perman (State College), Reading Clerk for the day, and incoming Presiding Clerk.

Lauri Perman read the 23rd Psalm. God has surely been with us this week, even when the way seemed hard, and goodness and mercy have overflowed.

Clerk Lamar Matthew thanked Friends for their care and support as he steps down as Presiding Clerk.

Y2004—73 Margaret Stambaugh (Gettysburg) brought forward a minute of appreciation for Lamar Matthew, who has traveled tirelessly and ministered tenderly and prayerfully to us during his six years as Presiding Clerk.

MINUTE OF APPRECIATION FOR LAMAR MATTHEW

Baltimore Yearly Meeting of the Religious Society of Friends, in session at James Madison University, Harrisonburg, Virginia, July 27 through August 1st, 2004 records its very deep appreciation for the prayerful, spirit-led Clerking of Lamar Matthew, Presiding Clerk of Yearly Meeting during the years 1998-2004.

Lamar has traveled extensively throughout Baltimore Yearly Meeting. He has visited most of the Monthly and Quarterly Meetings to worship with Friends and to share his vast knowledge of Quaker history. There is no count of the committee meetings he has attended or the miles that he has traveled, stopping of course, “only for graveyards”. At Yearly Meeting sessions he has led workshops on subjects as diverse as the Psalms and Quaker burial grounds.

During his six years as Clerk, Lamar has been active in Friends General Conference Gatherings. He has attended two Friends United Meeting Triennials. The first was hosted by Baltimore Yearly Meeting in Williamsburg, Virginia, and the second took place in

Nairobi, Kenya, East Africa. He was part of a pastoral visit to Friends in Ramallah, and visited at the Friends school there. He later shared this experience with many Friends throughout the Yearly Meeting.

Lamar has led the Yearly Meeting through some difficult years, starting with Virginia Half-Year's minute in 1999 on same sex marriage, to our ongoing discussion with Friends United Meeting on their exclusionary Staff and volunteer policies regarding gay and lesbian Friends. His quiet listening and waiting for Way to open is well known to all.

Lamar has written the queries for annual sessions, which helped unify the worship sharing and Meeting for Worship with a concern for Business. His quiet prayerful presence has helped all of us discern God's will. His gift of words in preparing the closing minute at the end of every Yearly Meeting brought our experiences of the week to a fitting close.

He has carried out his duties with grace and humor...and with coordinated fashion statements. He has been organized and has listened for the leading of the Spirit. He is one we love and one we will continue to hold in the Light.

Thank you, dear Friend, and may you always have an angel at your side.

Friends joined in singing "Ode to Lamar Matthew" led by the Quaker Regime Change Gospel Choir.

ODE TO LAMAR MATTHEW

In the State of Pennsylvania on a little tiny farm
Was a boy who grew to manhood filled with spirit, grace, and charm.
Nurtured by the scriptures that his mother spoke with glee.
His light still shines for me.

Chorus: Thank thee kindly Friend Lamar (3X)
Thy light still shines for me.

As a carpenter and a barber with a love of history
He's known to stop at burial grounds wherever he may be.
He's always singing shape note hymns, he loves those harmonies.
His light still shines for me.

He clerked our Yearly Meeting with good order and finesse,
Shepherding the business with a centered gentleness,

And we're often led to smile at the manner of his dress,
His light still shines for me.

Lamar stepped forth to serve within the wider Quaker world.
Calm and steadfast in his faith, although contention swirled.
He inspires every one of us with true integrity,
His light still shines for me.

Miriam Green presented Lamar Matthew with a photograph as a memento of his service, and a book in which Friends have written messages to him this week.

Y2004—74 Lamar Matthew read a message to Friends:

My Dear Friends:

It's been six years since you have called me before you as your Clerk. We have done some wandering in that time. We've sent our tents at Chambersburg, Ashland, and now here, at Harrisonburg.

Like the Hebrew children, we have been showered with manna—holy refreshment—along our journey. I must admit, I have never felt big enough for the task of guiding this band of God's children. It has been you my Friends who have carried me, pushing aside the brambles along those rough and rocky paths. Your prayers have made possible safe passage as we stepped through thorny issues. I am grateful for your tender mercy on your feeble servant.

Every Clerk should have a row of blessed crones, and I have had mine. They have been my mother, my sisters, my guiding lights. I am ever grateful for their steadfast love and care. Thank you Friends.

We are all strengthened by those who sit next to us, and I have been blessed with two able and eloquent Recording Clerks. Their clear words have been music to my weary ears.

Y2004—75 *Nominating Committee.* Ruth Flower (Takoma Park) reported for the Nominating Committee. Friends APPROVED the names brought forward for a second reading:

Ruth Flower presented two names for a first reading, as follows:

Advancement and Outreach
Deborah Haines (Alexandria)

Education Funding Resources
J.E. McNeil (Washington)

These will be brought to Interim Meeting for approval.

Ruth Flower announced that the Nominating Committee has developed a process for naming Young Adult Friends to attend the World Gathering of Young Friends in England next summer. Baltimore Yearly Meeting will have two official representatives, and may send more. Travel funds may be available. Friends are asked to consider whether there are any young adults in their meetings who might be called to this service.

Ruth read the names being brought forward of Friends to serve on the Baltimore Yearly Meeting delegation to the FUM Triennial in 2005.

Howard Fullerton (Sandy Spring)
Rich Liversedge (Sandy Spring)
Walter Fry (West Branch)
Ron Akins (Bethesda)
Lamar Matthew (York)
Betsy Meyer (Sandy Spring)
Lauri Perman (State College)
Marcy Seitel (Adelphi)
Susan Vanderhoff (Baltimore, stony Run)
Rosalind Zuses (Sandy Spring)

Alternates:

Ken Stockbridge (Patapsco)

These names will come before Interim Committee in October for approval. Howard Fullerton reminded us that we will need to be prepared to name one of these delegates to the Triennial Nominating Committee, and another to the New Business Committee.

Y2004—76 *Search Committee.* Ann Marie Moriarty (Adelphi) reported for the Search Committee. Friends approved the name of John Mason (Alexandria) to serve on the Nominating Committee, class of 2007.

Y2004—77 *Naming Committee.* Sheila Bach (Langley Hill) reported for the Naming Committee. Friends approved the following names of Friends to serve on the Search Committee:

Class of 2005: Janet Eaby (04) Nottingham

Class of 2007: Helena Cobban (04) Charlottesville
David Hines (04) Richmond

Y2004—78 Howard Zuses (Sandy Spring) reported on the cabin building project. We have raised \$10,800 so far. Friends are encouraged to pledge the remainder over lunch, remembering that a cabin without a roof might not shelter campers adequately, and would certainly not pass the health inspection.

Y2004—79 *Yearly Meeting Epistle.* Clerk Lamar Matthew thanked Justin Connor (FMW), Elizabeth DuVerlie (Stony Run), and Kathryn Smith (Maury River) for their faithful service on this year's Epistle Committee. Justin Connor and Elizabeth DuVerlie read the draft epistle. Friends asked that a closing paragraph be added thanking Lamar Matthews for his years of service as Clerk. Friends APPROVED the Epistle with this addition, with a deep sense of gratitude.

Y2004—80 *Young Friends Epistle.* Linnea Meyer (Stony Run) and Analee Flower Horne (Sandy Spring and Takoma Park) read the Young Friends Epistle, recounting as a "madlib" their adventures during this past year. Friends received their epistle with thanks.

Y2004—81 *Junior Young Friends Epistle.* Callan Rain (Adelphi) read the epistle of the Junior Young Friends, who had a wonderful week here at our annual sessions. We received their epistle with gratitude.

Y2004—82 *Program Committee.* Liz Hofmeister (Bethesda) reported that the Annual Session will be held here at James Madison University next year, from July 25-31, 2005. [Editor's Note: Changed to August 1-7, 2005 after the Session.]

Dave Greene reported for the Bookstore that receipts were down slightly from last year, but expenditures per attender increased by ten cents, to \$23.14 apiece.

Y2004—83 Rebecca Rawls (Langley Hill) presented the Registrar's report. [See Program Committee Report]

Y2004—84 Friends expressed their thanks to Norman Williams for the beautiful gladiolas that have graced the dining room. We expressed our warm appreciation to the cafeteria and conference staff, and to our own Yearly Meeting staff who have kept these sessions running smoothly.

Y2004—85 Sheila Bach (Langley Hill) reminded Friends to carry back to their Meetings a copy of the booklet on Meeting facilities, and the compilation of Meeting minutes prepared by the Ad Hoc Committee on Gender and Sexual Diversity Concerns.

Frank Massey, General Secretary, reminded us that the next Interim Meeting will be held at Goose Creek Meeting on October 30, 2004.

Y2004—86 *Closing Minute.* Lamar Matthew read the Clerk's closing minute:

Dear Friends;

We have had difficult business before us this annual session, and like the helpless soul by the pool of healing water, we still lay waiting for the means of healing grace to be visited upon us. At times we saw the waters shimmer and begin to ripple. We struggled forward only to have one precious concern step in the way of another. And so here we lay expiring, a breath's length from truth and understanding.

Our salvation is our trust in the Light that heals and brightens every heart. We long for that joyous day when we will take up our mats and walk, hand in hand, with the Spirit. As we travel home, let us hold in our hearts the query that Jesus posed to the man at Bethesda: "Wouldst thou be made whole?"

Peace and love as you journey back to friends and loved ones.

Lamar then sang for us the shape note hymn "Christian's Farewell" from The Sacred Harp:

Brethren, farewell; I do you tell,
I'm sorry to leave, I love you so well.
Now I must go, where I don't know,
Wherever Christ leads me The trumpet to blow.
Here I have worked, labored awhile,
But labor is sweet if Jesus doth smile.
When I am done, I will go home
Where Jesus is smiling and bids me to come.

Y2004—87 Friends settled into a deep period of worship.

Respectfully submitted,

Deborah Haines, Recording Clerk

COMMITTEE REPORTS

CAMP PROGRAM COMMITTEE

The Camping Program Committee develops policy and offers guidance to the camping program. We meet almost monthly, although this year we have experimented with conference calls and will probably use them again. We receive reports from the camp directors and meet with them twice a year. We work together to identify which aspects of the program are doing very well and which need improvement. We assist in long-range planning for the camps, adjust budget priorities, and set camper fees. As our financial relationship to the YM has changed recently, we are working to reflect that new relationship in our budgeting. In addition, we concern ourselves with issues of liability, safety, and enrichment of the camping experience.

We feel that one of the reasons that our Yearly Meeting is a healthy one is that the camping program, in tandem with other youth programs, gives our next generation the skills and the desire to contribute to the Quaker community. We pay a lot of attention to the evaluation forms that we receive after camp and this year we thank Ron Akins for his Herculean task of collating and distilling the feedback into a more understandable format. It's our job to take the long view, thinking a few years ahead about how the program can best serve the yearly Meeting. Our discussions include issues such as: the impact of year-round schools, the need to incorporate our Opequon graduates into the program for older teens; the desirability of sharing our model of camp with interested parties from other Yearly Meetings; and others.

Because the physical facilities have a tremendous impact on the camp experience, we interact extensively with the Camp Property Management Committee. We interact more informally with the Young Friends program, but we are beginning to consider how to make those contacts more formal. Josh Riley's work as Camp Administrative Secretary has been so central to our function that it is hard to imagine Life after Josh. It's a challenge to find enough good words to adequately describe how he's done his job. He has been responsive, accessible, creative, and reliable. In times of crisis he has modeled our belief that Way Opens, and he has always been cheerful under stress. We will miss him dearly as he moves on to become a pastoral counselor, but trust that we will find new ways to continue to interact.

We are always open to new members on our Committee, and we wish to say to any Friends who sense a leading to serve with us: we are sure that no other committee has as much fun as we do. Most of our meetings are made up of a full Saturday of worship, discussion, sharing stories and experiences, laughing,

crying, and, of course, eating. The Committee work requires some dedication, but the rewards are immeasurable. Current members and directors are happy to help prospective members determine if they would like to serve.

In the past year, we have addressed issues of future vision, growth, and planning for the camps; annual budget projections and management; and safety. We recognize that the camps are again running close to maximum camper capacity and have discussed possible solutions. Because the full impact of camp accumulates over several years of attendance, returning campers are given admission priority. BYM Quakers remain the first choice for open units, followed by non-BYM Quakers and non-Quakers. Although the admission policy may require that some first-time BYM Quakers be flexible in filling slots at a camp or session other than their first choice, almost all BYM kids can be accommodated. This is especially true for the youngest campers. Because the three camps for younger children (Opequon, Shiloh, and Catoctin Quaker Camps) feed into Teen Adventure Program (mostly rising 10th graders) and Teen Adventure Leadership Program (rising 11th graders), demand for TA has grown steadily. Two of the ideas for meeting the increased demand include adding one more trip to the existing program and starting a second camp for youth in this age range. Both choices require continuing thought and planning: the current TA program is very close to running at maximum capacity; and a second camp, perhaps focusing on art or service and de-emphasizing physical rigor, would require a second site and a significant amount of start-up energy. We welcome input and assistance from all concerned Friends in meeting these challenges.

The CPC puts considerable thought into budget planning to maintain an enriching program at a reasonable price. BYM's desire for the camping program to be self-supporting and its decision to rent the camping properties to the camping program at higher rates have shifted the financial burden away from general Yearly Meeting funds and towards campers' families. Camper fees are going up. We are sensitive to the impact of rising fees yet feel that increased funds are needed to keep our program running safely. In addition, many of the physical structures at the camps are in urgent need of repair, replacement, or improvement. Financial aid is available through many of our Monthly Meetings and parents can offset some of the costs by working at camp as kitchen, maintenance, and medical staffers. In addition, a modest amount of scholarship money is available through the camping program.

We are continually concerned that each child and staff member enjoy a fulfilling and safe camp experience. Each year campers and counselors suffer a range of minor injuries and sicknesses. Exposure to more serious harm has been avoided largely by attracting a very well trained and experienced staff of caring young Friends. Last year one of our units had a scare when their canoes swamped in the Rappahannock. Although no one was hurt, a lot of gear was lost and serious

injuries could have resulted. Ongoing analysis of this accident and other less dramatic situations (e.g., unexpectedly cold and wet weather on backpacking trips) emphasizes the need for continuing advanced staff training and for updated equipment. Specific training for counselors and staff during Skills Week includes CPR every year, and other courses in a three-year rotation: Canoe Skills and Water Safety, Wilderness First Aid, and Life guarding. Risk management is stressed during pre-camp. In addition, many of our staff take advanced training courses from certified schools outside of our camp system. We are grateful that we have managed to avoid serious harm to date and feel that the additional training has been well worth the investment in time and expense.

Where are we going as a camp program? We continually strive to improve the program in a number of areas in addition to those mentioned above. One concern is the inadvertent stereotyping that often happens when encountering people of diverse backgrounds. The directors and staff have done a wonderful job of mediating differences among campers. It is a beauty to behold the rapid birth and growth of a Quaker Community in which everyone at camp is treated with love and respect. We feel that the opportunity to participate in a close, caring community is one of the most important aspects of our camp experiences. At the Directors Retreat this past April, our worship-sharing centered on examining our own inadvertent stereotyping of those outside the camp system. We recognize that, on the trail or off the trail, it is all too easy for a group of us coming across folks who seem unlike us to feel somehow better than them: more in touch with nature, using simpler equipment, more enlightened, closer to God, etc. We hope that we can help our staff and campers enlarge their circles of caring and understanding both at camp and at home.

Over the past few years, many good ideas and suggestions have come from the evaluations and reports written by parents, campers, counselors, staff, and directors. We continually identify small and large issues for discussion and improvement, and we encourage continued feedback.

Greg Tobin and Elizabeth Krome, Co-Clerks

CAMP PROPERTY MANAGEMENT COMMITTEE

Because of our new staff position of Camp Property Manager, the work of CPMC has shifted this year into more policy making and advisory functions, to support David Hunter. Now the property needs of our 900+ acres and nearly 100 buildings in 2 states are being addressed in a more timely, efficient, and resourceful manner. We meet monthly for prayerful oversight, and are often consulted by David in the intervening time as needed. Our work is pleasant, collaborative, and mutually supportive.

CPMC's goal is to be a good financial and environmental steward of the Yearly Meeting's real estate to provide safe functional spaces in which our camps can thrive. Conscious that these assets are valuable financial assets of the Yearly Meeting, we take our responsibilities seriously. We work frequently with the Trustees, Stewardship and Finance, the Long Range Property Subcommittee, and the Camp Program Committee to achieve these goals. We aim to comply with all safety and operational codes. We intend to keep tabs on repairs needed and have the means to do the maintenance. We make decisions with long term sustainability in mind. We have also sought legal input to protect ourselves from liability from accidents at camps that might occur to the 1000+ people who use our properties each year. Our work for the year consisted of the following:

With our support, David has inventoried the condition of the buildings at all camps and has initiated necessary repairs.

Shiloh

Hurricane Isabel damaged the bridge to the camp in September 2003, and it was repaired using the Camp Capital Reserve Fund. One of the Unit 1 platforms has been upgraded for safety, longevity, and prudent use of resources in conjunction with one of our Young Friend's Eagle Scout project, with the other platform slated to be upgraded next year. The forest management plan has been updated with an eye toward income generation, fire protection, and timber stand improvement. Structural deficiencies in several cabins were repaired before the 2004 camping season. Negotiations with our Shiloh caretaker regarding an old home site on the camp property are underway to sell this property in a mutually beneficial way. The work on the basement retreat center in the caretaker's house is nearly finished. It provides a year round, adult friendly, ground level facility that sleeps up to 8 for a quiet get away for rentals. Erosion controls are ongoing projects. The dining hall expansion has been postponed until funds are available.

Opequon

The well was winterized this year to protect the new pump. More complete winterizing of the plumbing system will continue as the funds are available. The plumbing in the bath houses is undergoing improvements for safety and long term usability. A second new cabin has been added in 2004 with the help of another Young Friend's Eagle Scout project. Several buildings were found to be damaged by termites; they will be treated at the end of the 2004 camp season. The camp staff asked for infirmary improvements; both hand washing accommodations and separate toilet facilities for the infirmary are in place for the 2004 season accordingly. The art shed that stores materials over the winter collapsed under the heavy snow load in 2003; at the time of writing this report, we expect that it will be repaired for this year. In the coming year the BYM staff plans to explore a longer term lease arrangement to extend our 5 year rolling agreement.

Catoctin

Major changes at Catoctin include hiring new caretakers who bring in more experience and a delightful fresh air. The 2003 cabin was welcomed by the campers, and another one will be added in 2004, using a different design. We have learned much from working with the county planning department and may have figured out how to expedite the process of building more cabins as necessitated by state codes. The staff cabin known affectionately as bear's den (used by Barry Morley) was re-roofed. A modest and more serviceable lodge is being considered to replace this cabin to provide additional winter retreat space for our adult members, if the funding is available.

Vehicles

The committee has decided that it is best to buy newer vehicles with fewer maintenance needs. The trustees have given us the freedom to purchase them as needed, within reason.

Budget

We have fine tuned our budget planning process and now have better data to submit to Stewardship and Finance Committee before their deadlines. We are also working with them to build the capital reserve fund and to project our normal maintenance expenses further in advance to make sure the funds are there to do the work when repairs are needed.

Rental Policy

David drafted, and we approved a new policy which lays out rules, regulations, liability waivers, and fees. Since we have improved our camps and made more adult friendly spaces, we anticipate better use of all 3 camps, with the accompanying increase in revenues.

Work Weekend Volunteers

Our numbers are down, but the skill level of those who come is often high. Our numerous construction projects have offered fun cooperative work in the mountains under direction of experienced Quaker carpenters. We wish more people would come. We have registered the YM with Montgomery County as an approved volunteer organization to facilitate Maryland students getting the Student Service Learning hours they need to graduate, and to help recruit more adults and scouts.

Overall, this has been a productive year where the committee has become more advisory with regards to policy changes, planning the various improvements, and tightening up the budget process. We tend to be fiscally conservative, environmentally proactive, and long term thinkers, guided by a passion for safety and a commitment to our children and camp staff for their well being.

Patti Nesbitt, Clerk

COMMITTEE FOR CRIMINAL AND RESTORATIVE JUSTICE

Criminal and Restorative Justice Committee met three times this year, at James Madison University on 7-30-2003, at State College on 10-18-2003 and at Bethesda on 3-20-04. Joan Anderson and Jack Fogarty are co-Clerks and Dave Greene is Recording Clerk for this year. We see a trend for Friends to join us when we meet in their vicinity although they are not otherwise associated with the committee. Fifteen Friends who are not on the committee have met with us at our three committee meetings. They share a broad range of activities related to the work of criminal justice and opposition to the death penalty. We are satisfied with our decision to nominate a small committee which is the center for encouraging and communicating a broad vision among BYM Friends. We have an ever-expanding list of Friends who want to be corresponding members, receiving our correspondence and attending committee meetings whenever possible. We are sorry to hear of the death of one of these new corresponding members, Felix Wedgewood Oppenheim.

James Matsen continues to be our representative to the Board of Prison Visitation and Support and reminds us that this organization is always looking for Friends to train for visiting in the federal prisons. Contact Jim at PO Box 110, New London, PA. 19360. It is with great sadness that the committee learned of the death of our former representative to Prisoner Visitation and Support, Vic Kauffman. His dedication was an example to all of us.

We have encouraged a closer relationship with AFSC and have found Friends are interested in receiving the AFSC criminal justice and death penalty newsletter, "The Vision." We will help other Friends who want to be included in this Friends' ministry to get on the mailing list.

The Committee is recording the criminal justice and death penalty abolition work of Monthly Meetings and Monthly Meeting members. It is helpful for Friends who feel called to this work to ask for clearness committees and support committees in your Monthly Meeting. We are including with this report suggestions for such work written by Friends from Vermont and New York. Clerks of Social Concerns should send your Meeting's information to Joan Anderson.

Jack Fogarty will receive monthly and quarterly meeting minutes pertaining to the death penalty, prison reform, restorative justice and minutes dealing with the drug problem. We request that Meetings having unity on any of these minutes publish them in the *Interchange* and send a copy to Criminal and Restorative Justice Committee.

We have discussed several options for Yearly Meeting speakers, workshops and interest groups. None of these are ready for 2004, but we expect to enrich the 2005 Session with several programs.

Joan Anderson, Co-Clerk

EDUCATIONAL FUNDING RESOURCES COMMITTEE

The Educational Funding Resources Committee met at Langley Hill Meeting House on 5 Sixth Month, 2004 with the purpose of reviewing applications for student loans, outstanding loans, and committee procedures. Three members of the committee, David Chamberlin, Janet Johnson and Oliver Moles, met with the BYM treasurer, Kevin Caughlan, and BYM bookkeeper, Laurie Wilner. Oliver Moles convened the meeting and agreed to be Clerk for the next year.

Loans were approved for three college student applicants. An announcement of the Committee's resources had been sent to all Meeting Clerks and Corresponding Members of the Committee in Monthly Meetings in early Fourth Month with any extended deadline for applications of 15 Fifth Month since the Committee has ample funds and few applicants. We plan to publicize the Committee's work earlier next year in the Interchange and elsewhere. While most funds go to college-level applicants, a Pre-College Fund awards loans for secondary education; its existence will be stated more clearly in the future.

The Committee was concerned about loans in arrears or default since this is a revolving fund and we want to treat all loan recipients equally. We agreed to ask for loan co-signers in the future, and to notify the Monthly Meeting when loans are in default. A collection agency may be used when loans are in default. In addition, the wording of all documents will be changed to make clear that these are loans and not grants.

The Committee decided to revise the application and ask all applicants to describe their educational and personal goals. The Committee also recommended that the Manual of Procedure description of the Committee be changed in the last paragraph second sentence regarding Committee meetings to read "It will meet on a Saturday in May to evaluate applications and grant loans, and on another day to discuss other business." The Yearly Meeting Day specified earlier is not always the best time to meet and does not reflect the Committee's recent practices.

The Committee plans to meet again next January or February to continue its business.

Oliver Moles, Clerk

FAITH AND PRACTICE REVISION COMMITTEE

With much prayer, worship, work, laughter, discussion, and writing, the Faith & Practice Revision Committee has finished two more sets of Advices and Queries this past year. We have not been able to meet every month as planned because of weather and a few other commitments, but we have managed to meet eight times.

We are still looking for more Friends to join us in this wonderful experience in writing Advices & Queries, looking for quotations and writing of other Friends, reading the Faith and Practice books from other Yearly Meetings. We need a broader range of thoughts and experience. We need people from other areas of our Yearly Meeting. We need you to commit to a long term project, to meet every month on the first Saturday of the month, and do your homework in between meetings.

Here are the first four Advices and Queries for all to read, discuss in small groups, use at your Meeting and, most of all, give us some feedback on what you think about these four. When you use them, please do not make your thoughts so personal that you overlook the wide range of people within our midst and how others might view the same words.

Meeting for Worship—Advices

The heart of the life of the Religious Society of Friends is the Meeting for Worship. It calls for us to offer ourselves, body, mind, and soul for the doing of God's will.

Worship is the adoring response of the heart and mind to the influences of the Spirit of God. It stands neither in forms nor in the formal misuse of forms; it may be with or without words, but it must be in spirit and in truth (John 4:24). We recognize the value of silence, not as an end, but as a means toward the attainment of the end, which is communication with God, and fellowship with one another.

In all our Meetings for Worship, we gather in spirit of prayerful obedience to God, with a willingness to give as well as to receive, in speech or in silence, each person contributes to the Meeting. Worshipping God together, we strengthen one another, and our bodies and minds are refreshed in the Life of the Spirit. Our daily lives are linked with the Meeting for Worship, the Meeting for Worship with our daily lives.

Friends are encouraged to give adequate time for study, meditation and prayer, and other ways of preparing for worship, and to arrive at Meeting promptly with an open and expectant spirit. During the Meeting for Worship, some people may feel moved to speak, to share an insight, to pray, to praise. When we feel led to speak, we should do so, clearly and simply. When another speaks, we should listen with an open spirit, seeking the thought behind the words and holding the speaker in love. After a message has been given, Friends should have time to ponder its meaning and to search themselves before another speaks.

North Pacific Yearly Meeting, Faith and Practice 1993

Queries—For the Individual

How do I prepare my heart and mind for worship? What do I do to prepare myself to receive the power of God's presence and love?

How does worship deepen my relationship with God and how is this inspiration carried over into my daily life?

How do I discern the source of my leading? How do I know when to speak?

For the Meeting

Do all other activities of our Meeting find their inspiration in worship and in what way do these activities, in turn, help to uphold the worshiping group?

How does the Meeting assure that there is time after Friends have spoken for the ministry to be absorbed by those for whom it was intended?

Meeting for Worship with a Concern for Business—Advices

Attendance at meeting for worship with a concern for business is the responsibility of all friends. Come with open minds, seeking the spirit, ready to listen to others carefully, always trying to discern the truth in what they have to offer. Proceed in the peaceable spirit of the light of Truth, with forbearance and warm affection for each other. If you cannot attend, uphold the Meeting prayerfully.

We do not seek a majority decision nor even consensus. As we wait patiently for God's guidance, our experience is that way will open and we shall be led into unity. Do not allow the strength of your convictions to betray you into making statements or allegations that are unfair or untrue. Think it possible that you may be mistaken.

Queries

Are your Meetings held in the spirit of worship, seeking the guidance of God?

In what ways do we each take our share of responsibility in the service of the Meeting?

Fostering Community Within the Meeting

It is well for Meetings to consciously cultivate fellowship and community. The Meeting is enriched when all members and attenders participate actively. The working of the Holy Spirit in our lives is expressed through prophetic ministry, pastoral caring for each other, and the example provided by lives lived in the Light. As we worship, work, and laugh together, we forge bonds of trust, understanding and communication. When need arises to address contentious issues,

they then may be addressed openly and honestly. When resolution is not immediate, the Meeting should make room for different expressions of continuing revelation, while persisting in earnest search for unity. Paradoxically, conflict thus experienced can also build trust and intimacy. Convictions which might divide or disrupt a Meeting can, through God's grace, help to make it creative and strong.

Queries

What helps our Meeting build trust of one another?

How do we get to know one another in community?

How do we make time in our lives for our faith community?

What role does conflict play in the life of our community?

Caring for One Another

We must be concerned about the welfare of every member of the Meeting community. While Friends need to guard against prying or invasion of privacy, it is nevertheless essential that Meetings be aware of the spiritual and material needs of members of the community and express caring concern in appropriate ways. To this end, we are to live affectionately as friends, entering with sympathy into the joys and sorrows of one another's lives. As we are willing to offer help, so should we be willing to make our needs known and to accept help. In bereavement, give yourself time to grieve. When others mourn, let your love embrace them with the simple things of life: praying together, talking, planning meals, caring for children, and otherwise being of comfort. In offering pastoral care, it is not necessary to find the right words. It is important to be present. Just as we do not leave pastoral care to a pastor, so we may not leave this most essential function to a committee, although a committee may be useful for coordinating an effort.

Queries

What impediments do I find to reaching out to those in distress?

What do I need to do to overcome them?

Do I trust my Meeting enough to make my needs known?

Stewardship-Advices

“To turn all we possess into the channel of universal love becomes the business of our lives” –this, in the words of John Woolman, is the meaning of Quaker stewardship.

This applies to all that we have and are, as individuals, as members of groups, and as inhabitants of the earth. As individuals, we are obliged to use our time, our various abilities, our strength, our money, our material possessions, and other resources in a spirit of love, aware that we hold these gifts in trust, and are responsible to use them in the Light.

Stewardship of our Resources

Investment of assets and consumption of resources require our careful stewardship. As friends, we can direct our investments toward socially desirable ends, avoiding speculation and activities wasteful or harmful to others. We should seek to participate constructively and without greed in the economic life of the community and to refrain from undue accumulation of wealth as well as irresponsible borrowing.

Queries

Do we regard our time, talents, energy, money, material possessions and other resources as gifts from God, to be held in trust and shared according to the Light we are given?

How do we express this conviction?

What are we doing as individuals and as a Meeting to use and thereby perfect our gifts?

How do we encourage others to use theirs?

Stewardship of the Earth

Friends have connected with the earth and all it holds as part of their spiritual development. From George Fox walking throughout England searching for his spiritual identity to current times, we are aware that we are only stewards, not owners of this land. We need to be constantly aware of how our actions affect the rest of the world. By not using more than we need and by sharing with others, we insure that the earth will continue to support everyone.

Queries

How do we exercise our respect for the balance of nature?

How do we avoid misusing the land, air, and sea and to use the world's resources with care and consideration for future generations and with respect for all life?

In what other ways do we carry out our commitment to stewardship?

Sheila Bach, Clerk

AD HOC COMMITTEE ON GENDER AND SEXUAL DIVERSITY CONCERNS

This was a year of pivotal change for this Ad Hoc Committee. At the 2003 Annual Sessions, Baltimore Yearly Meeting acknowledged a change in our name. Formerly the “Ad Hoc Committee for Lesbian, Gay and Bisexual Concerns”, the new title (above) was suggested in order to keep it as simple as possible while still reflecting more inclusion of minority concerns and clear commitment to our Testimony on Equality. The new title labels the concerns without trying to comprehensively label the people who hold those concerns.

The Committee also came to Annual Session to request an expansion of our charge to move beyond gathering and disseminating information. The charge that was approved at Annual Session includes a clear dynamic of advocacy. We wanted to have support for giving voice to ideas and opinions about equality and to encourage Friends to share in political, civil rights and peace or social concerns areas. Thus, this Committee’s new charge:

The Ad Hoc Committee on Gender and Sexual Diversity Concerns holds as its charge to gather and distribute information on Lesbian, Gay, Bisexual and Transgender concerns arising from within Baltimore Yearly Meeting. Furthermore, the Committee is charged to put new energy into advocacy activities that help to end the oppression, often unconscious, that is imposed on people because of real or perceived gender or sexual orientation. In its charge, the Committee continues the tradition of Baltimore Yearly Meeting’s original **1973 Minute 87**.

This Committee met on all Interim Yearly Meeting Days and fostered a small work-group to meet both inside and outside the YM Office in Sandy Spring in June and July. The work-group spent long hours organizing and readying a long-awaited packet of information on relevant Minutes, especially those pertaining to same-gender couples. *Minutes and Other Actions on Same Gender Marriage and other Gender and Sexual Diversity Concerns in Baltimore Yearly Meeting, Monthly and Quarterly Meetings*, a 24 page document, bore a print date of Summer, 2003. Multiple copies were made available to attenders at Annual Sessions with urging to take those copies back to Monthly Meetings and submit additions or corrections to the Committee. As of its last meeting of the calendar year, this Committee was still compiling, revising and making plans for broader and more formalized distribution of the document.

The expansion of our charge seemed timely given the concerns about Friends United Meeting’s personnel policies and the arising correspondence with BYM following BYM’s Minute of concerns about the policy’s implications for excluding those in same-gender relationships from leadership or service positions within FUM. This Committee was asked at the October, 2003 meeting to work with

BYM's Ministry and Pastoral Care Committee to help propose a BYM response to the latest FUM correspondence. Throughout 2003, the mood of this Committee seemed to include much sadness and hurt over discriminating policies among Friends, yet an earnest desire to continue to labor tenderly with FUM's Board in the hope of encouraging growth toward inclusion and equality in the recognition of spiritual gifts.

The Ad Hoc Committee also went through a change in leadership during 2003. Bonnie Stockslager resigned as Clerk of the committee and, in the absence of a replacement, agreed to "temp-clerk" the next (October) meeting with the understanding that the Clerk of meeting function would then rotate to others on the committee. Lauri Perman graciously agreed to Clerk the March, 2004 meeting. Martha Gay was heartily approved to continue as Recording Clerk.

Other activities accomplished by this Committee in 2003 included sponsoring a workshop at Annual Session (led by Joseph Izzo), providing an educational display in the bookstore and brainstorming ways to get a stronger and more viable connection with Friends for Lesbian and Gay Concerns (FLGC). Holding the October meeting at State College Meeting allowed State College Friends for Lesbian and Gay Concerns to join in our Committee meeting and share with us.

We ended this calendar year on the optimistic note that the expansion of our charge might also expand our membership to include more energetic, advocacy-gifted "young" Friends (of all ages) to help us continually put new life into the charge to "end the oppression."

Bonnie Stockslager and Lauri Perman

INDIAN AFFAIRS COMMITTEE

The Indian Affairs Committee met in March, June, October and November of 2003, and February, March and June of 2004. Committee meetings reflect the wide and diverse experience of work by committee members with Native People. This includes a housing advocate with Native Americans.

The main item of business for the Indian Affairs Committee was the change in the relationship with the Navajos of the Torreon-Starlake Chapter of Navajo Nation. The continuing link between Baltimore Yearly Meeting and Torreon-Starlake is a "Working Group" under the care of the Indian Affairs Committee. At this time the Working Group is arranging the participation of Navajo in the BYM camping program. They are also arranging a workshop during BYM Annual Session. In many additional ways individual Committee members continue to support the needs of both the Torreon and Ramah Navajo Chapters.

Although the interest income has been greatly reduced, the Indian Affairs Committee contributed \$300 to the local American Indian Society's College Scholarship fund. Individual Committee members helped Nora Caplan mail books she had collected for the Ramah Chapter. The Committee received appreciative thanks for these contributions.

Committee members Roger Wolcott and Susan Lepper attended the **Gathering of Friends on Native American Concerns** held in Boulder Colorado April 28–May 2, 2004. This gathering organized by AFSC, FCNL, and ACFIA was a follow-up to gatherings in 1999 and 2000. BYM Indian Affairs Committee members also participated in those gatherings .

Flossie Fullerton, Clerk

BYM/TORREON-STARLAKE WORKING GROUP

In the first year of Baltimore Yearly Meeting/Torreón-Starlake Working Group, under the care of the Indian Affairs Committee, we have proceeded slowly along several paths which seem worth pursuing further. We had one general meeting, in the fall of 2003, attended by Friends mostly from the broader metropolitan area of Washington. We designated Susan Lepper (Washington), a member of the Indian Affairs Committee, as liaison between the Indian Affairs Committee and the Working Group. We did not succeed in choosing a Clerk, instead accepting the offer of several Friends to perform parts of this function. We will be seeking a Clerk over coming months. We are also still developing a comprehensive contact list that can be used more actively to draw Friends from a broader area within BYM.

Inter-visitation and personal contacts remain a keystone to this relationship. The Working Group is happy to advertise moderate cost and very comfortable accommodations now available, through Pat Kutzner, in the former parish house of the Cuba Presbyterian Church. (Cuba is the closest town, 26 miles from Torreón; it is where Pat Kutzner has lived since she went to New Mexico and continues to live and work with the Chapter). A major objective of the Working Group is to provide orientation in advance for Friends interested in visiting this part of the world and to arrange for sharing of these experiences afterwards. Help could be provided in arranging with the Chapter for mutually convenient times to meet chapter members and possibly to provide volunteer assistance with some Chapter project. Arrangements might also be made for a Chapter guide to Navajo culture and special sights. We would welcome the opportunity to hear the ideas of others for inter-visitation - such as Quaker School intersession trips — that we could help to explore with our friends/hosts in Torreón.

We planned an information sheet about some winter events, such as the Navajo Weaving exhibit at the Textile Museum in Washington, how to send contributions to the Torreon Community Store (thrift store), and some useful readings; this sheet was distributed at the fall Interim Meeting and a few other places. To our knowledge, three Friends—Ruth Flower (Takoma Park), Claire Morisset (Washington) and Susan Lepper (Washington) have visited Torreon since last Yearly Meeting Session.

We are delighted by the appointment of a full time Native American issues staff person—Pat Powers (Sandy Spring)—at FCNL and hope to facilitate an introduction between FCNL and the Navajo Nation Office soon.

Pat has told us that our assistance with arrangements for congressional visits would be appreciated.

We hope to explore further the topic of shared values between Quakers and Navajo—a topic opened at the workshop at last summer’s BYM Session, where we explored such themes as care for family and the environment and nurturing our spiritual values in the midst of a homogenizing culture. We will explore related topics further at this summer’s workshop. We feel an urgent need to pursue this further, in part in order to understand how we may be most useful to, and learn most from, each other in regard to visiting Torreon.

Youth activities have remained a key part of this relationship. We have reviewed guidelines for youngsters to come from Torreon to BYM camps. We are very grateful to the Camping Program Committee for a productive interaction and have benefited from good meetings and communication with Torreon Chapter officials. The summer of 2003 had been marked by an unsustainably large number of youngsters from Torreon-Starlake coming to BYM camps. For the future, it has been agreed for youngsters to come only to Camp Opequon, and to avoid introducing youngsters to BYM camps at an age when many of their peers would already have been there for a number of summers. The Camping Program Committee was understanding of the wish by a number of Chapter officials to broaden the number of TSL youngsters who can have this experience, by limiting the number of summers that any one child may return (this is an exception to usual camp policy of encouraging returns). It has been agreed that a maximum of four campers a year will be chosen by the Chapter with a view to their leadership potential and that, if the first year of experience goes well, a youngster would be eligible for one - but only one— further year. As a result of this “two-year” rule, we will greatly miss some friends from previous years, but we look forward to one returning child and three new campers this summer. A chaperon has been chosen, and planning is proceeding apace.

Also in connection with youth, we will continue to explore the possibility of a Torreon college student being interested in employment at Opequon. This could provide a more immediate and direct way for BYM's approach to youth development through camping to be shared with Torreon. We will explore with this summer's chaperon, a mother who is connected with the K-8 school on the Chapter grounds, other possibilities for interaction of youngsters from BYM and Torreon. Finally, a small incentive grant will be offered to enrich summer activities in Torreon, with encouragement that those activities involve the youngsters who have been campers at Opequon in the past few years, as well as explicitly involving focus on Navajo culture.

Friends look forward to the visit to Washington of a Torreon delegation to the opening of the Museum of the American Indian in September. This will be an important opportunity to welcome old friends from Torreon and to introduce them to others from BYM.

Susan Lepper

MANUAL OF PROCEDURE COMMITTEE

The activities of the Manual of Procedure Committee may be seen in their reports in the Spring and Summer Interim Meeting minutes. The Committee met twice, once at Yearly Meeting to select a Clerk and to co-op Trudy Rogers (then Sandy Spring, now Chester River) for a year.

The Committee worked with the Ministry and Pastoral Care Committee to clarify its description. We also prepared a more extensive description of FWCC and realized that we should do the same for AFSC and FCNL.

We would like to make the process of changing the Manual of Procedure less cumbersome so that less time is spent doing this at the Yearly Meeting Sessions. We would also like to develop a description of Working Groups. We already have one, the Torreon-Starlake Working Group.

At the end of this Yearly Meeting, three members leave the Committee after having served on the Committee more than once and after having served the Yearly Meeting in a variety of responsible ways.

Howard Fullerton, Clerk

MINISTRY AND PASTORAL CARE COMMITTEE

The Committee has been very busy, with more and more issues given to our care. This is a good sign in terms of the spiritual health of the Yearly Meeting. It is a little hard on us! Subgroups worked on or are still working on: (1) developing

guidelines for dealing with known sexual offenders at Yearly Meeting gatherings, and also within our Meeting communities, trying to find a balance between nurturing that of God within the individual and keeping our community safe; (2) developing information packets on clearness committees and other methods to nurture those in need of support when facing times of transition and crisis; (3) a response to FUM's policy of discrimination against gays and lesbians and a recommendation on continued funding support of FUM; (4) drafting a Spiritual State of Baltimore Yearly Meeting report; and (5) reviewing for distribution *Guidelines for Embracing the Ministry of Friends*. We have sent letters to all Monthly Meetings within BYM and all other Yearly Meetings around the world encouraging them to unite with our minute on using our full name in written and spoken correspondence by including the word Religious whenever the phrase Society of Friends is used. We also asked William Penn House to consider this for the ad they run in the Post publicizing Quaker meetings in the DC area. We sent out a brief set of questions to Monthly Meetings asking them to comment on the process they use to develop Spiritual State of the Monthly Meeting reports.

The Committee now has three retreats under its care—the Women's Retreat, the Silent Retreats, and the Spiritual Formation program. We hope to have reports from these to share.

The Committee is currently assisting the BYM Program Committee as it plans for 2004 Annual Session. It has approved Rosalind Zuses to facilitate the Spiritual Retreat that opens Annual Sessions, "Preparation for Business Through Spiritual Healing", and are filling slots for Bible Study, and Worship Sharing leaders, ushers, and for "Sitters" who hold the Meeting for Business and the Clerk's Table in the Light during Session.

One of the tasks of the Ministry and Pastoral Care Committee is to support and oversee the Spiritual Formation Program. Their annual report is:

SPIRITUAL FORMATION PROGRAM

The Spiritual Formation Program nurtured deep spiritual growth in its participants this year. Thirty-eight Friends participated in the program, and local spiritual formation groups formed at Charlottesville, Friends Meeting of Washington, Gunpowder, Richmond, Sandy Spring, and Williamsburg. Our September opening retreat was held at Priest Field Pastoral Center in Kearneysville, West Virginia. The Saturday morning program focused on... *Deepening our Relationship with God and With Others Based on the Beatitudes*. Saturday afternoon was devoted to discussions and sharing about *Spiritual Disciplines*. In addition to sharing, several workshops were provided for in-depth discussions about specific disciplines. As always, time was scheduled for individual quiet-time, and the retreat ended with a Meeting for Worship and shared meal on Sunday.

Local (Monthly Meeting) groups met throughout the year to share spiritual journeys and to reflect on shared readings. Individual spiritual disciplines and a sense of spiritual community fostered spiritual growth in the participants.

Our closing retreat was held in May. As our group came together again, we shared our individual and group stories of spiritual growth and transformation through the Spiritual Formation program.

The BYM Spiritual Formation Program has a six-person leadership team which has facilitated the BYM Program and has provided support to Spiritual Formation Programs in other Yearly Meetings.

Rosalind Zuses, Co-Clerk

NOMINATING COMMITTEE

Our committee met four times this year, in November at Frederick Monthly Meeting, in February at the home of Rod and Caroline Pelton (Goose Creek), in March at the spring Interim Meeting at Bethesda Monthly Meeting, and in June at the Summer Interim Meeting at Deer Creek Monthly Meeting. By phone, through e-mail, and in conversations, we collected information from and about Friends who might be interested in serving the Yearly Meeting in various ways. We discussed ideas about such service with Friends whose names were suggested, and prepared about sixty names of Friends to nominate to the Yearly Meeting at its Annual Session.

Our committee observes that, in the right time and with the right placement, Friends are joyfully generous in their service to the Yearly Meeting and to related Friends' organizations.

Ruth Flower, Clerk

PEACE AND SOCIAL CONCERNS COMMITTEE

The Committee sponsored a workshop at the 2003 Annual Session with Brigit Moix of FCNL talking on peaceful prevention of conflicts. This coming Annual Session Kathie Guthrie of FCNL will be talking about what Friends can do to encourage people to register and vote in 2004 (See http://www.fcnl.org/elections_2004.htm) and Ann Wilcox will talk about the need to restore voting rights for convicted felons and otherwise protect voting rights for all. The committee met at fall and spring interim meeting days at State College and Bethesda.

The Committee and Monthly Meetings were especially concerned about the administration's pre-emptive war against Iraq and now the United States role as an occupying power in Iraq. Bethesda Meeting sponsored two events with AFSC speakers: Peter Lems the AFSC officer on Iraq and later Rick McDowell and Mary Trotochaud, AFSC staff members in residence in Baghdad. Some Friends took part in the peace march/vigil at Dover Air Force Base (where the bodies of dead soldiers are brought from Iraq) and Walter Reed Army Hospital (where many of the wounded are brought) and then to the White House.

Committee member, JE McNeil, has brought to the Committee the work of Center on Conscience and War and others on giving counsel to those who have conscientious objection to service in the military.

Committee membership represents only a fraction of the Monthly Meetings of BYM. Committee member Mary Ellen Atkinson brought together Clerks of twelve Monthly Meetings of BYM in March at Sandy Spring Meeting. This served a useful purpose of exchanging information and ideas on how to be more effective in addressing peace and social concerns and may lead to collaboration among the various meetings.

The Committee has also been supportive of the effort by many Friends across the country to restore the Meeting House in Ramallah, West Bank (Palestine), so that it may serve as both a place of worship and as a Quaker peace center to obtain peace in the Middle East. The Committee would like to thank Friends and Monthly Meetings of BYM that contributed to this effort. Funds for restoration have essentially been raised and the international committee is now in the process of developing plans for the program of the center. See <http://ramallah.quaker.org/>

John Salzberg, Clerk

WORKING GROUP ON RACISM AMONG FRIENDS

Listening Project

At its October 20, 2001 session, the Baltimore Yearly Meeting Interim Committee empowered the Yearly Meeting Peace and Social Concerns Committee to provide a home for a group focused on issues of diversity and associated injustice. As those of us who were part of that group, which we named the Working Group on Racism Among Friends, began to meet and ponder our next steps, we decided we needed to learn what we could about the existing views and attitudes of Quakers in BYM on diversity among Friends. It also seemed to us that Friends' attitudes concerning outreach generally would also be particularly relevant to any effort to address racial diversity in our Meetings.

We decided to do very detailed and deliberate listening to Friends throughout the Yearly Meeting by undertaking a “Listening Project” to ask questions about Friends’ thoughts on Quakerism, their Monthly Meeting, racial diversity in the Monthly Meeting, outreach to their neighbors, what, if anything their Meeting should do about any of these matters in a manner intended to stimulate ideas and deepen discernment. We listened to 70 Friends from 25 different Monthly Meetings in Baltimore Yearly Meeting.

We distributed the final report and gave an oral report at the 2003 BYM Annual Session. We wrote an article about the Listening Project that was printed in the Fall 2003 *Interchange*. The report is posted on the BYM Web Site for viewing at www.bym-rsf.org/Racism/listening_project_on_diversity.htm and for downloading in PDF format at www.bym-rsf.org/Racism/Listening%20Report.pdf. We also gave presentations about the Listening Project at the Fall Interim Meeting at State College Friends Meeting and at Bethesda Friends Meeting and Friends Meeting of Washington.

Resource documents

We have prepared two resource documents for use by Meetings and individual Friends interested in addressing barriers to racial diversity. One is a list of books, videos and one Web Site that address racial issues in the U.S. The other is a list of things individual European Americans can do to address racism. For things that Meetings can do, we use the webpage “Seeking Racial and Ethnic Diversity” prepared by Committee for Ministry on Racism Friends General Conference and posted at www.fgcquaker.org/cmr/seeking.html.

Outreach to individual Meetings

We have conducted sessions on racism for Langley Hill Friends Meeting, Adelphi Friends Meeting and Nottingham Quarterly Meeting and responded to requests for assistance from Takoma Park Preparative Meeting and Herndon Friends Meeting. We prepared queries on racism for Friends Meeting of Washington and hosted a series of discussions based on audio tapes from Pendle Hill at Bethesda Friends Meeting.

Preparing for 2004 BYM Annual Sessions

Because the theme for the Annual Sessions in 2004, “Inclusive or Exclusive—Meeting God in Everyone,” directly addresses our mission, we have worked to develop program for those sessions. We have arranged for Donna McDaniel and Vanessa Julye to give a presentation on Quakers and race at a Tuesday plenary session. Our working group is co-sponsoring with the Ad-Hoc Committee on Gender and Sexual Diversity Concerns a workshop entitled, “Bayard Rustin: How one Quaker devoted his life to meeting God in everyone.” Another

workshop will focus on teaching anti-racism in First Day School. Additionally, in response to our suggestion, the Friends in Education Committee is offering a workshop on the experience of Friends schools in achieving racial diversity.

David Etheridge

PROGRAM COMMITTEE REGISTRAR'S REPORT

Overall attendance

This year 374 people registered, compared with 384 last year. Two years ago (in 2002, our first year at JMU) we reported attendance as 400. In 2001, at Randolph Macon College, registered attendance was 380, and Laurie Wilner noted in her report that during the previous three years this number had fallen by 125.

As I noted in my oral report at JMU, we gave people a little more leeway about registering this year, allowing those who were at sessions only to attend a committee meeting or go to one evening program to do so without registering. Some Friends have always come to these things without registering, so I don't know how much difference this policy change may have made in our registration numbers.

Last year, Laurie began a new calculation of "person days." Someone attending Yearly Meeting for six days would contribute six person days to the count, while another coming for only two days would add two person days. By this measure, we had 1,500 person days for this year's Annual Session, compared with 1,511 last year. Those numbers are so close to the same that I think the difference is not meaningful.

Age distribution

This year our attendance broke down by age as follows:

Age 3 and under: 6

Junior Yearly Meeting above age 3: 38

Young Friends : 45

Young Adult Friends (up to age 35, but identifying themselves as YAF): 16

Older Adult Friends (OAFs): 269

In last year's report, we grouped people by age slightly differently, but the overall pattern was about the same. We had 6 in the nursery and pre-kindergarten, 42 in JYM, 44 in high school, 10 Young Adult Friends (in their 20s only), and 287 OAFs.

The conclusion we have to draw from these statistics, I think, is that the efforts we made last year to increase attendance at Annual Session had no apparent impact on overall attendance.

First Time Attender Certificates

Thirty-six individuals from 19 Monthly Meetings used these certificates. When we packed up the office in Sandy Spring to go down to JMU, we were expecting 37 certificate-holders from 17 Monthly Meetings, and over the course of the week, I was alerted to expect 6 more, most of whom never came.

When it became clear that people from several Monthly Meetings were not going to meet our requirement to preregister in order to use one of these certificates, Frank and I decided that we would waive that requirement and accept the certificates any time they were presented. That change turned out not to cause significant difficulty from the registrar's point of view, since we ended up with one fewer person using certificates than we had anticipated. However, certificate holders were quite prone to change their plans, and in several cases, we learned only informally, if at all, that people we were expecting were not coming. In several cases, the people they would have been sharing rooms with ended up, in effect, in single rooms, and JMU will charge us a higher rate for those rooms.

Here's the detailed breakdown on certificate use by Monthly Meeting. The number in parentheses is the total attendance from that Monthly Meeting. As you will see, for some Monthly Meetings, the certificates made a big difference in total attendance:

Adelphi-2 (27)	Hopewell Center-1 (6)
Alexandria-3 (11)	Langley Hill-2 (27)
Annapolis-2 (10)	Maury River-3 (26)
Bethesda-2 (10)	Richmond-1 (8)
Blacksburg-2 (6)	Sandy Spring-2 (40)
Dunnings Creek-2 (8)	State College-2 (20)
Frederick-2 (19)	Takoma Park-3 (6)
Friends Meeting of Washington-2 (18)	Williamsburg-1 (7)
Gettysburg-2 (4)	York-1 (4)
Gunpowder-1 (1)	

The Committee should know that 17 of the 36 people who attended on certificates stayed more than two days. This group accounts for 115 people days of attendance, which means that the average stay for a certificate holder was a little over 3 days. Generally, either the people themselves or their Monthly Meetings paid for the additional days. In at least one case, there's work still going on to decide who is going to pay for those extra days—the Monthly Meeting or whether BYM will allow one individual to use more than one certificate from their Monthly Meeting to stay for more than two days.

From anecdotal comments I've received from several Monthly Meetings and my own experience at Langley Hill, I've discovered that this program was very well received at many Monthly Meetings but turned out to be much harder to administer than anyone anticipated. Monthly Meetings needed time to work out how to take advantage of the offer. At my own Monthly Meeting, the Clerk first misunderstood the concept of the certificates; then lost them; then, because they were lost, couldn't recall which committee was supposed to receive them. Once in the hands of the right committee, we found it difficult to agree on how to identify the appropriate people to offer the certificates to. We found it impossible to allow Friends sufficient time to consider whether to go to Yearly Meeting this year and still meet the July 9 registration deadline.

Rebecca Rawls, Registrar

RELIGIOUS EDUCATION COMMITTEE

In 2003 The BYM Religious Education Committee completed several projects:

1. We published three issues of the "Quaking Post", our Religious Education newsletter.
2. We published two RE resource booklets, one on the Peace Testimony, and the other on a Quaker approach to dealing with Christian fundamentalism.
3. We offered an array of activities at BYM Session, including: two RE visitors/consultants, Paulette Meier and Robin Wells; several workshops; RE-oriented videos; a festive RE cake-decorating party at the all-age celebration, which was a platform for promoting the recruitment of First Day School teachers in Monthly Meetings.

Since the summer of 2003, the Committee has met by telephone, published two more issues of "Quaking Post," and is planning another set of offerings for the BYM 2004 Session, including another RE Visitor/Consultant.

Chuck Fager, Clerk

STEWARDSHIP AND FINANCE COMMITTEE

The Stewardship and Finance Committee (S&F) is responsible for preparing and overseeing the annual operating budget for BYM and proposing an apportionment among BYM Monthly Meetings of the unfunded portion of the budget. S&F is charged with making adequate provision for preservation of all assets of

the Yearly Meeting not specifically managed by the Trustees. We try to keep 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.

This year we met at Annual Sessions in July, at Interim Meeting in October, and in April 2004, where we discussed our 2003 financial review with the auditors. We will be meeting at Interim Meeting in June 2004. We are planning to meet with Ministry and Pastoral Care and the Ad Hoc Committee on Gender and Sexual Diversity earlier in June to discuss BYM's relationship with FUM. The culmination of our year is Yearly Meeting Annual Sessions where we present the proposed budget and apportionment for approval.

During Yearly Meeting Sessions Stewardship and Finance met with Trustees, Camping Program and Camp Property Management committees to develop a long range plan for the camp properties. A Long Range Planning Committee for the Camp Properties, clerked by Sheila Bach, was the result. That Committee is charged with developing a 5-year, 10-year and 50-year plan for the camp properties. The combined group of four committees recommended that Stewardship & Finance set up a Development Committee to raise money for BYM and recommended to Trustees that a Property Manager be hired. It was felt that apportionment can not be increased sufficiently to cover the costs of a property manager and many years of deferred maintenance on the camp properties.

As part of the campaign, Stewardship and Finance will encourage BYM members to remember Baltimore Yearly Meeting in their wills, and to name BYM as the beneficiary of IRAs and life insurance policies. We also want to encourage our constituents to give gift annuities to BYM, which often return 8percent annually to the donor. Charitable remainder trusts are another giving vehicle that Stewardship & Finance hopes Yearly Meeting will promote to its membership as a means of making a deferred gift to Yearly Meeting. The donor puts some type of income-producing property into a trust which then generates income for the donor and/or a beneficiary; upon the death of the final beneficiary, a charity or charities selected by the donor receives the assets of the trust.

Friends Peace Teams is in the process of obtaining its own 501(c) (3) status and will no longer be using BYM as a depository for its contributions.

The Committee wishes to acknowledge the great support and cooperation it receives from our General Secretary, Frank Massey, and to thank Chris Fowler for his excellent minutes of our meetings.

The current members of S&F are Dick Bellin, Alan Briggs, Will Candler, Kevin Caughlan (ex-officio), Christopher Fowler, Lorne Garretson, Ted Green (ex-officio), Oliver Moles, Arlene Rodenbeck, Marjorie Scott, Frances Taylor, Susan Russell Walters and myself.

Marion Scattergood Ballard, Clerk

LONG RANGE PROPERTY PLANNING SUBCOMMITTEE

At Annual Session in 2002, there was a joint meeting of four committees: Stewardship and Finance, Camping Program, Camp Property Management, and Trustees. The purpose of the meeting was to consider the current and future needs of the camp properties including planning and funding, and effective and responsible stewardship and the creation of long-term plans for their development. This group minuted the need for a Camp Property Manager who was hired in 2003. This joint meeting also created the Long Range Property Planning Subcommittee (LRPP). The LRPP was established as a subcommittee of the Stewardship and Finance Committee and is comprised of members from each of the four committees.

The Long Range Property Planning Subcommittee (LRPP) began meeting in April 2003 and has met ten times. As we began our work we realized that in order to effectively assess the property and facilities needs, we needed to broaden the scope of our concern to include *all* facilities within BYM, not just the camp properties. This broader concern opened even more questions to us.

Some of the broad questions we asked as we began our task were: What do Monthly Meetings need? What do they have to share? How can our resources and facilities support the spiritual work of the Yearly Meeting? We need the programs to drive the facilities, not the other way around. What dreams do committees have that they can't fulfill because of property limitations? What is BYM for? Do Monthly Meetings and individuals understand what BYM does? How can we help them understand? How do we reach people at Monthly Meetings who aren't involved at the Yearly Meeting level?

As we focused in on the physical facilities within BYM, a new set of queries emerged: What is the current composition of BYM? Could we complete a more accurate census of BYM? What are the attendance and membership patterns like today and how have they changed? Do we want a retreat center or Quaker study center? Are we meeting the needs of older friends? The camps can't be all things to all people—what do they want to be? Who wants to use them, who do we want to use them, and for what? Do we have the human capital to invest

in these properties and projects? Could we/should we have a camp in Pennsylvania? How can we support and nurture the rest of the Yearly Meeting with the camp properties in the same way that we support and nurture the youth at camp?

As the LRPP sat with these questions (and many others!) the direction of our charge emerged. The committee has completed four main tasks:

1. We conducted a survey of existing facilities within BYM. We focused primarily on Monthly Meetings and the camp properties but also examined the facilities at Friends schools under our care, and the Friends House retirement community. We completed a booklet of information about the facilities and accommodations available at each Meeting House within BYM. This will be made available at Annual Session.
2. As part of the Yearly Meeting facilities inventory, we conducted a demographic survey of individuals within BYM. This census helped us glean information about age distribution, especially the camper-aged population. We developed population distribution maps. These will be displayed at Annual Session.
3. We began a facilities inventory of Catocin, Shiloh and Opequon, including inventories of square footage, appliances, construction and renovation histories and replacement schedules. This work is ongoing.
4. We examined other property and facilities issues within BYM including: the interest in and need for a year-round retreat facility, site options for Annual Session, BYM administrative office space needs, the issue of affordable housing for staff, long-term visions for the camp properties, and more.

As we conducted these tasks, our discernment on some issues deepened and clarified, some of our questions were answered. We will be bringing a comprehensive written report of our work to Annual Session. This comprehensive report will include our charge, vision, and methods of gathering our data; our general committee process and findings, and our minuted recommendations. Appendices will present the census data and the camp property facilities inventory. The report will also explore the work we *haven't* done: questions we haven't answered, issues beyond the scope of our work that we haven't explored, data we haven't collected, and a vision for how this work can proceed. We are clear that the LRPP, as it was originally established, has come to the end of its original charge. We look forward to sharing our work with the Yearly Meeting.

Members of the LRPP included: Sheila Bach (S&F and Trustees), Clerk; Arlene Rodenbeck (S&F); Ron Akins (Camping Program and Camp Property Management); Howard Zuses (Trustees); Tom Horne (Camp Property Management); Kevin Caughlan (S&F and Trustees); Patti Nesbitt (Camp Property Management); Betsy Meyer (ex officio, Spiritual Formation); Marion Ballard (ex officio, Stewardship & Finance, Clerk); David Hunter (Staff); and Josh Riley (Staff)

Sheila Bach, Clerk

SUE THOMAS TURNER QUAKER EDUCATION FUND

The purpose of the Sue Thomas Turner Quaker Education Fund 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.

In 2004 the Sue Thomas Turner Quaker Education Fund received 16 requests for funds. The Committee considered the requests and distributed a record \$6230 in full or partial grants for 14 uses consistent with purpose of the fund. The recipients were: Cambridge Friends School, MA, (\$500 to create a CFS Faith & Practice booklet), Friends Child Care Center, PA (\$500 for a Quaker Education Workshop for the teachers); Friends Meeting School, MD, (\$400 for preparation of materials integrating Quaker concepts into a traditional academic curriculum); Friends Select School, PA, (\$400 to purchase *Governance Handbook for Friends School* for their Board); The Meeting School, NH (\$500 for a workshop on diversity in light of Friends faith & practice); Media-Providence Friends School, PA, (\$500 to send two non-Quaker board members to FCE workshop); Moorestown Friends School, NJ, (\$500 for production of a MFS faith & practice pamphlet); Newtown Friends School, PA (\$500 to hire a consultant to guide the implementation by Quaker process of the NFS’s strategic plan); Northern Virginia Friends School, VA (\$500 for FGC curriculum materials); Orchard Friends School, NJ (\$275 to assist sending two teachers to FCE workshop); Olney Friends School, OH (\$455 for workshop and materials on sexual diversity within the Quaker testimony of equality); School for Friends, DC (\$500 to send attendants to Friends Schools Peer Network gathering); Stratford Friends School, PA (\$500 for a symposium for the teachers on Quaker decision-making process) and Virginia Beach Friends School, VA, (\$200 to support a Civil Rights Day highlighting Quakers and use of Quaker testimony in the history of the Civil Rights movement).

The Committee was very pleased with the caliber of the requests and the opportunity to support Quaker faith and practice in education. This year we chose to go into our principal as well as using our income, because the grants were so

compelling. In order to give help for these worthwhile projects in the future, the principal needs to grow. We ask that others who feel a leading to support this important work, please contribute whatever they are able to the endowment. Funds may go to the BYM with a notation for the “Sue Thomas Turner Quaker Education Fund Endowment”. Thank you in advance for your support.

The Committee will meet in March 2005 to consider new requests. Request deadline will be February 15, 2005.

Rosalind Zuses, Clerk

TRUSTEES

The Trustees met on Yearly Meeting days at State College and at Bethesda. There were six members present at State College and five members at Bethesda. The main business continues to be the oversight of the investment assets of the Yearly Meeting and the physical assets, Camp Shiloh, Camp Catoclin, and the Bush Creek Burial Ground. The Trustees are also responsible for the Office property, but day-to-day oversight is the responsibility of the Supervisory Committee.

The Trustees also monitor the use of the Camp Property Improvement Fund to ensure that it is used in accordance with the minute establishing the fund.

Edward Hawkins, Clerk

UNITY WITH NATURE COMMITTEE

“To those of us who have grown up in the Industrial Growth Society, the view of reality that breaks upon us now is breathtakingly new. It comes from contemporary science and finds support in ancient spiritual traditions. It helps us understand our relationship to the world and awaken the powers within us for its healing. Liberating us from constricted notions of who we are and what we need, it brings us home to our true nature – in league with the stars and trees of our thrumming universe.” *Joanna Macy and Molly Young Brown, Coming Back to Life, 1998.*

The Unity with Nature Committee was active throughout the 2003 Annual Meeting. In addition to our business meetings, we sponsored a variety of activities: a daily outdoor Worship Sharing Meeting, a well-received workshop “Called to be Earth Keepers and Tenders – Through Spiritual Renewal and Stewardship”, and two interest groups: viewing and a discussion of the film “Escape from Affluenza” and a discussion group on the Free Trade Area on the Americas (FTAA). We also worked with the BYM staff to make sure that recycling receptacles were

available during BYM. Finally, we collected \$735 for Right Sharing of World Resources at lunch and dinner on Friday, having developed hand-outs and a poster with basic information about RSWR and a reading list of related materials. These documents were e-mailed, as requested, to the Right Sharing coordinator and BYM's RSWR liaison). People seemed to appreciate having a "complicated" meal, and donating money directly!

During Annual Meeting, we began to plan several initiatives related to outreach to and inclusion of Monthly Meetings in "unity with nature" activities: 1) Developing a list of Monthly Meeting contacts, offering them a subscription to Quaker Earthcare Witness's (aka FCUN) *Befriending Creation*, and sharing significant committee information with them through a list-serve (*there are now 24 Monthly Meeting contacts, eight of whom are receiving Befriending Creation*); 2) Collecting information, resources, suggestions, etc. from BYM Monthly Meetings and other Friends organizations on their experiences with Green Building and Sustainability. This information will be available on the internet to Monthly Meetings and other Friends organizations when they begin renovation or building projects); 3) Encouraging Monthly Meetings to study and adopt the Earth Charter, using documents developed by Goose Creek Meeting (several committee members' *Monthly Meetings are at different stages of this process*); 4) Offering a Unity with Nature workshop at the Annual Women's Retreat (*we had a small group for a walk in the snow, followed by a Council of All Beings exercise developed by Joanna Macy: role-playing of animals and elements*); 5) Developing a Unity with Nature testimony/minute based on Friend's stated earth and creation-related values (*this is nearing completion*); 6) Planning a work day at the Friends Wilderness Center (FWC); 7) Additional activities for next year's Annual Meeting.

We found new co-Clerks (Sarah Kuzmanoff and Mark Brabson) and a Recording Clerk (Montague Kern), scheduled our second annual Retreat at Mark Brabson's farm for Columbus Day Weekend, and decided that a committee member (or a member of one of our Monthly Meetings) would join the Friends Wilderness Center Board to represent Unity with Nature.

At our October retreat, we continued to plan and work on the initiatives begun at Annual Meeting, decided on two workshops/interest groups for next Annual Meeting (one on the Earth Charter and one on the status of Quakers' unity with nature), and began to develop two lists to share with BYM and its Monthly Meetings: Ten Ideas on How Meetings Can Deepen Their Witness for Care of Earth, and a similar list for individuals. These lists were published in the Interchange, and in some members' Monthly Meeting newsletters, as well as being shared with our Monthly Meeting Contacts. Sarah Kuzmanoff became the FWC board representative, and began to attend board meetings and share the minutes with the committee. We did not attend Fall Interim Meeting, as our Retreat ac-

complished the same purpose for us, and was held one week before the Interim Meeting date. *We have since decided to hold our retreat in September, and make it more process- and nature-oriented, and conduct our business at the Fall Interim Meeting.*

At the Spring Interim Meeting, we continued planning for the Annual Meeting, discussed the promotion and sale of re-usable mugs and cloth napkins at the Annual Meeting and shared progress on other activities. We agreed to send \$100 each to Quaker Earthcare Witness and to the North Carolina School of the Arts Foundation for support of the pending “Simple Living with Wanda Urbanska” series developed for PBS. Some of us have since sent letters to our PBS affiliates, advocating the airing of this eight-week series. We were joined by Julie Guroff, the Friends Wilderness Center secretary, and its representative to our committee. We discussed a second work day at FWC (since scheduled for Saturday, June 12).

This past year, our meetings have been rather intense, both in the nature of our discussions and in the number of ideas we are trying to develop and implement. Much of our work has been conducted by small subcommittees through e-mail, and shared through the list-serve we began last year. It has been a busy and stimulating twelve months!

WEB PUBLISHING

This year, Baltimore Yearly Meeting has a new Web Site Coordinator, Allen Briggs, of Blacksburg Meeting. Much work has been done on the web site this year.

Updating of Monthly Meeting information is done by the Yearly Meeting staff. This also ensures that the staff knows the latest officers and times of worship of Monthly Meetings. The Yearly Meeting staff members also maintain the camping pages and place the *Interchange* on-line. Some out of date information has been moved to archival folders.

This year, the Yearly Meeting made use of an internet utility that supports camping to allow secure on-line camp registration. By the time the Yearly Meeting session are held, we will know if this worked well. The first year of its use saw a 380 campers enroll on-line. This represented 67 percent of the total number of applicants. Parents seemed satisfied with the service and appreciated the ability to apply on-line. The service allows them to use the same account year after year which makes registering next year even easier. We will continue to allow people to register using paper to enable every one to take part in the camping programs.

We could treat the Yearly Meeting Session as a “camping program” and do on-line registration for it as well, but there is coming and going from Yearly Meeting, so it is not clear if we can use the camping utility to do Internet registration for Yearly Meeting Session. There are some who want to register on-line, so the web publishing committee, the office staff, the Registrar, and the Program Committee will continue to work on this project. Again, for those who want to register using paper, we will continue to receive those registrations over the foreseeable future. We are working on getting set up for the fall so that the Women’s Retreat can have a first go at this and we can work out bugs.

For years, the Web Publishing Sub-committee has had two dreams: using maps to locate Monthly Meetings, our Camps, Quaker Schools, Retirement Communities, and other Quaker venues. We would also like each Monthly Meeting to have a web site; we have the resources to place a minimal site on-line, much as Philadelphia Yearly Meeting has done. We do not anticipate having the uniform look that PYM Monthly Meeting sites have, but at some point a gathering of Monthly Meeting web site maintainers could agree on common features that would help those navigating Monthly Meeting web sites. As of the writing of this report, 25 Monthly Meetings had web sites. Five of those Meetings are on the BYM web site, at no cost to the Monthly Meeting. To some extent, the new QuakerFinder site (<http://www.quakerfinder.org/>) makes it less necessary to do the mapping on our web site, but we are interested in two types of maps, those that locate the Meeting House in Pennsylvania, Maryland, DC, and Virginia and those that provide road information for each Meeting House.

We provide material on-line: the Interchange, Minutes of Yearly Meeting and Interim Meeting. If possible, we will provide the Advance Reports as well. Ministry and Pastoral Care is considering making the Spiritual State of the Meeting Reports available in electronic format. They will solicit opinions from Monthly Meetings as part of this process. We are also considering publishing the *Yearbook* electronically, on a CD. If you would prefer to receive it in this format, let the Office know. You may be aware that you can elect to receive e-mail announcing the publishing of the Interchange on-line. You then view it on-line and print it if you wish. This saves paper and postage. If your Meeting would like a CD with *Faith and Practice* in Portable Document Format (pdf), contact the Yearly Meeting Office.

Finally, the Yearly Meeting’s list bym-news does not have a recognized owner. We will at some time shift the discussion list to another site. However, it still works. We have no ability to correct problems. To join the list, send a blank message to bym-news-subscribe@igc.topica.com <<mailto:bym-news-subscribe@igc.topica.com>>. To leave the list, send a blank message to bym-news-unsubscribe@igc.topica.com <[mailto:bym-news-](mailto:bym-news-unsubscribe@igc.topica.com)

unsubscribe@igc.topica.com>. To change your e-mail address, first unsubscribe with your old e-mail address, and then re-subscribe using your new e-mail address.

Howard Fullerton, with input from Allen Briggs, Frank Massey, and Josh Riley.

YOUTH PROGRAMS COMMITTEE

As was the case in the advance report of last year we feel that the youth programs of the Yearly Meeting are doing extremely well but that the committee itself is not doing as well as it could. The Young Friends (YF) and Junior Young Friends (JYF) conferences have been very successful both in terms of participation (an average of 70 at YF and about 30 at JYF) and in terms of spiritual growth. The Young Friends Executive Committee (a peer leadership group) and three YF Clerks have been instrumental in the success of their program and the Co-coordinators of the JYF program have done outstanding work in nurturing our middle school age young friends. We do note with a great deal of relief that the three year long process to revise the committee description in the *Manual of Procedure* was approved at last year's Annual session. It would be relevant to review this description as a basis of the remainder of our report.

“Consists of eight to ten adults nominated by the Nominating Committee”- There are currently only six adults on the committee. The committee is limited in terms of the support it can offer the youth programs due to the lack of adult members. It is hoped that others in the Yearly Meeting with an interest in nurturing our youth programs will be moved to join the committee.

“The committee oversees and coordinates all Yearly Meeting youth programs for junior and high school youth, with the exception of the camping program and Junior Yearly Meeting.” - The committee has not really been able to focus on oversight or coordination due in large extent to only meeting twice this year. The committee wishes to fulfill this role and decided at its Spring meeting to meet five times yearly (two via teleconferences as this has proved valuable in previous years).

“Recruit and mentor adults in BYM who have a leading to work with Young Friends”. – The Friendly Adult Presence (FAP) community is at a very low ebb in terms of numbers and this can and will create difficulties as there is both a spiritual and legal need for an adequate adult presence at our youth gatherings. This will be a major focus of the committee in the coming year as it works with the Young Friends community to seek adults to serve in this critical capacity.

“Support the Youth Secretary in coordination and communication” – this year has seen the departure of the Yearly Meeting’s Youth Secretary (YS) for the last five years, an Interim YS for eight months and the interview and hiring process for a new YS. Two committee members participated in the interview process for the new YS and while the programs did not suffer as a result of this process the committee itself expects to do more in the areas of communication and coordination support in the coming year.

“Ensure that the *Young Friends Handbook* is reviewed on a periodic basis (at least every three years)”. We would note that the Young Friends Handbook was revised and approved by a Young Friend’s business meeting in November of 2003 and that the YPC is still at work developing a JYF handbook. The JYFs did some work on the handbook at their conference in January of 2004. The committee will also need to be involved in the search process for the JYF coordinator(s) as the two individuals who created these positions and have served the JYF community for four years will both be leaving in June of 2005.

The Yearly Meeting’s YouthQuake (YQ) representative took part in YQ 2003 in Estes Park, CO. Due to concerns over the YQ policy regarding gay men and women being barred from leadership/speaking roles many of the Young Friends in the Yearly Meeting chose not to participate. Two YF did go and engaged in a dialog with youth and adults from other Yearly Meetings on this and other issues. The committee will need to seek clarity on whether or not to send a representative to the 2006 YQ.

Betsy Tobin & Ted Heck, Co-Clerks

MONTHLY MEETING MEMBERSHIP STATISTICS

Meeting	—2002—			—2003—			Change (+ or -)
	Full	Associate	Total	Full	Associate	Total	
Adelphi*	207	115	322	207	115	322	
Alexandria	135		135	142		142	+7
Annapolis	61	29	90	62	29	91	+1
Baltimore, Homewood	117	26	141	118	27	145	+2
Baltimore, Stony Run	450		450	445		445	-5
Bethesda	197	114	311	202	123	325	+14
Blacksburg	16		16	16		16	
Carlisle	41	4	45	41	4	45	
Charlottesville	123		123	121		121	-2
Deer Creek	48	14	62	47	15	62	
Dunnings Creek	40	9	49	39	9	48	-1
Fishertown	14		14	12		12	-2
Floyd	12	5	17	11	5	16	-1
Frederick	45	16	61	45	16	61	
Gettysburg	17		17	17		17	
Goose Creek	187		187	185		185	-2
Gunpowder	85		85	89		89	+4
Herndon	29	24	53	47	25	72	+19
Hopewell Centre	77	20	97	78	21	99	+2
Langley Hill	183	79	262	184	74	258	-4
Little Britain	81		81	83		83	+2
Little Falls	56	2	58	56	2	58	
Maury River	20	6	26	20	6	26	
Menallen	42		42	41		41	-1
Midlothian	17	22	39	19	22	41	+2
Nottingham	122		122	121		121	-1
Patapsco	16	10	26	17	10	27	+1
Patuxent*	15	5	20	15	5	20	
Pipe Creek	17	2	19	17	2	19	
Quaker Lake	8	1	9	8	1	9	
Richmond	128	54	182	134	54	188	+6
Roanoke	16	1	17	18	1	19	+2

Meeting	—2002—			—2003—			Change (+ or -)
	Full	Associate	Total	Full	Associate	Total	
Sandy Spring	470	84	554	491	88	579	+25
State College Valley	72	43	115	80	38	118	+3
Warrington	24	10	34	24	10	34	
Washington	28		28	28		28	
Williamsburg	378	70	448	389	71	460	+12
West Branch*	24	17	41	24	17	41	
York	112		112	112		112	
	26		26	30		30	+4
TOTALS	3,756	782	4,538	3,835	790	4,625	+87

* denotes no report received for 2003

Note: Total membership reported in 2003 *Yearbook*: 4558.

The statistical reports from Meetings corrected their 2002 membership to 4538 as stated above. Increase in membership from the reported 2003 *Yearbook*: 67.

APPORTIONMENTS

Monthly Meeting	2003	2004	2005
Adelphi	\$17,340	\$15,000	\$18,320
Alexandria	8,000	8,000	8,000
Annapolis	9,100	9,100	9,100
Baltimore, Homewood	18,170	16,900	16,900
Baltimore, Stony Run	52,500	57,200	57,350
Bethesda	21,270	21,270	21,270
Blacksburg	1,050	1,050	1,150
Carlisle	2,970	2,970	3,100
Charlottesville	7,780	7,780	7,780
Deer Creek	3,170	3,170	3,400
Dunnings Creek	2,920	2,920	2,900
Fishertown	1,050	1,050	900
Floyd	430	455	500
Frederick	4,750	4,750	4,750
Gettysburg	660	660	660
Goose Creek	11,500	14,000	14,000
Gunpowder	5,000	5,300	6,200
Herndon	5,000	5,000	5,300
Hopewell Centre	3,710	3,800	3,800
Langley Hill	13,500	13,500	14,000
Little Britain	1,780	1,780	1,800
Little Falls	3,580	4,100	5,000
Maury River	2,100	2,200	2,500
Menallen	2,900	3,200	2,000
Midlothian	2,000	2,200	2,200
Nottingham	4,280	5,000	5,000
Patapsco	1,310	1,600	2,000
Patuxent	1,520	1,900	2,370
Pipe Creek	370	421	300
Quaker Lake	250	274	300
Richmond	10,850	11,400	11,700
Roanoke	1,750	1,750	1,750
Sandy Spring	30,310	32,500	35,000
State College	6,250	7,800	9,750
Valley	2,500	2,900	3,000
Warrington	3,000	3,000	2,250
Washington	39,500	43,500	43,500
West Branch	3,500	3,500	3,200
Williamsburg	2,100	2,100	2,000
York	1,330	1,700	2,000
TOTAL	\$309,740	\$326,700	\$337,000

**BALTIMORE YEARLY MEETING
BUDGET SUMMARY**

	2003	2003	2004	2005
Operating Revenue	Budget	Actuals	Budget	Budget
General	\$319,000	\$335,553	\$336,700	\$368,250
Camp Properties	75,900	71,938	78,900	114,150
Committee Programs	22,250	37,646	16,500	17,000
Youth Programs			11,500	11,750
Special Projects	87,001	147,819	1	NA
Annual Sessions	109,500	120,363	111,500	121,600
Camping Programs	503,617	533,575	542,285	594,626
Operating Revenue	\$1,117,268	\$1,246,894	\$1,097,386	\$1,227,376
Transfer from Designated Funds				
for Capital Improvements	\$65,000	\$84,422	\$90,000	\$96,000
Total Revenue	\$1,182,268	\$1,331,316	\$1,227,376	\$1,323,376
Operating Expenses				
Office Personnel	\$147,500	\$155,261	\$149,500	\$86,261
Administration	90,800	89,066	97,950	98,150
Committee Administration	22,750	15,011	8,400	19,550
Membership and Services	62,950	62,950	62,950	66,600
Camp Properties	79,700	85,996	84,317	172,602
Committee Programs	19,250	37,628	16,000	15,500
Youth Programs			32,622	66,889
Special Projects	87,001	147,819	1	NA
Annual Sessions	97,600	115,272	103,950	109,722
Camping Programs	459,700	525,298	540,646	590,006
Operating Disbursements	\$1,067,251	\$1,234,302	\$1,096,336	\$1,225,280
Total Capital Improvements	\$65,000	\$84,422	\$90,000	\$96,000
Total Expenses	\$1,132,251	\$1,318,723	\$1,186,336	\$1,321,280
Surplus/(Deficit)	\$50,017	\$12,593	\$1,050	\$2,096

GENERAL ADMINISTRATION BUDGET

	2003	2003	2004	2005
General Revenue	Budget	Actuals	Budget	Budget
Apportionment	\$309,000	\$309,000	\$326,700	\$337,000
Investment Interest	1,500	908	1,250	1,250
Contributions	6,000	21,461	6,000	27,000
Other Income	500	2,076	250	500
Publication sales	2,000	2,108	2,500	2,500
Total General Revenue	\$319,000	\$335,553	\$336,700	\$368,250
 Expenses				
Office Personnel				
Office Personnel Cost	\$141,000	\$148,931	\$144,000	\$78,061
Professional Development	1,000	876	1,000	1,000
Sabbatical Reserve	2,000	1,000	1,000	2,000
Consultant	2,000	1,500	2,000	2,000
Payroll Services	1,500	2,000	1,500	2,000
Retirement Plan Services		954	1,200	1,200
Total Office Personnel	\$147,500	\$155,261	\$149,500	\$86,261
 Administration				
Office Property				
Utilities	\$3,500	\$2,913	\$3,500	\$3,500
Maintenance	4,000	3,112	4,000	3,500
Capital Reserves	3,000	2,000	3,000	5,600
Sub-Total Office Property	\$10,500	\$8,025	\$10,500	\$12,600
 Office Administration				
Bookkeeping	\$400	\$0	\$400	\$300
Audit	6,000	10,225	6,000	7,000
Insurance	3,250	3,509	6,500	5,500
<i>Interchange</i>	5,500	6,027	6,500	7,000
Meetings & Entertainment	650	764	650	1,000
Miscellaneous	1,000	1,526	1,000	1,000
Postage	9,000	6,523	9,500	8,500
<i>Yearbook</i> Printing	8,000	7,157	8,000	7,500

	2003	2003	2004	2005
Office Admin. Cont.	Budget	Actuals	Budget	Budget
Office Supplies	12,000	12,657	14,000	14,000
Bank/Credit Card Service	2,250	4,947	1,650	2,500
Computer Supplies	3,000	3,197	3,000	3,000
Telephone	11,000	6,751	9,500	8,000
Travel–Reps. to Boards	3,500	3,422	3,500	3,500
Travel–FUM & FWCC Tri. Reps.	4,000	4,000	4,000	4,000
Travel–FUM Intrntl. Reps.	500		500	
Travel–Office Staff	9,000	8,855	9,000	10,000
Presiding Clerk	750	750	750	750
Interest paid out		1,750	1,750	1,000
Contingency	1,000		2,000	1,000
Sub-Total Office Administration	\$79,800	\$81,042	\$87,450	\$85,550
Total Administrative	\$90,300	\$89,066	\$97,950	\$98,150
Committee Administration				
Advancement and Outreach	\$400	\$59	\$600	\$300
Camping Program	1,000	2,288	1,000	2,000
Camp Property	500		100	100
Ministry and Counsel	500	786		
Ministry and Pastoral Care			350	1,400
Peace and Social Concerns	500	81	300	300
Religious Education	4,000	3,419	3,000	4,000
Young Adult Friends	200		200	100
Nurture & Recognition of Ministry	200			
Right Sharing of World Resources	100	91	100	100
Unity with Nature	750	273	700	700
Criminal and Restorative Justice	200	150	200	200
Educational Funding Resources		107	200	200
Youth Programs Committee	9,600	7,337	500	500
<i>Manual of Procedure</i>		28	50	50
Ad Hoc Gender and Sexual Diversity	100	29	100	100
Trustees	2,000	14	200	200
Web Publishing	200		200	200
Friends in Education	200	77	200	200
Indian Affairs	300	272	300	600
Working Group on Racism	100		100	300
Yearly Meeting Intervisitation				7,000
Contingency	1,900		1,900	1,000
Total Committee Administration	\$22,750	\$15,011	\$8,400	\$19,550

	2003	2003	2004	2005
Extended Services	Budget	Actuals	Budget	Budget
American Friends Service Com	\$400	\$400	\$400	\$400
Earlham School of Religion	400	400	400	400
FCNL	400	400	400	400
Friends Council on Education	400	400	400	400
<i>Friends Journal</i>	400	400	400	400
Pendle Hill	400	400	400	400
William Penn House	400	400	400	400
Sandy Spring Friends School	400	400	400	400
World Council of Churches	400	400	400	400
National Council of Churches	400	400	400	400
Center on Conscience and War	400	400	400	400
RSWR, Inc.	400	400	400	400
Quaker Earthcare Witness	400	400	400	400
Friends Peace Teams	1,000	1,000	1,000	500
Friends House, Inc.				400
Washington Workcamps				400
Sub-Total Extended Services	\$6,200	\$6,200	\$6,600	\$6,500
Membership Contributions				
Friends General Conference	\$29,600	\$29,600	\$29,600	\$31,000
Friends United Meeting	17,400	17,400	17,400	
Undesignated				17,400
FWCC-Americas	9,750	9,750	9,750	11,700
Sub-Total Membership	\$56,750	\$56,750	\$56,750	\$60,100
Total Services and Membership	\$63,350	\$63,350	\$62,950	\$66,600

CAMP PROPERTIES BUDGET

	2003	2003	2004	2005
Property Revenue	Budget	Actuals	Budget	Budget
Camp Summer Rental	\$59,000	\$59,000	\$61,000	\$85,000
Other Rentals	8,100	8,990	9,100	16,750
Miscellaneous	300	133	300	300
Annual Contributions	\$8,500	\$3,815	\$8,500	\$12,000
Total Property Revenue	\$75,900	\$71,938	\$78,900	\$114,150
Property Expenses				
Property Manager Personnel				\$44,910
Operating Expenses				
Utilities	\$11,250	\$13,413	\$11,000	\$11,300
Vehicle Maintenance	2,000	5,505	4,500	6,500
Telephone	4,250	2,922	2,500	2,700
Insurance-Property	6,000	5,900	6,000	5,800
Caretaker Personnel Costs	21,000	17,429	20,400	28,942
Building maintenance	12,000	13,830	11,000	3,000
Equipment maintenance	5,250	1,105	4,750	3,400
Grounds & Forestry	3,250	2,899	3,250	3,300
Trash Removal	1,250	861	1,500	1,750
Real estate taxes	975	1,084	1,650	1,650
New Equipment	1,250	7,963	2,000	600
Miscellaneous	1,500	2,204	1,500	1,500
Contingency	1,250	469	1,250	1,250
Opequon Lease	3,000	6,000	6,000	6,500
Operating Expenses	\$74,700	\$81,996	\$77,300	\$78,192
Capital Reserves	\$5,000	\$4,000	\$8,000	\$49,500
Total Expenses	\$79,700	\$85,996	\$85,300	\$172,602
Surplus/(Deficit)	(\$3,800)	(\$14,058)	(\$6,400)	(\$58,452)

COMMITTEE PROGRAMS BUDGET

	2003	2003	2004	2005
Income	Budget	Actuals	Budget	Budget
Spiritual Formation	\$7,500	\$7,795	\$7,500	\$7,000
Silent Retreat	5,500	3,250	5,500	5,500
Young Adult Friends Conferences	500		500	500
Women's Retreat		18,658	2,000	3,000
TSL/BYM Working Group			1,000	1,000
Total Program Revenue	\$13,500	\$29,703	\$16,500	\$17,000

Expenses

Spiritual Formation	\$7,000	\$6,575	\$7,500	\$7,000
Silent Retreat	5,000	4,794	5,000	5,000
Young Adult Friends Conferences	500		500	500
Women's Retreat		16,923	2,000	2,000
TSL/BYM Working Group			1,000	1,000
Total Program Expense	\$18,100	\$19,534	\$16,000	\$15,500

Special Projects

Revenue

Indian Affairs Released Friend	\$1	\$14,740	NA	NA
Friends Peace Teams Project	87,000	133,079	\$1	NA
Total Project Revenue	\$87,001	\$147,819	\$1	NA

Expenses

Indian Affairs Released Friend	\$1	\$14,740	NA	NA
Friends Peace Teams Project	\$87,000	\$133,079	\$1	NA
Total Project Expense	\$87,001	\$147,819	\$1	NA

YOUTH PROGRAMS BUDGET

	2004	2005
Income	Budget	Budget
Conference Fees	\$11,000	\$11,000
Contributions	500	750
Total Income	\$11,500	\$11,750
Expenses		
Youth Programs Administration		
Youth Secretary Personnel Cost	\$19,377	\$45,364
Scholarships	500	\$2,000
Conference Calls	500	500
Representative Travel (YouthQuake)		900
Total Youth Programs Administration	\$20,377	\$48,364
Young Friends Conferences		
Printing Costs		\$450
Bulk Mailings	2,000	900
Stamps and Meter		250
Site Costs	300	250
Food Costs	2,500	3,900
Conference and Workshops Supplies		150
Workshop Leadership		700
Bus Transportation	2,000	2,900
Miscellaneous	20	50
Total Young Friends	\$6,820	\$9,550
Junior Young Friends Conferences		
Junior Young Friends Coordinators	2,500	\$3,445
Printing Costs		150
Bulk Mailings	\$500	350
Stamps and Meter		75
Site Costs	200	200
Food Costs	1,000	1,600
Conference and Workshops Supplies	175	200
Workshop Leadership		800
Milage	250	800
Miscellaneous		50
Total Junior Young Friends Conferences	\$4,625	\$7,670

	2004 Budget	2005 Budget
Executive Committee		
Printing Costs		\$55
Stamps and Meter		40
Site Costs	\$150	100
Food Costs	650	700
Conf and Workshop Supplies		75
Workshop Leadership		300
Miscellaneous		35
Total Executive Committee	\$800	\$1,305
Total Youth Program Expenses	\$32,622	\$66,889
Surplus/Deficit	(\$21,122)	(\$55,139)

ANNUAL SESSION BUDGET

Revenue	2003 Budget	2003 Actuals	2004 Budget	2005 Budget
Fees and Lodge	\$95,000	\$106,012	\$95,000	\$105,000
Key Deposit	2,000	3,000	3,000	3,000
Donations	2,000	2,000	3,000	3,000
Carey Fund	500	388	500	500
Misc. Income	500		500	500
Bookstore	9,500	8,963	9,500	9,600
Total Revenue	\$109,500	\$120,363	\$111,500	\$121,600
Expenses				
Housing	\$25,000	\$24,726	\$28,500	\$26,000
Food Service	23,000	23,260	25,000	23,000
Office Personnel	5,000	5,000	5,000	8,322
Workgrants	20,000	24,840	20,000	24,000
Junior Yearly Meeting	3,000	1,401	1,200	1,500
Snacks/Program	500	418	500	1,000
Conference Fee	8,500	8,300	8,500	9,000
Scholarship	500	500	500	500
Scholarship-Navajo		500		500
Administration and Supplies	1,250	4,415	750	1,000
Key Refund	300	200	300	300
Honorarium	500	200	500	1,000
Travel	500	100	750	750
Postage	1,200	800	1,000	1,000
<i>Interchange</i>	1,750	1,750	1,500	1,000
Advance Reports	1,250	750	500	1,000
Books UPS	350	192	250	350
Bookstore	8,500	7,958	8,000	8,500
Van Rental	750	450	500	500
Credit Charge Service		431	450	500
Lost Keys		40		
Contingency	750	50	250	500
Total Expenses	\$103,600	\$115,312	\$103,950	\$109,722
Surplus/(Deficit)	\$5,900	\$5,051	\$7,550	\$11,878

CAMPING PROGRAMS BUDGET

	2003	2003	2004	2005
Income	Budget	Actuals	Budget	Budget
Fees-Cash	\$417,242	\$433,230	\$447,165	\$496,158
Fees-Scholarship Subsidies	18,750	11,538	11,800	13,800
Total Camper Payment	\$435,992	\$444,768	\$458,965	\$509,958
Scholarship Contributions		\$3,215	\$3,200	\$3,200
Scholarship BMCFAF	4,500	3,728	3,800	3,800
Fees-Workgrants	43,125	43,456	44,920	46,268
Application Fees	1,500	15,715	15,500	15,500
Contributions	14,500	13,944	11,900	11,900
T-Shirt Sales	4,000	8,594	4,000	4,000
Other		155		
Total Income	\$503,617	\$533,575	\$542,285	\$594,626
 Expenses				
Salaries	\$208,000	\$195,352	\$214,830	\$175,952
Office Administrative Support				45,323
Workgrants		43,456	44,920	46,268
Benefits		9,000	6,160	2,000
Payroll taxes	11,000	12,806	18,900	19,332
Total Personnel	\$219,000	\$260,614	\$284,810	\$288,875
Transportation	\$30,000	\$26,164	\$26,900	\$27,707
Program	25,000	20,183	22,000	22,660
Canoes		3,800		3,720
Staff Training	5,000	7,383	10,400	7,000
Administrative	5,000	13,290	4,200	4,326
Telephone	5,000	2,779	3,126	3,016
Medical	3,000	1,232	1,270	1,270
Laundry	1,200	1,101	1,650	1,700
Rentals/Leases	62,000	61,034	64,000	88,010
Food/Kitchen	70,000	70,509	75,200	77,456
Accounting	6,500	8,185	6,500	6,695
T-Shirt	5,000	10,183	4,700	4,700
Insurance	16,000	10,286	10,700	11,021
Miscellaneous	2,000	1,253	1,050	1,050
Scholarships		17,302	18,800	20,800
Contingency	5,000	0	0	0
Vehicle Reserves		10,000	4,000	10,000
Uncollected Fees		5,996	2,000	2,000
Total Other Expenses	\$240,700	\$264,684	\$256,496	\$293,131
Capital Reserves				\$8,000
Total Expenses	\$459,700	\$525,298	\$541,306	\$590,006
Surplus/(Deficit)	\$43,917	\$8,277	\$979	\$4,620

STAFF REPORTS

CAMP ADMINISTRATIVE SECRETARY

This has been, by far, one of the smoothest years ever for the camping programs. All four programs were blessed with good (enough) weather, competent experienced directors and staff, and enthusiastic campers, all of whom were brimming with energy, curiosity and Light. I am particularly grateful for the ease because this summer is my last as the Camp Administrative Secretary for BYM. At the end of 2004, I will be moving on and taking a break from twenty-two years of involvement with the camping programs.

I have felt very blessed during my years as a camper, counselor, assistant director, and for the last six years, as the Camp Administrative Secretary. Each experience brought new challenges and amazing new people into my life—many of whom remain friends. Working with the BYM staff over these years has been deeply enriching as well. I am especially grateful to Frank Massey for his gentle leadership, spiritual nurture, and loving support. He is a dedicated and (perhaps too) modest leader of a diverse group of curious, independent seekers—not an easy task. We are blessed to have his leadership.

Here are some highlights of the work that I, the Camping Program Committee, and others have done this year on behalf of the camping program.

Database & Online Applications

In the fall we purchased a new database for the camping programs. In addition to more flexible accounting, more powerful statistical reporting, and better integration with other software in the office, the new database offered parents the convenience of applying for camp online. I am delighted to report that in the first year of offering it, 66% of families took advantage of the online application feature. I was spared many hours of tedious data entry as a result of their willingness to use the technology! I have a great relationship with the database creators (a company called CampBrain based in Toronto) and they are very responsive to our needs for customization and special reporting. The database we retired was created specifically for our camping programs more than a decade ago by former camp secretary, Rex Riley. I'm grateful to that database for many years of faithful service.

Enrollment

I'm still working on the enrollment statistics and the financials from this summer. I can say generally that overall camp enrollment was lower than usual. Catocin, Shiloh and Opequon each had approximately twenty fewer campers this year as compared to last year. However, the total camper weeks were only down a little

(1,348 total weeks for 2004, versus 1,366 in 2003). This indicates that although there were fewer campers overall, those who came to camp stayed longer. I'm not yet sure what effect the decline in enrollment will have on the finances. I will give a more thorough report of this at Interim Meeting in October. One more important note about enrollment: although campers at Catoctin, Shiloh, and Opequon are virtually guaranteed a spot at camp if they want to return the next year, this is no longer true at Teen Adventure because the applicant pool has grown beyond the capacity of the program. Campers who have been in the program for a long time will not necessarily get into Teen Adventure. We must do a better job letting families know this up front.

Camp Fees

We will be increasing the fees for camp for the summer of 2005. This increase reflects our continuing commitment to maintain the safety of our facilities and the quality of the camping programs. The new rates also reflect our effort to keep camp affordable and accessible to Baltimore Yearly Meeting Quakers. Even with the increase we find that we remain very competitively priced compared to other camps in the region, and extremely competitively priced when compared to other camps of similar size offering similar programs. We promise to continue to provide a lot of Quaker bang for your Friendly buck.

Policies and Procedures

I spent time this spring working with our insurance company to secure new coverage for some of the higher risk activities we do at camp, primarily rock climbing and canoeing. This work prompted the creation of more written camp policies and procedures than we have ever had before. Another benefit of having begun this documentation is that we standardized more of our instruction and safety protocols across the four programs. The camp directors and I will continue to document what we do, and how we do it. We are also working on a standard personnel handbook for all the camping programs.

Alumni

We held the second bi-annual alumni gathering over Labor Day weekend at Shiloh Quaker Camp this fall. Approximately fifty people attended and there was enthusiasm for another weekend gathering—tentatively scheduled for Columbus Day weekend, 2006. We also agreed to continue having a holiday get-together around Christmas or New Year's every year. I hope that our network of camp alumni will continue to grow and become a greater resource for the programs.

Committee Work

The Long Range Property Planning committee, comprised of members of Trustees, Stewardship and Finance, Camping Program Committee, and the Camp Property Management Committee wrapped up its work this year as well. I enjoyed the opportunity to serve, along with David Hunter, as staff support for this group. The report appears elsewhere in the Yearbook so I will not dwell on it here. I hope the reporting, surveys and recommendations of this group will serve as a framework for future long-range planning for all the properties within BYM.

Working with the Camping Program Committee is always fruitful. I feel very supported by this wonderful group of deeply committed individuals who gather monthly for most of the year to do business and hold the programs in the Light. The role of the committee is always evolving and each year we set new goals and find new (and old) things to talk about. The committee has, for the past several years, distributed surveys to campers and parents. The thoughtful suggestions and loving feedback we get help us make the program stronger. The report from the Camping Program Committee, which appears elsewhere in this Yearbook, gives a wonderful description of the role and work of the committee.

Reflection

I am delighted that Jane Megginson will be moving into the role of Camp Administrative Secretary. I've also felt very grateful for David Hunter's work as the Camp Property Manager. I am awestruck by the work David does, and by how much there is to do. I'm not sure how we got along so long without him. Finally, the five gifted directors who lead the individual programs are all returning to direct next year: Linda Garrettson at Catocin, Dana Foster at Shiloh, Elaine Brigham at Opequon, and Whitney Thompson and Melissa Poole at Teen Adventure. Working with all of them has been by far the greatest benefit of being the camp secretary. I am very grateful to each of these magnificent women for her friendship and mentoring.

Here is a favorite quote from a past director's report: "Each summer I leave camp knowing that the people around me, young or old, are engaged in active spiritual search and that the Light can be seen working in them. I leave knowing that all creatures tend toward grace and honesty when approached with trust. I leave knowing that the Spirit leads us towards tenderness and towards each other, and I know that Way Opens. This community affects me so."

I am filled with gratitude for having had the opportunity to serve the Yearly Meeting as the Camp Administrative Secretary for the past six years. The camping programs touch the lives of so many in truly remarkable ways. To witness the unfolding of the divine within a child who is pushed to the edge of her ignorance and then lovingly challenged to believe in herself is humbling, and awesome. To

love children for exactly who they are, and to trust them with the power to know themselves, is nothing short of a miracle. Children and adults alike are never as whole as when they are at camp.

Josh Riley

CAMP PROPERTY MANAGER

My first year as Camp Property Manager at Baltimore Yearly Meeting has been a wonderful and exciting one. It is always challenging to be the first in a newly created position and I have enjoyed meeting the challenge of finding balance among the many tasks that call for my attention. It is a rare privilege to be a part of a Yearly Meeting that is committed to providing a place for its young people to grow in the Light. The Yearly Meeting has made a significant investment of time, energy and resources in its camping programs and it is a joy to see the dividends, things like membership, leadership and the richness and vibrancy of our Meetings, coming to fruition. Every day I am grateful for the individuals who had the foresight to invest their time, sweat and money in our properties.

It can be challenging to find direction and goals in a new job, especially when it is a new position all together. I am grateful for the many hours Friends spent discussing how best to assist in the improved management of the camp properties. I am in debt to those who gave their time to create the position's job description and the time the staff has spent getting me acquainted with the office, the Yearly Meeting and helping me discern how best to use my time. Out of all of these efforts I distilled three goals that I hope guided me this year: using our resources as responsibly as possible, seeking out more resources, and seeking to be the kind of stewards who can maintain our properties for the future.

Using our resources responsibly

Our properties represent a significant investment, and their use, maintenance, and improvement require a significant amount of resources. We are committed to all that they enable us (e.g. our Camping Programs, Meeting retreats, Friends Schools camping trips etc.) to do but it is important for us to ensure that the money we spend is spent carefully. It is my hope that with careful planning, record keeping and purchasing we will be able to get more out of the money that we spend maintaining and improving our properties.

Bulk buying, shopping for the best price, making use of warranties and insurance are a few of the things that we have done to move us toward this goal. We are also experimenting with purchasing equipment that the programs have leased or rented in the past. Two Suburbans and one mini-van were purchased for the 2003 camping season and two pick-up trucks were purchased for the 2004 season. Careful records are being kept of all of the costs associated with owning these vehicles so that we will be able to see just how much money we are saving

by owning rather than leasing. Other groups within and related to the Yearly Meeting have also utilized these vehicles. This is the first year in a long time that we have not had to rent any canoes for our summer programs. Thanks to the kindness of Friends during the 2003 Annual Sessions we were able to purchase 16 new canoes for our programs! At the same time we have learned a great deal about repairing and maintaining our fleets of canoes and the canoes that we purchased for the 2004 camping season can look forward to long and productive lives.

One of the areas that has offered me lots of opportunities for learning was the process of creating a budget for 2005 last winter. I am looking forward to working our way through that fiscal year and seeing how well we can stick to it. It will also be rewarding to begin work on the 2006 budget, making adjustments for what we have learned this year. In writing the budgets we have worked hard to be sure that we have been realistic about what it takes to maintain our properties and to be sure that all of the cost and revenue the properties produce are included. It is hard to be responsible with what is available to us unless we are clear about what we have and how it is getting used.

Increasing our resources

As we began the budgeting process for 2005 it became quite clear, quite quickly that we were going to have to find more revenue to create a balanced budget that allowed us to maintain and improve our properties responsibly. As we looked around for more income we noticed two things. First, Friends and others that were renting our properties in the off-season were paying very little to do so. Second, our camping programs are all well established and have been in good financial positions for a number of years now.

We tried to compare our camp facilities to other similar conference center and retreat facilities in the region. The few places that offered similar facilities and services were, for the most part, significantly more expensive than are our facilities. The Camp Property Management Committee approved increasing our rental rates by 25 percent, and recommended other adjustments as well.

For the 2005 budget, the amounts that each of our programs contribute towards maintaining the properties was also increased by 25 percent. They were adjusted to reflect how many campers could be at each site. In other words, Catoctin is able to support about 110 people in the summertime; Shiloh supports about 95 and Opequon about 85. The rates were adjusted so that Catoctin pays a little more than Shiloh, which pays a little more than Opequon. We realized there was a significant amount of camp rental revenue that was not being collected because of poor billing procedures. These have been corrected with the purchase of a new reservation and billing database.

We have also found that we possess some assets that we do not foresee using. There is a small section of Shiloh, removed from the main part of the campus that has been little used. The Camp Property Management Committee and Trustees have hoped to sell this parcel for a number of years. We have found an interested buyer and are in the midst of sorting out the details. If this transaction goes through it will provide some income for the Trustees will and free we from the costs of maintaining a little used section of camp.

Fund raising is quickly becoming a significant part of my position as well. I mentioned that, during Annual Session 2003, we were able to raise enough money to purchase 16 new canoes for our programs. This year during Annual Session, we received enough donations and pledges to build a new cabin in the spring of 2005. In addition, over 40 camp families made contributions to the Camp Property Capital Fund and five Monthly Meetings have made additional donations and pledges to the operating budget and the Capital Fund. As we move forward it will be necessary to continue to build up contributions to the Capital Fund and operating budget. Our needs in catching up with deferred maintenance and improvements are just too great to pass on to the adults and children who use camp. I will continue to work to build our fund raising base. It is my hope that Friends are getting used to supporting our camp properties through contributions.

Being stewards to what has been entrusted to us

We have enjoyed the benefits of owning camp properties for well over 50 years but we have not taken full advantage of the opportunities we have to spend time together maintaining and improving them. There have been lots of projects undertaken on our camp properties over the years and I am sure that those who took them on reaped the spiritual benefits of fellowship and satisfaction that this kind of work provides. There are still lots of opportunities for enjoying the fruits of stewardship. To be sure, we are a little behind in the maintenance and improvement projects at our camps.

This spring we had eight different work weekends and were able to build two new cabins, re-roof two cabins, make significant structural repairs to three cabins and accomplish scores of other important maintenance tasks. These weekends were among the most rewarding hours I worked this year and I hope that many, many more Friends will take the opportunity to join us in the months and years to come. It is difficult to plan all aspects (food, projects, materials etc.) for all the work weekends, and it is difficult to spend so much time away from my family. I look forward to sharing some of the preparation for work weekends with others in the future. We will be gathering at Catoctin this fall to build another cabin and will have a weekend at each of the camps to help ready the camps for winter. Opportunities continue for those who enjoy fellowship and straightforward, meaningful work.

Using volunteers to help build and maintain our properties represents a significant way for us to save money at our properties. The volunteers who have helped to build the new cabins over the last several years have helped us save between 20 percent and 30 percent of the cost of the structure. This is only one of the benefits the Yearly Meeting reaps by having more people physically involved with the maintenance of its properties. Baltimore Yearly Meeting Friends have been entrusted with a few corners of the created world. When we take the opportunity to visit and help maintain these places, we come to know them intimately. Through this “knowing” we come to know that which created these bits of heaven in the beginning, as well as those who have co-created the haven for our youth that these places have become. Who among us could not benefit from a more intimate relationship with our creator or with the heritage of Friends who have gone before us, making Baltimore Yearly Meeting what it is today?

I know it is not always physically possible for Friends to be at camp when the opportunity presents itself. Friends at camp often remember those who support camp in other ways. We know that those who come out to do the work are entirely dependent on those who help buy the tools and materials. All of our contributions are necessary in maintaining our properties. Friends are welcome to make contributions to the operating budget and to capital improvements at any time.

Working with the Long Range Property Planning Committee has been a real pleasure and has helped me to focus on what we will want our properties to be in five, ten or fifteen years. I feel the committee’s report is something that we can be proud of and I look forward to seeing its recommendations executed.

Finally

In 2001 a number of changes took place in the budget of the Yearly Meeting with regard to the Camping Program and the Camp properties. As I began to ask about the changes and why the changes had come about I began to hear some Friends referring the camp properties and a liability and a drain on the Yearly Meetings resources. Hearing these places referred to as liabilities wounded me. I, like so many others love these places and have experiential knowledge of how important a role our properties and our camping programs play in the Yearly Meeting. It was difficult for me to hear those words applied to the places that I loved so much.

Over the ensuing years I have come to hear the truth in those words. I have realized that truth speaking requires us to be honest about the expenditures as well as the dividends — fiscal and spiritual — associated with our camp properties. We have been entrusted with some corners of creation that speak to us of the Creators love and wisdom. We are blessed be able to enjoy that love and wisdom. We love these places as they are and we are often hesitant to make

changes. However, time does take its toll on them, and if we do not maintain and improve them, they will become a liability to us and the dividends they offer begin to diminish. It is great that Friends have recognized the need for responsible care of our properties and I feel privileged to be a part of that process. Thanks for that opportunity and don't forget to take advantage of the opportunities our properties present.

Accomplishments

- Vehicles
- Canoes
- Cabins at Shiloh and Opequon
- Roofs at Catoctin
- Fundraising
- Assisted with Caretaker hiring
- Well winterization at Opequon
- SQC bridge repair
- Fund raising presentations
- Visiting Meetings
- Eight spring work weekends

Anticipations

- Building at Catoctin
- The pond at Catoctin
- Fundraising
- Shiloh Walnut cabin #2
- Timber sale
- Property sale
- Catoctin pond grant
- Five fall work weekends
- Visiting Meetings
- Increased communication with camping programs during the summer and clearer delineations of tasks

David Hunter

GENERAL SECRETARY

Administration

All staff members seek to keep the Yearly Meeting informed of the work of the Yearly Meeting and those organizations to which we belong. As we do this we try to control office cost. Much of our work (sending out minutes, announcements, etc.) we send out electronically—saving on time, postage, and copying charges. Another way we are seeking to save in by encouraging all to receive the *Interchange* electronically to save on postage and printing costs.

Staff

Baltimore Yearly Meeting is served by a hard working and dedicated staff. As with most organizations, there are staff changes from time to time. Jerry and Becky Coates began their responsibilities as Catoctin Caretakers in January 2004. Laurie Wilner, of Langley Hill Meeting, started as Yearly Meeting bookkeeper at the end of 2003. She is in the office one or two days per week. With the departure of Michele Levasseur as Youth Secretary after last year's Annual

Session, Tom Fox stepped forward to serve as an Interim, until I found a replacement. Hope Braveheart (Sandy Spring Meeting) began serving in March 2004 as the Youth Secretary on a part-time basis. In July 2004, she will become full-time working with Young Friends and Junior Young Friends, helping them and the Youth Programs Committee to build programs and projects that will deepen the spiritual life of our young people. These new staff members join David Hunter, Camp Property Manager; Jane Megginson, Office Manager; and Josh Riley, Camp Administrator to form a great team that serves you.

Josh Riley will leave his position of Camp Administrative Secretary December 31, 2004. Josh is working towards a master's degree in Pastoral Counseling and will begin full-time studies in 2005. Josh has worked to grow the camping programs, putting in many hours and miles visiting camps, Monthly Meetings, and committee meetings to help parents, campers, camp directors, and staff to understand the "Fire at the Center."

I have asked Jane Megginson to step forward and serve as the Camp Administrative Secretary, beginning January 2005. This transition will benefit the programs, as Jane is dedicated to the camps, having served as staff for a number of years. She brings many of the gifts and skills that will build on the foundation that Josh built. I look forward to working with Jane Megginson as she moves into the role of Camp Administrative Secretary; however, I will miss Josh Riley for his dedication, commitment to the camping programs, and for his listening ear,

Travel and Visitation

I try to stay in touch with the larger world of Friends through participation in or communication with different organizations. I visited with members FGC Central Committee members and staff and FUM General Board and staff. I have spoken with staff at FWCC-Section of the Americas, FCNL, and AFSC.

My travels have taken me outside Baltimore Yearly Meeting. During this year I attended Western Yearly Meeting annual session in Plainfield, Indiana; lead a weekend on angels at Powell House; co-lead a weekend at Powell House with Louise Wilson; lead a retreat for pastors and spouses of Wilmington Yearly Meeting; lead a healing weekend at Earlham College and Earlham School of Religion; participated in the Virginia Council of Churches Executives Retreat; participated in Interfaith Conference of Metropolitan Washington; and attended the annual Superintendents and Secretaries Gathering.

I continue to visit Monthly and Quarterly Meetings providing programs and serving as a resource when asked.

I give thanks for this opportunity to serve Baltimore Yearly Meeting

Frank Massey

YOUTH SECRETARY

In March of 2004, I began working as Youth Secretary for BYM and then full-time in July 2004. One of the cards I received from a co-worker reads "Celebrate This New Beginning" and inside are the handwritten words "Welcome Home." I do feel as though I have come home and I am so grateful.

I have begun the daunting task of putting policies and procedures for the health and well being of our youth in written form. This document is only a printed expression of the value placed on our youth. Through it may we understand the needs of our youth better and aid in the ministry of BYM youth workers.

Although my participation in this job officially started prior to Annual Session, it was at Annual Session where many concepts and issues dealt with by JYF and YF came together spiritually and experientially for me. I am excited and eager to work. However, most of my work in the coming year will be to listen, with my ears and my heart. Only by understanding our youth community will I be able to serve it well.

Hope Braveheart

REPORTS OF AFFILIATED ORGANIZATIONS

AMERICAN FRIENDS SERVICE COMMITTEE MIDDLE ATLANTIC REGION

It is no surprise therefore to find those who sanction war and military methods now attempting to support their position by appeal to the Gospel. On the contrary, these efforts are an encouraging sign, for they show that now as never before the need for such defense is felt by militarists to meet the growing conviction that war is wrong. Similarly, just before the complete abolition of slavery certain preachers made desperate efforts to justify the holding of slaves by reference to Scripture.

Christ and War, 1916, by Henry Cadbury, later one of the founders of AFSC

A year ago, most Americans thought that the war was almost over and that some complex problems had been solved. It seemed believable that the world had become a more secure place. Perhaps democracy might begin take root in Iraq in a year's time. Perhaps this Iraq war would have American casualties almost as low as the last, and in a year this country might be returning to a semblance of normalcy. So the case has always been made at the start of a war. By now, however, the truth of America's mistakes abroad and at home has become clear to many. The moral and fiscal burden that we all share grows daily. Government officials continue to labor mightily to "stay on message," selectively engaging religious tenets and religious personages to defend political positions that have become as untenable as our military entanglements.

This, while in our communities people go hungry, education declines, and health care is more frequently controlled by the rich, for the rich. Now is truly the time to "see what love can do." Could we be witnessing a "teachable moment" that could become a chance for redemption? What can that mean in the Middle Atlantic Region and in the Yearly Meeting area?

Exposing the true costs of war

On Tuesday, May 25 The AFSC exhibit, "Eyes Wide Open: the Human Cost of War in Iraq," opened in Washington, D.C., for two days leading up to Memorial Day weekend. Hosted by National AFSC's Washington Office at Davis House, it was on display on a grassy park on Capitol Hill, in sight of the Capitol Building and Russell Senate Office building. A press conference was held, and the exhibit

was reported on Fox News, C Span, National Public Radio and in both main Washington newspapers. The exhibit featured more than 800 pairs of combat boots, each with a tag bearing the name of a U.S. soldier who had died in the Iraq war and a 32 foot long wall of names of Iraqi civilians who also had died. Many Friends from BYM and MAR were there to help.

Growing real freedom

In Baltimore, the new Project Voice program, focusing on immigrant groups in the region, is taking root “literally.” A community garden is bringing together people from different, sometimes conflicted, ethnic backgrounds and encouraging dialogue and learning, while the work itself enables people to support their own families.

Teaching lasting peace

Help Increase the Peace, a national program for youth run by MAR, is now based in Washington. Coming summer institutes will build skills among trainers so that, in schools and other gathering places around the country, teens can break down stereotypes, gain communication skills and build communities of nonviolence throughout their lives.

Gandhi's life he called an experiment with truth . . . There is not a bored relief but an active passion in such a quest, an abandon and a devotion . . . The paths of service and fellowship are two paths that are not ways of escape but ways of conquest. In this cause we may well establish and adopt some priorities: Deeds are more effective than words. Doing good ourselves is more important than containing evil in neighbors. Better than merely helping others is to enable them to help themselves, so that they in turn may help still others.

Henry Cadbury, AFSC Annual Report, 1948

Whether working on economic development with Native Americans in upstate New York, cultivating community discussion of public affairs in Pittsburgh, or making housing improvements in West Virginia with students from a Quaker school, AFSC's Middle Atlantic Region continues to hear these words. Although this has been one of the most grueling years in the Region's memory - budget cuts meant painful staff cuts and self-examination - equilibrium is returning and the work goes on.

Does your Meeting have an AFSC contact person? Let MAR know, so that we can keep in touch. If you don't, please do consider it.

Ways of staying in Contact with MAR

At Baltimore Yearly Meeting Each year, MAR holds workshops and interest groups on topics relating to current work. MAR Committee members are present to talk to during the week. Riley Robinson is currently BYM's representative to AFSC/MAR.

MAR Star This newsletter is published quarterly each year. It is mailed to everyone on the MAR mailing list. The MAR Star is also mailed to all Quaker Meetings in the region, in multiple copies if requested. In it are detailed "on the scene" articles about AFSC programs, profiles of the quite interesting (if we do say so ourselves!) people involved with MAR, and news of upcoming MAR events. Please feel free to contact the MAR office if you'd like to receive it, or else view it at our web site.

Quaker Meetings Staff in the MAR area offices and the regional office in Baltimore respond to individual Meeting requests for speakers and workshop training when possible. They also offer Listening Project training.

Web Sites AFSC maintains a large web site with information about the various programs (AFSC.org). At the home page, you can sign up for an informative monthly e-mail newsletter. Baltimore, DC and HIPPP (Help Increase the Peace) developed their own web pages that are linked from the main AFSC site.

Brochures A number of program information brochures are available.

MAR Outreach Committee BYM area members of the MAR Outreach Committee include Nancy Beiter, Brenda Fawcett, and Riley Robinson.

American Friends Service Committee, Middle Atlantic Region

4806 York Rd. / Baltimore, MD 21212

(410) 323 7200 / (410) 323 7292 (fax) / mar@afsc.org

On the Web at: <http://www.afsc.org/midatlantic>

Riley Robinson

FRIENDS COMMITTEE ON NATIONAL LEGISLATION

The Friends Committee on National Legislation (FCNL) is a nonpartisan Quaker lobby in the public interest, founded in 1943. In its work with Congress and the Executive branch FCNL labors to bring the spiritual values of Friends to bear on public policy decisions. FCNL is devoted to furthering the causes of international peace and social justice at home and abroad. Staff joins with volunteers around the country to bring a persuasive Quaker voice to a variety of Friends concerns. Each year national and world events have a significant impact on FCNL's legislative work, and 2003 was no exception.

Here is a very brief summary of the work of FCNL of our staff, committee, volunteers, and constituents around the country in 2003. This report does not touch on every issue FCNL worked on in 2003. Much more information, along with resources for citizen action, can be found on the FCNL web site <www.fcnl.org>

Legislative Program Overview

Cynics say that winning “moral victories” is a fruitless exercise if policies and programs remain unaffected. But in democracies, moral victories, because they embody fundamental principles, have uncanny ways of reshaping the way ordinary people regard both foreign and domestic issues, thereby advancing changes in future policy.

So it was in 2003. In January, February, and March, millions marched to protest the planned U.S. invasion of Iraq. The popular opposition, jump-started in part in autumn 2002 by FCNL’s War is Not the Answer campaign, forced the U.S. to seek United Nations agreement for the invasion, and gave time for FCNL and others to work with congressional allies opposed to the war to delay, if not prevent, its launch by exposing the Administration’s flimsy rationale. The Administration went to war anyway, but as 2003 drew to a close, the U.S. and the world better understood the gross and costly distortions that were passed off as facts regarding Iraq’s “threat.”

Key elements of FCNL’s campaign included providing leadership for the Iraq Policy Working Group; serving as a trusted voice on the Hill; providing timely, updated, and accurate information via the web, print, and for the media; and initiating a public peace witness via distribution of “War is Not the Answer” bumper stickers and yard signs. From the FCNL Legislative Action Center on our web site an astounding 58,751 letters were sent to Congress on Iraq issues.

FCNL’s work to promote peaceful alternatives to the war on terror and support the prevention of deadly conflict spanned the globe in 2003. Iraq, Afghanistan, North Korea, Israel-Palestine, Syria, Iran, Liberia, Colombia, and Cuba the list of crises where U.S. policy fueled rather than reduced violent conflict seemed to grow throughout the year. FCNL’s work took different forms: working to end an ongoing conflict peacefully, to prevent a potential outbreak of violence, to rebuild war-torn societies, to address the root causes of war, and to create more effective policies for the long-term peaceful prevention of deadly conflict.

FCNL’s senior fellow on East Asia policy visited South Korea to meet with civil society leaders and obtain a first-hand look at what was occurring in one of the more likely next flash-points. The information gathered allowed FCNL to better formulate recommendations for members of Congress on how to prevent armed U.S. conflict with North Korea.

FCNL lobbied Congress to cut military aid to Colombia. FCNL work in mobilizing constituent pressure contributed to a “de-funding” vote of an Administration program to broaden and enforce a ban on travel to Cuba. We pressed for an active U.S. role, in cooperation with the UN, to support the peace process in Liberia. Through FCNL’s leading role in the Arms Transfer Working Group, we helped formulate an action plan to educate members of Congress about a proposed worldwide Arms Trade Treaty. We produced and distributed a FCNL Perspectives paper, “The Israeli-Palestinian Conflict: Requirements for a Just, Secure, and Lasting Peace,” to every member of Congress as part of our witness on the Israeli-Palestinian conflict in the Middle East.

Many members of Congress are deeply concerned by the Administration’s doctrine of preventive war and the National Security Strategy (NSS). FCNL supported legislation opposing the doctrine of “preemptive” attack. We also worked with staff from both the State Department and the U.S. Agency for International Development to support the efforts underway within the government to create better policies and capacities for peacefully preventing violent conflict.

For fiscal year 2003, U.S. military spending continued to increase. Almost 42% of our federal income tax dollars were spent on past and present military activities. Among a number of Pentagon proposals were requests for funds to research and develop a new “mini-nuke” and a new “usable” nuclear weapon, the “Robust Nuclear Earth Penetrator” (RNEP) to be used against deeply buried targets. FCNL’s nuclear disarmament staff initiated and led the effort by organizations opposed to new nuclear weapons to convince lawmakers to oppose these requests. Although funds were approved for studies of mini-nukes, development funds were stripped, effectively sidelining the program for now. Similarly, development of RNEP was blocked although studies are permitted.

FCNL’s senior fellow on civil liberties brought FCNL into the nationwide effort to curb the abuses of civil liberties inherent in the inaptly named USA PATRIOT Act, passed shortly after September 11, 2001. Staff leadership and speaking appearances have contributed to the number of states and local communities that have passed resolutions denouncing the thrust of the 2001 law, in particular provisions allowing federal law enforcement agents secretly to search private residences and offices and to examine in secret library and bookstore records, enjoining librarians and shop owners from revealing anything about the surveillance to the people being investigated. FCNL staff mobilized support for bills addressing civil liberties abuses through FCNL Action Alerts, publications and public speaking. The brochure “Taking Freedom for Granted? Questions and Answers about the USA PATRIOT Act” was produced as part of this effort and over 60,000 copies were distributed.

On the broader budget issue, Pentagon spending, the \$350 billion ten-year tax cut approved by Congress, the drive to make permanent the tax cuts passed in 2001, and the looming baby-boom retirement crisis threaten to undermine the government's ability to meet basic human needs in the coming decades. FCNL, working with other concerned organizations, provided members of Congress with data and arguments opposing these "unwise, irresponsible, and unjust" tax cuts that were heavily weighed in favor of the super rich.

The year 2003 also saw the start-up of FCNL's involvement with basic energy issues including developing renewable sources of energy, addressing environmental effects of oil dependency by the U.S., and the ever-increasing dependency on fossil fuels as a cause of armed conflict involving the United States. FCNL provided members of Congress with details relevant to provisions of pending legislation. One notable victory was the defeat of the effort to open the Arctic National Wildlife Refuge to petroleum development.

FCNL resumed and strengthened our Native American program with the hiring of a senior legislative secretary and an intern focused solely on Native American concerns. FCNL focused on the government's moral responsibility to honor past agreements and correct long-standing injustices; Indian health issues, especially increased funding; and education, both Head Start and tribal colleges.

Field Program Policymakers, who debate, shape, and decide the course our government takes, urgently need to hear the voices and judgment of citizens. Relying on a foundation of competent, relevant, and timely legislative work, FCNL kept thousands of local Friends and other FCNL supporters up-to-date on the status of bills and other legislation, on the positions of legislators, and on necessary grassroots action. Through the very visible War is Not the Answer campaign we expanded our network for effective legislative advocacy.

In our efforts to generate a high level of grassroots messages to Congress on a variety of issues, FCNL sent multiple e-mail legislative action alerts to thousands of constituents; hosted several lobby days and lobby training events; staffed a public information service to provide responses to inquiries; and organized conference calls to bring together activists and policy experts. Colleagues in other organizations value FCNL's analyses and action materials. Our calls for legislative action were multiplied many times over when hundreds of thousands of people had the chance to view and act on weekly FCNL Legislative Action Messages as these were picked up and promoted by other web sites including the Cap Wiz Media Network, Yahoo, Working Assets "Act for Change," MoveOn.org, Business Leaders for Sensible Priorities, the Leadership Conference on Civil Rights, and the Presbyterian Peacemaking Task Force. This increased the circulation of FCNL's message and drove up the number of communications generated to policymakers.

Traffic on FCNL's web site reached new highs as thousands of constituents new to FCNL used the web site Legislative Action Center which features a congressional database and e-mail-, fax-, and letter-writing center. This resulted in a significant increase in the number of messages being sent to Congress. Hundreds of people signed up to receive regular FCNL e-mail issue updates on preventing war, civil liberties, and nuclear weapons. FCNL staff also traveled throughout the United States to speak, lead workshops, and inform Friends and public audiences about policies being decided by Congress. Increased media work ranging from radio interviews to strategic placement of op-eds in newspapers helped to both spread the word about FCNL and raise public awareness of avenues for legislative policy change.

The web site also provided the venue for the summer 2003 launch of FCNL's VOTE 2004 Campaign, a nonpartisan, issue-focused voter education and candidate engagement project leading up to the presidential and congressional elections in November 2004. In 2003, FCNL distributed more than 60,000 "Questions to Ask the Candidates" brochures; and produced and distributed a series of public service announcements (PSAs) which were widely aired on radio stations nationwide. Each PSA addressed a key election issue that FCNL supporters care about, and also had a message encouraging people to register to vote. Staff traveled around the country to train citizens in questioning candidates at public meetings.

Publications

Print and on-line publications provided vehicles for spreading FCNL's message to supporters and to Capitol Hill and the White House. Both the monthly FCNL Washington Newsletter and the quarterly Indian Report are available on-line. Copies are delivered to every member of Congress. Several FCNL Perspectives papers were produced. The study guide "If War is Not the Answer What Is? The Peaceful Prevention of Deadly Conflict" was produced and printed in English and Spanish, and was widely distributed. Issue specific e-mail lists available by free on-line subscription are produced regularly on civil liberties, nuclear disarmament, Native American concerns, and preventing war.

Young Adult Program

Quaker youth and other young adults are actively involved in the life of FCNL. Each year three to seven young people serve as legislative interns; college students and young professionals participate in FCNL's Annual Meeting and a Spring Young Adult Lobby Day; and each May a different Quaker college brings several students to Washington for a two to three week May Term. Campus visits by FCNL staff include public lectures, guest lecturing in courses and Quaker studies programs, and meetings with students.

Building for the Future

FCNL's home on Capitol Hill, so heavily used by Quaker and like-minded groups to witness for their concerns, reached the end of its useful life. A substantial renovation and reconstruction began in the summer of 2003. The new building, in the same strategic location across from the Senate office buildings, will incorporate many green architecture features and meet accessibility standards. The total project (including temporary staff relocation during construction and reserves for ongoing maintenance) will cost over \$6 million. About 95% of this was raised by the end of 2003. Staff anticipate returning to the Hill from their temporary offices downtown in late 2004.

Legislative priorities

Our work will continue to be guided by the FCNL legislative priorities for the 108th Congress set and approved by the FCNL General Committee.

Promote arms control and disarmament initiatives, especially the control and elimination under international auspices of all weapons of mass destruction through non-violent means.

Identify, articulate, and promote peaceful alternatives to the "war on terrorism," including United States adherence to international law and participation in multi-lateral efforts to prevent and resolve violent conflict through institutions such as the United Nations and international courts of law.

Promote a more peaceful and equitable world by shifting federal budget priorities away from military spending and toward funding basic human needs at home and abroad.

Preserve and advance full civil liberties for all persons in the United States, and promote human rights around the world through international institutions and treaties.

Remove dependence on oil as a source of violent conflict, injustice, and environmental degradation by reducing United States' energy consumption and encouraging the development of renewable sources of energy and alternative modes of transportation.

The Source of FCNL's Strength

In 2003, as in every year, we took care to walk in the direction set by the historical Quaker movement. We adhered to the worship-led decision-making process of Friends. We took time for Quaker governance and discernment. We did not seek to serve ideas but rather to serve the divine process of Creation. That is, we tried not to be ideological; we sought to accept that we live in a governed universe. However, we sought truth from facts; we tried to use the brain power

God gave us; and we engaged in reasoned discourse in an effort to be open to continuing revelation. As a community of faith, we tried to be true to the Light Within, and we tested our Light in the world of human events.

Joe Volk, FCNL Executive Secretary

FRIENDS GENERAL CONFERENCE EXECUTIVE AND CENTRAL COMMITTEES

The fourteen Yearly Meetings and regional groups of Friends which make up Friends General Conference have come together to provide services and resources to Friends and Friends Meetings. FGC is a network of "Friends serving Friends" particularly with activities which are more easily done by a larger, broader group of Friends than a single Yearly Meeting. Examples of these activities include the bookstore, QuakerBooks of FGC; the annual Young Quakes conferences, held Columbus Day weekend for high school aged Friends; the annual Gathering of Friends, held during the first week in July; other small conferences and workshops; religious education and spiritual enrichment materials for children and adults; the QuakerFinder.org searchable web directory of Friends Meetings and worship groups.

A note about the next Gathering of Friends, which will be returning to Virginia Polytechnical Institute (VA Tech) in Blacksburg VA, from July 2 to 9, 2005. FGC has a scholarship fund for first time attenders at Gathering that matches grants obtained from one's Monthly or Yearly Meeting. With the Gathering relatively close, please think about putting some money into your Meeting's 2005 budget so members or attenders of your Meeting can take advantage of this opportunity. The Annual Gathering is a particularly good experience for families, a place where children can be with many other Quaker children of similar ages.

The Central Committee (governing body) of FGC has just completed discerning a second five year Long Term Plan to guide the organization in providing programs and services to Friends. Areas to be given increased attention include the new Ministry on Racism, helping Friends overcome old prejudices and open doors to diversity; helping Meetings become more welcoming to a greater diversity of seekers and more spiritually nurturing communities for current and new members; enhancing our services to youth and young adult Friends; providing more consultations and small conferences on a variety of topics including religious education, spiritual nurture, and outreach.

Budget constraints on FGC programs are real, but with contributions from many interested Friends and Monthly and Yearly Meetings, the work of FGC continues. We thank each of you and the Meetings who have made financial contributions to this important work.

On a personal note, I have enjoyed serving Baltimore Yearly Meeting as one of your representatives to FGC. This summer Joe and I have moved our membership to a meeting in Philadelphia Yearly Meeting. We will continue to be active in FGC and will look forward to seeing F/friends from BYM at the Gathering and in other Quaker activities. Thank you for this opportunity to serve Baltimore Yearly Meeting as well as the wider family of Friends.

Trudy Rogers

FRIENDS HOUSE MOSCOW

Living abroad has greatly increased my interest in relationships with Quakers in other countries. So when the opportunity to serve on the Friends House Moscow (FHM) Board came up, I was delighted! I have attended one Board meeting and am a member of the FHM Program Committee. The Board meets once a year in Moscow, in late autumn when airline prices are low.

One of the responsibilities of Board members is fundraising. In that capacity, I am here before you today. I want to tell you why you should send some of your tax-deductible donations to FHM. And, when I finish my 5-minute presentation, we will pass out copies of the current FHM newsletter. The newsletter includes the address that you can send your donations to.

FHM began in 1996 as an independent organization with international support. It is registered as a British charity organization and is a US non-profit. Our most important function right now is the support of the unprogrammed fledgling Quaker Meeting in Moscow. Supporting this Meeting is an important undertaking because, in Moscow, it is difficult to be a religious organization. It's not as difficult as it was before the fall of the Soviet Union, but it is still difficult.

Although Quakers have been active in relief work in Russia for most of the past 300 plus years, we are not recognized as a legitimate religion in Russia today. Only a few religious organizations are officially accepted as legal in Russia now. To be legal, the religious organization must have been registered with the Russian government for 15 consecutive years. Well, it has only been legal to register as a religious organization for the past 13 years. Quakers in Moscow have registered for the past eight consecutive years. We have seven more to go. Meanwhile, our Quaker Meeting in Moscow cannot print or translate materials, cannot advertise or publish our existence, cannot open a bank account, cannot teach children about our religion, cannot invite visitors to attend, and so forth. Friends House Moscow, as a foreign charity organization, can legally do all of that. And we can refer inquires to Moscow Monthly Meeting!

So FHM serves as a Quaker presence that supports our Moscow Meeting. Eventually, FHM would like to hang out our shingle and be a real Quaker Centre in Moscow. That is not legally possible now, but we are working on the requirements to do this. Now all we are is an office space in an apartment where two staff members live.

While working on and waiting for the opportunity to become a legitimate religious organization in Russia, FHM, as a charity funding organization, is doing a lot of very good things.

First, I'll tell you how we're doing this. Through charitable donations, FHM supports projects, which the board reviews, approves, and evaluates. European Quakers, mainly the British, provide about two-thirds of our budget; Americans provide the other one-third through the FHM Support Association.

Our purpose in our charity work is to enable and empower Russian Friends to carry out projects that support our Quaker testimonies. Our current staff in Moscow is made up of three wonderful people, two Russians and one British. The staff accepts applications from grassroots Russian organizations. They then review those applications, help the organizations to edit them, and then they translate the applications into English for Board approval. I will describe a few of the projects that have come out of this process.

Our Alternatives to Violence Project began as training for peace marchers. Next we added a prison component. Today we have AVP manuals translated into Russian and are training teachers, students, business people, prison guards, military officers, and refugees.

Our work with Russian Conscientious Objectors is a very important contribution. All Russian men have a compulsory two years of military service. The Russian Constitution guarantees alternative service, but the Russian government has no alternative service programs available for Conscientious Objectors. FHM has set up alternative service model programs and provides organizational support for those alternatives. We accompany Russian men to their military hearings, and provide public education through such media as radio programs and presentations in high schools.

The work we do with orphans is my favorite program. The number of children in orphanages is growing in Russia. If parents cannot afford all of the children they have, they often consider the orphanage as their alternative. The saddest thing is that if the parents go to visit their children more than twice a year, the child is then not eligible for adoption. In addition, orphanages in Russia are for specific age groups. Therefore, throughout their childhood, children are moved from one orphanage to another, which destroys relationships and bondings with teachers and other students that the children may have formed. At 16 years of

age, the children leave the orphanage usually totally lacking in skills, often to end up as criminals. The FHM “Big Change” program helps adult orphans get a high school equivalency education. Our KRUG program enriches the lives of orphans by offering such opportunities as theatre classes, weaving workshops, and music lessons.

Disabled people in Russia are hidden and neglected. The FHM Raduga program, begun by mothers of disabled children with help from FHM, finds volunteers to teach disabled children. This program is so successful that it now has a wait-list of 250 children.

Helping refugees has been another FHM contribution. Refugees in Russia are denied all government services. Through FHM projects, refugee children receive tutoring and play therapy. For adults, FHM has funded cottage industries, by supplying necessary equipment such as sewing machines.

These are a few of the projects that FHM is doing right now.

I hope that, if you have not previously contributed to FHM, you will do so now; and, if you are already one of our loyal supporters, you will continue to support our work. Your contributions could make a difference in the life of someone living in great need and would strengthen Quakerism in Russia.

We very much appreciate your support!

Marsha Holliday

FRIENDS HOUSE RETIREMENT COMMUNITY

This past year at Friends House Retirement Community has been one of growth through challenge, change and expansion. Oliver Wendell Holmes once said, “To reach the port, we must sail, sometimes with the wind and sometimes against it, but we must sail and not drift, or lie at anchor.” Friends House Retirement Community has truly embodied Oliver Holmes’ challenge to fulfill its mission of caring for the elderly through different avenues that respond to the ever changing needs of our residents. To this end after several years of study and evaluation the construction of a new wing to Friends Nursing Home began in January of this year. This new addition will provide for the unique needs of those elderly who are highly confused, but yet physically active. Brian Dubey, the Director of Health Care Plan Review for the State of Maryland commented in his final review, “that the design plan of this new addition for those with dementia is one of the best I have ever seen in all my years of doing plan reviews”. This new facility is currently scheduled to begin its ministry during the winter of 2004.

In addition to this new construction we have begun renovations to Haviland Hall in preparation for its conversion from a skilled nursing unit to an assisted living facility with all private rooms except for two semi private rooms that can be used for couples.

In order to provide the financial means for such a significant expansion of our ministry the Board of Directors has approved a 2.5 million dollar fund-raising drive. As of the end of May 2004 we have received just over 1 million dollars in contributions and pledges to the campaign including gifts and pledges from over 90 percent of our own residents and 50 percent of our staff. We invite you to join our extended family by making an investment in this “Community of Caring”.

In harmony with our mission of providing elderly housing and services to the low and moderately income elderly, during the last year we provided ongoing subsidies and write-offs to over 59 percent of our entire resident population. The total of these subsidies and write-offs were in excess of \$399,551. Of those receiving assistance, over 70 percent were Quakers, many of whom have dedicated their lives to Friends services and social good. For those whose gifts and contributions make such subsidies possible we are thankful.

In affirmation of the quality of care given to nursing home residents the State of Maryland Department of Health found “no deficiencies” during its recent annual inspection. This perfect inspection score represents the highest accolade that any regulatory agency can bestow upon a nursing facility. This deficiency free inspection represents the 5th time in the last six years that Friends Nursing Home has received such an inspection score. As another measurement of the quality of our nursing home program we are delighted to note that in the 2003-2004 edition of the “Inside Guide to American Nursing Homes” Friends Nursing Home received the highest possible five star rating. The evaluation process used was based on performance over the last three years and not just the most recent fiscal year.

Today Friends House Retirement Community continues to find strength through the diversity of our resident population which is presently composed of 58 percent Friends and 42 percent other friends.

Much of what we are as a retirement community is the result of the imagination and dedication of Friends, staff, residents, Board Members and Howard Fullerton, Clerk of the Board. The most profound testimony of the results of this imagination and dedication can be found in those living here referring to Friends House Retirement Community as simply home.

We are thankful that during the last year God has continued to bless the combined efforts of our Board, residents, and staff in our commitment to provide quality elderly housing and services on this campus. Please hold our ministry in the light as we continue to serve his senior children in the New Year ahead.

Darryl Clemmer, Executive Director

FRIENDS PEACE TEAMS

Friends Peace Teams is celebrating its tenth anniversary by growing and considering long-term goals. This year we incorporated as a non-profit corporation in order to separate from Baltimore Yearly Meeting, which has been our fiscal sponsor. We have also filed for 501c3 tax exempt status. We have begun a process of rebuilding our structure and development goals in consultation with Steve Baumgartner, an experienced Quaker consultant, fund-raiser and organizational specialist who is also the Executive Director of Pendle Hill.

The Spring 2004 issue of *Peace Teams News* has articles about the peace team work Friends are doing in their home communities. FPT's program, "Every Friends Church and Meeting a Center of Peacemaking" has information and resources for local peace team work, from the discernment phase through implementation and support of the project, to its follow-up and conclusion. Friends are recommended to consult this issue and FPT if they receive a leading to do peace-team work locally, or to become or support a peace team participant.

This year FPT's work went forward in Kenya, Rwanda, Uganda, Burundi, Colombia, and in the United States. Often Friends (and friends) from abroad request the introduction of Alternatives to Violence Project (AVP) workshops into their communities. Gradually, the requesting community becomes self-sufficient in workshop facilitation and in maintaining a core of leadership for AVP in the requesting country. In Rwanda in 2002-03, those beyond the Friends' communities had become so impressed with the value of AVP that the Rwandan government asked for assistance in extending AVP workshops for Rwandan judges, police, prisoners to be released, and returning military, as well as community groups. This expansion is being assisted jointly by American Friends Service Committee.

In 2003 Trauma Healing and Reconciliation programs expanded to Rwanda, assisted by Burundian Friends. In 2004 this work is also being extended to Northern Uganda, where a long-running violent civil war is in progress.

In summer of 2003 we held successful work-camps in Uganda and Burundi. Several African work-camps are underway for 2004.

FPT's experience in Colombia has involved a great deal of listening and friendship. An exploratory team of Friends went to Colombia 2002, and FPT returned there in 2003 to train 19 Colombians as Alternatives to Violence Project (AVP) facilitators. Reports show that FPT visits there have strengthened friendship and spiritual support with friends of peace in Colombia's difficult environment.

In 2003 a Re-Entry Manual was written (by BYM Friend Rachel Harrison) for use of North American FPT participants and their Clearness and Support committees in the home Meetings. This manual gives recognition and tools to meet the spiritual challenges when Friends span communities in peacemaking efforts. This manual, available on-line at <www.friendspeaceteams.org>, is the first of its kind to be published. The re-entry part of the peace team experience, often a time for learning and healing, is now more fully addressed.

Many BYM Friends contribute to Friends Peace Teams' success. BYM staff have made significant contributions over the years by providing administrative care. Steve Keffer has served as Yearly Meeting representative and contributed material to Peace Teams News. Friends House volunteers are instrumental in the mailing of Peace Teams News, and Rachel Harrison does administrative work. Dave Zarembka coordinates the African Great Lakes Initiative.

FRIENDS UNITED MEETING REPRESENTATIVES TO THE GENERAL BOARD

FUM Background and History

Friends United Meeting was formed in 1902 as the Five Years Meeting of Friends, and is composed of twenty-six Yearly Meetings primarily in the U.S. and East Africa, as well as several smaller Quaker groups. It now meets in Triennial Session. Between these Triennial Sessions, the General Board is the responsible body and legal representative of Friends United Meeting.

Baltimore Yearly Meeting appoints three members as representatives to the FUM General Board. By 2004, Baltimore Yearly Meeting had grown sufficiently in membership to become one of the largest North American Yearly Meeting in Friends United Meeting. In terms of financial support, it ranks in the middle among the twelve US Yearly Meetings in terms of total support by the Yearly Meeting, Monthly Meetings, and individuals. In terms of per capita support, it and the other united Yearly Meetings rank near the bottom. These Yearly Meetings give nine or ten dollars per member.

Howard Fullerton is in his fourth year as a BYM representative to the General Board and serves as Clerk of FUM's Finance Committee. Rich Liversidge is in his third year, serves on FUM's Nominating and Triennial Program Planning

Committees, and is a Trustee of FUM. Walter Fry came onto the General Board in October 2003 and was on FUM's Triennial Planning Committee when the Triennial was held in Virginia five years ago.

FUM has had a fractious history in the century since its founding. It now views itself as the most diverse of the Quaker Yearly Meeting groups, with a membership that spans from the more conservative Midwestern evangelical Yearly Meetings to the more liberal four unprogrammed Yearly Meetings from the eastern US and Canada. This has caused theological and programmatic tensions within FUM. Earlier reports from BYM's Board members have described visioning meetings, staff changes, the 2002 Triennial in Kenya, and other activities of FUM.

Several Yearly Meetings have left FUM and joined what is now Evangelical Friends International. All but one or two left before the East Coast Yearly Meetings that split in the early 1800's reunited in the 1945-68 period, providing FUM with a even more theological diversity. More specifically, the only Yearly Meetings that have left FUM have been those who were strongly influenced by the holiness movement in the late 1800s. Baltimore Yearly Meeting orthodox continued to be involved in the Gurneyite movement even though it did not engage in any of their practices, such as renewal, the pastoral system, and the holiness movement.

Conflict Brought On by Membership Diversity

This has been a difficult period for BYM's representatives to members of the FUM General Board. Over the last several decades, FUM has been examining ways it can continue to grow and change consistent with spiritual leadings as FUM sees them. This has led FUM to adopt and extend several policy positions and employment practices that are not universally embraced by its member Yearly Meetings, BYM among them. In particular, this has involved FUM's employment and volunteer policies as applied to gays. This has caused a degree of conflict among Board members and between FUM staff and volunteers from member Yearly Meetings. This matter is addressed later in this discussion.

In recent years, FUM also has had to restructure itself financially, and has begun a process of reexamining its goals and mission. During 2003, several FUM Yearly Meetings experienced severe cash flow problems. This has affected FUM's own finances, which are dependent on Yearly Meeting contributions for forty-six percent of its operating revenue and funding for its mission activities. Two of FUM's member Yearly Meetings went through difficult annual sessions when their budgets were cut sharply, in one case by 15 percent.

At the General Board meeting in October 2003, held at Quaker Lake (famous throughout FUM as the place where Frank Massey met Beth) changes were approved related to FUM's budgeting process and issues about Yearly Meeting

finances. Also at the October 2003 Board meeting, with little warning, FUM's Priorities Committee also proposed structural changes and a staff reorganization that would have altered reporting responsibilities.

These shifts in reporting responsibilities were intended to reduce the number of persons reporting directly to the Executive Secretary. The reorganization included combining the North American Ministries programs with the World Ministries programs to form a Global Ministries activity. The North American Ministries program services Yearly Meetings and works with their Superintendents and Secretaries. The Superintendents of several member Yearly Meetings objected strongly to being downgraded and several Board members were not convinced of the efficacy of the proposal.

The General Board asked the Priorities Committee to better define their proposal for reconsideration at the February 2004 General Board meeting. After a thorough discussion and substantial discussion at the February Board meeting, the General Board confirmed these steps in a new direction in February 2004, but the path forward will not be easy.

Since before any of the current Baltimore Yearly Meeting members joined the General Board, the staff has wanted to mount a major fund-raising drive. Research in 1995 or 1996 indicated that Friends in FUM did not trust it to properly account for funds and that FUM did not have any vision to use the funds. Thus, the General Board has spent a lot of time "visioning." It has also spent inordinate time on financial matters. It went through three financial managers in six months. It learned that one improperly spent a hundred thousand dollars trying vainly to install accounting software. For two years, FUM financial records were in no state to be audited. FUM has since been audited successfully, but still has problems. Once decent records were available, the staff realized that it had been and was spending substantially more money than it was receiving. FUM reduced its spending, but used the opportunity to settle some grievances. FUM's finances remain precarious and it is spending down its unrestricted reserves. However, it has reduced its debt substantially.

Changes in Financial Reporting Procedures

The General Board also approved a change in FUM's financial reporting. In June 2003, the Finance Committee learned from our auditors that, because FUM appoints the boards of the Friends Schools in Ramallah and the Friends Theological College in Kenya, their financial reports are required to be included in the FUM audit. Because the schools are on different fiscal years that conform to their program activities, FUM and the Friends Extension Corporation changed their fiscal year-ends to accommodate them.

This resulted in a six-month, transitional fiscal year that ends in June 2004. FUM's staff had proposed a modest operating deficit during the six-month fiscal year ending June 30, 2004. However, because some Yearly Meetings had elected not to do deficit budgeting, there was a clear sense that FUM also should undergo budget cuts. The question of finances was resolved when the Trustees agreed to underwrite part of the deficit, if needed. As a result, the budget was approved, including a possible deficit. One way the size of the deficit was minimized was by hiring a new staff person only for part time service.

FUM Vision Statement

Prior to the February 2004 General Board meeting, the Board's members received an eleven-page vision statement that is to be re-written into a case study for a major fund-raising campaign. (Copies of the vision statement were circulated at our Spring Yearly Meeting Day and should be available at Yearly Meeting Sessions.) This proposal was approved by the General Board. The draft minutes from the February General Board Meeting indicate that the General Board approved the foundational priorities for FUM as evangelism/outreach, leadership training, global partnership, and communication.

Baltimore Yearly Meeting's Board members recommended revising some terms in the draft to be less evangelical, which we believed would help our Yearly Meeting (and perhaps others) understand and appreciate the vision better. The minutes indicate that the General Board approved the foundational priorities for FUM as evangelism/outreach, leadership training, global partnership, and communication. No other language from the vision statement was included in the minutes, which turned to changes in staffing to implement this vision. The wording of the vision statement was not approved by the Board.

The vision statement circulated needs to be viewed as another attempt to provide Friends in Indiana, western Ohio, eastern Illinois, and North Carolina with reasons to give substantial funds to FUM. It does not address the concerns of those Yearly Meeting members who historically not given large sums to FUM.

BYM Issue with FUM Policies Regarding Personnel Employment and Volunteer Staff

During 2003, the Executive Committee also addressed the matter of discrimination against gays and other unmarried persons that had been raised by BYM at the Nairobi Triennial and afterward. At the end of an exhausting General Board Meeting in October 2003, without extensive discussion, the Executive Committee recommended to the General Board that the Board reply to Baltimore Yearly Meeting's letter by simply affirming that past policies about volunteers also applied to those serving as worship sharing or workshop leaders, etc.

The BYM board members asked to be recorded as standing aside regarding the transmittal of this reply, in order for the Board to reply to BYM in a way that preserves the ability of the BYM representatives to disagree with the sense of the content of the reply, after the reply seasons within BYM. The BYM representatives expect that it will be discussed at future FUM Board meetings. There was no Board discussion of the issue in October, and the Executive Committee did not indicate whether it expects a response from BYM.

At this point, it is helpful to present the FUM 1988 General Board minute (88-GB-52), on which the General Board's reply to BYM is based:

We [FUM] affirm the civil rights of all people to secular employment, housing, education and health care without regard to their sexual orientation. In particular, we condemn violence, whether verbal or physical, against homosexuals, and call for their full protection under the civil rights laws.

We reaffirm our traditional testimonies of peace, simplicity, truth speaking, gender and racial equality, personal integrity, fidelity, chastity and community. We recognize that there is diversity among us on issues of sexuality. For the purpose of our corporate life together, we affirm our traditional testimony that sexual intercourse should be confined to the bonds of marriage, which we understand to be between one man and one woman.

The lifestyle of volunteers under appointment to Quaker Volunteer Witness, regardless of sexual orientation, should be in accordance with these testimonies.

This policy was extended in the early 1990s to other volunteer appointments and the staff. Interestingly, at present FUM has no volunteer positions. Last year, FUM formally laid down its last volunteer program. However, the vision articulated at the February General Board meeting anticipates opportunities to volunteer around the world

The policy is implemented by FUM by their asking applicants to sign a statement that the potential employee agrees with the policy. If the employee is not willing to sign the statement the individual is not hired. It is clear that different people are able to negotiate different waivers of this policy.

FUM staff members do not regard this policy as homophobic. They regard it as a statement about marriage. The result of the way the policy is implemented is that few members of New England, New York, Baltimore, and Southeast Yearly Meetings participate in FUM as staff. FUM's proposed new vision statement assumes new volunteer positions that members of these Yearly Meetings are unlikely to feel comfortable in filling under FUM's policies.

At the June meeting of the General Board, the feelings of Baltimore Yearly Meeting were brought forward and after a difficult, but not bitter discussion, the General Board approved the following statement:

General Board Response to Baltimore Yearly Meeting Concern

To the members of Baltimore Yearly Meeting:

We the members of the General Board of Friends United Meeting, gathered on June 12, 2004, labored long to hear and to take to our hearts your concerns and your sufferings. We affirm our commitment to be in and to stay in true relationship with you around this concern of gender diversity. We could not reach clarity at this time about how to proceed, but we do affirm that God's spirit works through every individual. And we affirm our faith that God can and will lead us forward in the Light. We are committed to listening deeply together, to sharing openly together, and waiting together until such time as way opens to move us forward in community. Until that time, we trust that God will continue to lead us in ministry together.

The BYM representatives to the FUM General Board believe members of BYM will want to discuss the nature of an appropriate relationship between the Yearly Meeting and FUM at our Yearly Meeting Annual Sessions in July 2004.

Howard Fullerton

FRIENDS UNITED MEETING

Friends United Meeting commits itself to energize and equip Friends through the power of the Holy Spirit to gather people into fellowships where Jesus Christ is known, loved and obeyed as Teacher and Lord.

The year 2004 saw a decade of visioning, goal setting and hard work by the general board culminate in a four-priority focus. These priorities are: **evangelism, leadership training, global partnerships** and **communication**. Focus on these priorities radically changes how FUM does business. True partnership worldwide means new ways to make and implement decisions. It means worldwide fund-raising; an African edition of *Quaker Life*. Another exciting aspect is the sending of field staff (missionaries) from all geographic regions of FUM.

See! I have set before you a door wide open, which no one is able to shut.
Rev. 3:8

Global Ministries

During the year World Ministries has become Global Ministries. The launch of priorities for FUM over the period 2004-2011 at the Board Meeting in the Spring changed the emphasis on world to global. It was a change in emphasis and style that precipitated the name change. It was recognized that our Yearly Meetings spread across the world, and not just in North America, are partners in the direction and giftedness of FUM. We are no longer mission sending just from the countries of the North but mission sending and receiving from all Yearly Meetings throughout our FUM constituency. This requires a major shift in visioning, financing, accountability, governance, mission planning and in fact a shift in all major aspects of the life of community.

A visit to Kenya by the Clerk of the Board, the General Secretary and the Director of Global Ministries brought all this to the surface in moments of great clarity and excitement as we met with the Yearly Meetings in Kenya who are themselves today keenly engaged actively in missions at home and abroad in Africa. An African Ministries Representative for FUM in a Kenya based Regional Office was warmly received. The prospect of Kenyan ministry in Palestine, Jamaica and Belize was new and challenging.

Our world is in crisis as the worsening news everyday demonstrates. FUM is called to renew itself and take on the challenges with which we are faced today with courage and with the conviction that Christ has come to bring direction, joy and fulfillment. This period of transition will not be easy as we reassess where we are going, consolidate existing mission work where this is appropriate, branch out in new mission fields, seek new sources of funding and a new financial strategy. FUM is called to be faithful, listening to Christ and greeting cheerfully that of God in those that we are called to meet and to serve across our ever-shrinking globe.

Colin South

North American Ministries

With leadership from Kenya, North Carolina, and Indiana, we sponsored the second “emerging leaders” conference last fall. Young adults from six Yearly Meetings participated. The Chain of Prayer attracted participation from approximately 134 Monthly Meetings in 11 Yearly Meetings. This spring, a conference on Simple Churches looked at the multiplication of new worship groups.

A big part of our work this year has been planning toward our new Communications department, and development of new brochures and web site directed toward outreach.

Ben Richmond

Quaker Life

As the official publication of Friends United Meeting, *Quaker Life* is published 10 times a year with articles “to inform and equip you to know Jesus Christ.”

Staff are Trish Edwards-Konic, Editor; Shari Pickett Veach, Graphic Artist; Kathy Sawyer, Advertising and Kit Austin, Circulation. Volunteer staff continues to be a valuable resource and enables *Quaker Life* to offer a high-quality publication at an affordable price.

The website continues to be a great outreach tool that brings requests by non-Friends for sample copies and new subscriptions.

Quaker Life's cookbook fund-raising project, *Plain & Plenty: A Quaker Cookbook*, has sold over 575 copies at \$13.50 each. Consider taking a consignment order of cookbooks to your Meeting or event.

How You Can Help:

1. Forward names of writers or book reviewers OR suggest they contact *Quaker Life* about an idea or with a manuscript (a copy of the 2004-5 theme list is now available);
2. Encourage Monthly Meetings to send copies of their newsletters to *Quaker Life* for use in news reporting and the “Ideas That Work” column;
3. Promote Subscriptions and Advertising in your Monthly and Yearly Meeting (even gift subscriptions!);
4. Hand out sample copies at Meeting functions.

Encourage *Quaker Life* subscriptions as a positive way to support FUM while growing in faith. Without your support, FUM and *Quaker Life* will be limited in our outreach, so we thank you in advance.

May God bless you with joy, peace and faith.

Friends United Press

Friends United Press published two titles in 2003: *Undaunted Zeal: The Letters of Margaret Fell*, edited by Elsa F. Glines and *A Near Sympathy: The Timeless Quaker Wisdom of John Woolman*, by Michael L. Birkel. Elsa Glines and Michael Birkel are both active among Friends and available to speak on their subjects. Elsa is a member of Pacific Yearly Meeting and Michael is a member of Ohio Valley Yearly Meeting.

In addition, Friends United Press has an active back-list of 159 titles. A 2002 title, *Imagination and Spirit: A Contemporary Quaker Reader*, edited and introduced by J. Brent Bill, received a starred review in a March 2003 issue of *Publisher's Weekly*. This starred review was a “first” for a Friends United Press title and generated a boost in sales for the book.

Friends United Press, Quaker Hill Bookstore, and Quaker Life staff members remain active in Quakers Uniting in Publications (QUIP), an international Quaker trade association of Quaker publishers, booksellers, authors, and webmasters. Barbara Mays, Editor of Friends United Press, serves as co-clerk of QUIP and attended its annual meeting in Birmingham, England in April. She also attended Britain Yearly Meeting sessions in early May with a traveling minute from the Friends United Meeting Board of Directors.

FRIENDS WORLD COMMITTEE FOR CONSULTATION

More than 300 Friends from around the world—including four from Baltimore Yearly Meeting—attended the 21st Triennial gathering of the Friends World Committed for Consultation, held in Auckland, New Zealand, in January, 2004. The 10-day gathering provided Friends from all the major branches of Quakerism opportunities to worship together in the various manners of Friends throughout the world, attend to business, and spend time getting to know each other in the Spirit, particularly through daily worship and sharing groups. Business included changing the organization's by-laws to conform to the rules governing charities registered in Great Britain and appointing a new General Secretary and Assistant Secretary. But the major preoccupation of the gathering was a concern to put the organization's finances on a sounder footing. Delegates learned that four years of deficit budgets had substantially depleted the reserves of the World Office. They approved formation of a Finance Committee and a Communications Committee at the worldwide level, the first such committees in the organization's history.

Each delegate to the Triennial was encouraged to plant a tree somewhere in the world to help ameliorate the environmental impact of such extensive travel. The BYM representatives plan to plant one tree on the Yearly Meeting's property in Sandy Spring and three others in an olive grove being restored at Ramallah Friends Meeting in Palestine. The representatives are eager to come to speak in person with Monthly and Quarterly Meetings about the Triennial and the experience of meeting Friends from around the world face-to-face.

FWCC is organized into four geographic Sections. A portion of contributions received by each Section is forwarded to the World Office to support its activities. The Section of the Americas, of which BYM is a part, sends 25 percent of

its contributions to support the World Office. This year's Section meeting, held in Ottawa, Canada, in March, was smaller than usual, with about 200 Friends attending. Section meetings are open to all interested Friends, and six BYM Friends attended the Ottawa gathering. The financial condition of the Section was a focus of much attention in Ottawa. Contributions to the Section need to increase by about 10% to meet current expenses.

International travel has become much more difficult over the past year, particularly for travelers coming from less affluent countries. These difficulties affected the Triennial, where about half of African Friends were only able to be present for the final four days of the 10-day gathering, due to difficulties in obtaining visas. Similar visa problems kept all of the Indian delegates from attending. At the Section meeting, also, very few Friends were present from countries south of the U. S., in part because of increased travel security and in part because of the high cost of such travel. In order to increase participation of Latin American Friends, the Section committed itself to holding its annual meeting in Latin America in 2006.

BYM's five representatives to the Section of the Americas are all active in Section activities. Florence Fullerton serves on the Section's Executive Committee, Elizabeth Meyer and Dona Boyce Manoukian serve on the Personnel Committee (Elizabeth is the Committee's Clerk), Robert Fetter serves on the Annual Meeting Planning Committee and Rebecca Rawls serves on the Wider Quaker Fellowship Committee and the 2005 Naming Committee (which suggests people to serve on the Nominating Committee). In addition, Nancy McIntyre is a co-opted member of the Nominating Committee. Ronald Matson, representative from Great Plains Yearly Meeting but well-known to many Friends in Baltimore, is the Section's incoming Recording Clerk.

A World Gathering of Young Friends (ages 18 to 35) will take place in August, 2005 at Lancaster University in the U.K. Although this gathering is not an activity of FWCC, its purpose and vision is similar, and the Section agreed to help publicize the event to our Yearly Meetings and to encourage and help coordinate fund-raising efforts to assure broad participation of Young Friends from both the more and less affluent Yearly Meetings in our Section. Robert Fetter agreed to coordinate these efforts for our Yearly Meeting.

THE MILES WHITE BENEFICIAL SOCIETY OF BALTIMORE CITY

The Miles White Beneficial Society of Baltimore City was incorporated in 1874 to administer a trust established according to the will of Miles White, a member of the Eutaw Street Monthly Meeting. The Articles of Incorporation state: "The objects of this Corporation shall be to promote piety and Christianity (especially

by the dissemination of books and tracts); to extend aid to the young in their religious, moral, and intellectual training and education; and to relieve the deserving poor.” ... (Extract from Statement of Purposes)

In keeping with the objects of the trust during our fiscal year 2003-2004 contributions made for Books, Charity and Education were \$7,200. Grants to students for college were \$20,000. There were twelve grants to students all members of Baltimore Yearly Meeting. Since 1996 The Society has given away \$241,000 in grants to students and other requests for funds. The current investments value of the trust as of 6/30/04 was \$1,472,903.

The current Board Members are:

Anne Greene, President, Homewood
Samuel Austell, Treasurer, Stony Run
Andrew Passmore, Secretary, Gunpowder
Miriam Green, Homewood
Louise Williams, Homewood
William Evans, Homewood
Harry Scott, Homewood
John Sexton, Gunpowder
Harry Scott, Stony Run
Lamar Matthew, York
Chester Holloway, Gunpowder

We would like to thank our past President William Evans and past Secretary Harry Scott for all of their valuable past service.

The Society welcomes applications from students themselves and does not consider requests on their behalf from parents, guardians, or other third parties. It is, of course, understood that supplemental information about scholarship and finances will come from school and family sources.

Applicants may secure forms and information from the Secretary, Andrew Passmore, 15031 Priceville Road, Sparks, MD 21152, email apassmore@comcast.net. Completed applications are due by March 31st for the following academic year and must be resubmitted in succeeding years in order to secure current consideration.

Andrew Passmore, Secretary

QUAKER PEACEMAKER SCHOLARSHIP FUND

Valley Friends are fortunate to live alongside many historic peace churches, Mennonite and Church of the Brethren, in the mid-Shenandoah Valley. We are further blessed to enjoy a warm, ongoing relationship with Eastern Mennonite University's Conflict Transformation Program (CTP). Several of our members

have taken classes, and even pursued graduate degrees, at CTP. One very special element of the Conflict Transformation Program is the annual Summer Peacebuilding Institute (SPI). This program attracts peacemakers from around the world and provides intensive training in peace building, reconciliation and restorative justice to practitioners of all faiths. SPI participants return home with new skills and knowledge to integrate into peacebuilding efforts in some of the world's most troubled regions.

In 2003, our small Meeting made a significant commitment to establish an annual scholarship to provide financial support for Quakers attending the SPI. We consider this part of our response to the urgent need for peacemaking in the post 9/11 world. Our criteria for receiving monies from this fund are three: 1) the recipient must be either a member of, or work closely with, the Religious Society of Friends or a Quaker related organization, 2) the recipient must be active in peacemaking or intend to devote her/his life to peacemaking, and 3) the recipient must have financial need.

Our first \$1,200 scholarship in the summer of 2003 went to a Quaker from Burundi who works on reconciliation and trauma healing in her violence wracked country. This past summer we supported a non-Quaker who works among refugee tribal women in northern Thailand and has close ties to the American Friends Service Committee.

Valley Friends Meeting is grateful for this opportunity to support such peace efforts and express our peace testimony through this scholarship. However, the need far exceeds our limited financial resources. Eastern Mennonite University is a private institution so the costs of attending SPI are not inconsiderable. Thus far the scholarship has been used exclusively to fund tuition. However, if we can increase the scholarship through contributions then we would also be able to help with the considerable transportation costs many applicants face. In order to meet the need for more funds to support the training of Quaker peacemakers at the Summer Peacebuilding Institute we invite Baltimore Yearly Meeting, as well as individual Friends and Monthly Meetings, to contribute to the Quaker Peacemaker Scholarship Fund. We also invite BYM Friends to help spread the word about the SPI and the scholarship fund throughout the Quaker world, encouraging applications to the program and for the scholarship.

We thank you for considering this important opportunity to contribute to the training of Quaker peacemakers and fostering peacemaking throughout the world.

For more information, please contact Steve Keffer, Valley Friends Meeting, P.O. Box 781, Dayton, VA 22821, or keffersl@jmu.edu. Contributions to the Quaker Peacemaker Scholarship Fund can be mailed directly to Sam Moore, Treasurer of Valley Friends Meeting, at the same address.

Steve Keffer, Valley Friends

RIGHT SHARING OF WORLD RESOURCES

For the past two years BYM has not had a regular Committee as it did in past years. There is no reason why a Committee could not be resuscitated, and I would be glad to turn over my responsibilities to it. I have not taken initiative to do so as I think the purposes are being served under the current arrangement. However, I would expect to give up my role by the time of '05 yearly sessions, and at that time a committee may be advisable. I have also served as liaison for Friends Meeting of Washington for several years. I am searching for transitional assistants for both.

Right Sharing continues to grow, develop, and thrive. Ted Hawkins, of Bethesda Meeting, continues to serve as representative to the Board of Trustees.

Of prime interest to the Yearly Meeting was the announcement that from a few individuals, with an anonymous donation we were able to enter \$5,000 into the Stewardship Fund, which will be applied this year. This means we were able to fund the RSWR grant to the Women's Organization for Rural Development (WORD) in Madurai, Tamil Nadu, India. Other financial supporters include Central Social Welfare Board, New Delhi, Tamil Nadu Voluntary Health Association, Manos Unidos (Spain). We received their Annual Report "Empowerment Through Participation," which is a complete description of their work, with glossy, color photos of participants. Please see Maurice for a look at this document.

A pilgrimage to South India, next February, which will include a visit to the project, will be led by Valerie Brown, of the Kirkridge Retreat and Study Center. For tour details please contact Valerie at 610/588-1793 or <www.kirkridge.org>

To find out the general purposes of RSWR we urge you to get on the mailing list of the Newsletter (latest is first quarter, 2004). The editor/General Secretary is Roland Kreager, 232 College Ave., Richmond, IN 47374-5360; 765/983-1879; <rswr@earthlink.net> Donne Hayden is Education Coordinator, same place.

Maurice Boyd, BYM Liaison

SANDY SPRING FRIENDS SCHOOL

The 2003-2004 academic year began, as it has in the past few years, with a little more than 500 students. The 500 students represent not only the United States, but also 23 international students, most of whom are part of our boarding program, which has 40 students.

The year was highlighted by the usual many and varied athletic and cultural activities. This year, awards and championships were won in girls' varsity soccer and the golf team for athletics and numerous dance awards at the Washington area's independent school dance festival.

The highlight of the fall was a beautiful Community Day with the whole campus coming together for a Meeting for Worship at the Sandy Spring Monthly Meeting, followed by working together divisionally to improve the appearance of the campus. New trees were planted. Buses were cleaned and polished, and help was given to our neighbors at Friends House in preparing their gardens for the winter which lay ahead. A similar day was held in the spring where students, faculty and parents worked not only on campus, but in many sites off campus to honor stewardship of the earth.

The 2003-2004 academic year was the time for the ten-year re-accreditation process for grades 5 through 12. The ten-person accreditation team for the Association of Independent Maryland Schools visited the School for three and one-half days. This process culminated with the School being given re-accreditation until 2013, at which time the Lower School will join the Middle and Upper Schools in a school-wide re-accreditation process for the first time

Every year, there are many assemblies where we are entertained and inspired by outside speakers, as well as performances from within. The highlight of the outside speakers this year was Dr. Ned Hallowell from Harvard Medical School, who came to the office and not only spoke to the faculty, but to parents in a separate session on various learning styles and ways of effectively working with students who learn differently. After Ned Hallowell's address, there were many professional development opportunities, both on and off campus, made available to the faculty. The School now has learning specialists in each of its three divisions to work with faculty and students so that all who are accepted can benefit from our brand of Quaker education.

Of course, what has taken much of the time and interest of the Board of Trustees and the rest of the school is the process of planning for three new buildings, which will commence being built during the summer of 2004. These buildings, which will be completed during the fall of 2005, are a new Middle School, a new Athletic Center, and a new Performing Arts Center. In addition, modifications will be made to the dining room and the current Middle School building, which will eventually give more space to our Lower School. The School plans a gradual increase in its student population over the next seven years to accommodate some of the approximately 500 students who apply each year for about 80 spaces.

As spring approaches and the 41st graduating class gets ready to experience its commencement activities, the campus is bustling with activities in our new community garden, which is organic. Perhaps the new garden is symbolic of where we are as we begin construction of these new buildings. The garden is timeless and yet, always needs care and innovation to maintain the most beneficial soil for its plants, just as faculty seeks continuing revelation to respond each year in new ways to our most important constituency – our students.

Ken Smith, Head of School

WASHINGTON QUAKER WORKCAMPS

The past year has seen tremendous changes for Washington Quaker Workcamps. In September, 2003, we hired a Director to coordinate and lead our workcamps, ending seven years of volunteer workcamp leadership. When Andrei Israel began as Director, we moved the WQW office from the Baltimore Yearly Meeting office in Sandy Spring, MD, into the William Penn House, in Washington, DC. With this new staff and new location, we have been able to develop a wide range of new projects for our workcamps. The table below lists some of our partner organizations and our work projects.

We have also greatly expanded our marketing efforts to schools, Monthly Meetings, and church groups. In recent months, our workcampers have included high schoolers from Sidwell Friends, Tandem Friends (Charlottesville, VA), and Edmund Burke schools, middle schoolers from Friends Meeting School (Ijamsville, MD) and Sidwell Friends, an Episcopal Church high-school group from Gainesville, FL, and a Presbyterian youth group from Bryn Mawr, PA. In upcoming workcamps we will lead groups from Sunnyvale (Bay Area, CA) Presbyterian Church, Sandy Spring Friends School, and the Baltimore Yearly Meeting Young Friends.

Our partnership with the William Penn House has provided invaluable support in this work. Having a central location for the office, with housing for our workcamps, has made recruitment and project coordination much easier, and the staff has outstanding resources to support our work. The national marketing of William Penn House has already brought many new groups to Washington Quaker Workcamps, and this trend is continuing. The future looks very bright, as we continue to expand our programs and to deepen our partnership and collaboration with William Penn House.

Washington Quaker Workcamps Partners

Partner Organization	Location	Project
Martha's Table	NW Washington	Christmas Dinner
Washington Parks & People	NE Washington	Park Revitalization
Behrend Builders	NW Washington	Renovation
Rolling Ridge Foundation	Shannondale, WV	Trail building
Food & Friends	SE Washington	Meal delivery
Program for Homeless Women	NW Washington	Meal preparation
Big Creek People in Action	Caretta, WV	Painting/renovation

Andrei Israel, Director

WILLIAM PENN HOUSE

2003-2004 was a wonderful year in the life of William Penn House. We exceeded our goals for lodging income and donations. This enables us to continue to provide comfortable, affordable and pleasant accommodations to youth groups, social and peace activist and others who are in our Nation's Capitol seeking a better world.

The groups and individuals that stay here represent a broad spectrum of faiths and beliefs. We host Quakers, Mennonites, Brethren, Methodist, Presbyterians, Catholics, Episcopalians, Baptists, Church of Christ, Congregationalists, Unitarians, various Jewish groups, Buddhists and Muslims. Issues that are worked on include; the American forests, Native American issues, peace and social justice, world economic programs, inter-racial dialogue, hunger here and abroad, housing, the environment, the Federal budget, peace tax fund, Middle East peace and inter-faith relations plus a broad range of educational and research topics.

We have continued our monthly Quaker Potluck and Dialogue series which focuses on Quaker leadings or interests. All of the presenters are either from local meetings or work for Quakers organizations. Programs in the past year have included: Palestine/Israel, AFSC activities, inter-racial dialogue, workcamping in DC, religion and psychology, humor and the Bible, Elizabeth Fry, immigration issues, and William Penn. Usually Quakers from 4-5 local meetings participate each month. William Penn House also serves as the Quaker referral service for local meetings through an ad in the Washington Post and through our web site.

A new change and addition to William Penn House (WPH) is the Washington Quaker Workcamps(WQW). Last summer, the WPH and WQW boards of directors agreed that it would be in fine order for the House to host the Workcamps staff and programming. Andrei Israel was hired by WPH and WQW to be the director of the Workcamping program and to serve on the hospitality staff of WPH. This joint operation has energized both organizations. We have hosted WQW workcampers and Andrei has coordinated workcamp activities for WPH groups. We are excited about the possibilities that are unfolding.

For the past several months, we have been developing a Peace Studies Curriculum which we will offer this fall to college and school teachers. The program is modeled on a concept called Multitrack diplomacy and will focus on the reality that peace making is holistic. Through this program we hope to assist educators in teaching peace studies at their own schools or being a part of a Washington trip for their students. The program has received a grant to help fund the travel of the participants as well as the cost to develop and host the weekend.

One of the joys of being director of this historic House is the opportunity to work with our future Quaker leaders. In the past year our interns have included: Nico Houghton from Earlham College; Justin Anderson, also from Earlham and who now works for Friends Committee on National Legislation; and currently Sarah Klein a graduate of Antioch College and Amy Marie Babcock, a graduate of Earlham School of Religion and who recently completed a two year service as a pastor for Muncie Friends Meeting, a Friends church in Indiana Yearly Meeting. In addition, we have the service of Andrei Israel of Washington Quaker Workcamps. Andrei a graduate of St. John's College, is a former participant of the Baltimore Yearly Meeting camping programs and is active with the Young Adult Friends of the Friends Meeting of Washington. Our staff is rounded out with our associate director, Patricia Coffman, a member of San Antonio Friends Meeting. Each staff member brings gifts and talents to the House and each leaves with lessons about Quaker service and community.

Over the past year we have embarked upon a series of improvements to the House. We remodeled the office with refinished hard wood floors, new paint and window treatments. We are repainting the House in warm earth tones that are inviting and welcoming. We also refinished the floors in the two dining rooms. Much of the work has been accomplished by staff members. There is still much to do, but each completed job adds so much to the ambiance of the House as a hospitality center and work space. Through donations to the House in honor of my recent marriage, we upgraded the office computers. At the same time the garden has never looked better.

We continue our close and enjoyable relationship with Friends Committee on National Legislation. While their offices are being remodeled we host their committee meetings, providing not only hospitality but conference space as well. We continue our joint sponsorship of the FCNL Young Adult Lobby Weekend and together hosted our first Adult Lobby Days this spring. In addition, through FCNL we hosted a youth group from Ann Arbor Friends Meeting who wanted a program on lobbying.

Our programming for groups continues to provide us with much pleasure. We host students from George School and Oakwood Friends School on their service projects where they stay at the House while they perform service projects that we coordinate. This service is provided to a broad range of youth groups, Quaker and non-Quaker, from throughout the country. Each fall, we plan and host a seminar program on international studies for the University of Washington at Bothell. Another long term relationship is the one with the Emerson Hunger Fellows. The Hunger Fellowship is a one year service program focused on issues surrounding hunger. These exceptional young people from throughout the country meet here twice a year for training and fellowship.

William Penn House is blessed by the active participation of our Quaker board of directors and the generous support that we receive from Meetings and individuals. We also have the ongoing support of our National Consultative Committee members who are appointed by their Yearly Meeting. The NCC members meet once a year to learn about our activities and to provide advice and suggestions on how we can better serve our broad and eclectic community.

Byron Sandford, Executive Director

OFFICERS

YEARLY MEETING

Clerk	Lauri Perman, State College	(04) 2005-2007
Recording Clerk	Deborah Haines, Alexandria	(03) 2004-2006
Treasurer	Kevin Caughlan, Sandy Spring	(03) 2003-2005

TRUSTEES

Schuyler Elsbree, Annapolis	2002-2005
Douglas Eaby, Nottingham	2003-2005
Edward Hawkins, Bethesda	2000-2006
James Shotts, Blacksburg	2000-2006
Joan Clippinger, Warrington	2000-2006
Howard Zuses, Sandy Spring	2001-2007
Walter Fry, West Branch	2001-2007

Kevin Caughlan, Treasurer

Lauri Perman, Clerk of Yearly Meeting

OFFICE STAFF

General Secretary: Frank Massey, Sandy Spring

Camp Administrator: Josh Riley, Hopewell Centre
until 12/31/2004, then

Camp Administrator: Jane Megginson

Property Manager: David Hunter, Frederick

Office Manager: Jane Megginson, Frederick
until 12/31/2004

Youth Secretary: Hope Braveheart, Sandy Spring

INTERIM MEETING

Clerk: Michael Cronin

Adelphi	Frederick	Patuxent
Alexandria	Gettysburg	Pipe Creek
Annapolis	Goose Creek	Quaker Lake
Baltimore, Homewood	Gunpowder	Richmond
Baltimore, StonyRun	Herndon	Roanoke
Bethesda	Hopewell Centre	Sandy Spring
Blacksburg	Langley Hill	State College
Carlisle	Little Britain	Valley
Charlottesville	Little Falls	Warrington
Deer Creek	Mauy River	Washington
Dunnings Creek	Menallen	West Branch
Fishertown	Midlothian	Williamsburg
Floyd	Nottingham	York
	Patapsco	

SEARCH COMMITTEE OF INTERIM MEETING

Clerk:

2005

Janet Eaby, Nottingham (04)
Ted Hawkins, Bethesda (02)

2006

Katrina Mason, Bethesda (03)
Margaret Stambaugh, Gettysburg (03)

2007

Helena Cobban, Charlottesville (04)
David Hines, Richmond (04)

SUPERVISORY COMMITTEE

Clerk: Michael Cronin

2005

John Darnell, Frederick (01)
Rich Liversidge, Sandy Spring (01)

2004

Meg Meyer, Baltimore, Stony Run (02)
Gretchen Hall, Alexandria (02)

Ex officio

Kevin Caughlan, Treasurer
Michael Cronin,
Clerk of Interim Meeting
Lauri Perman,
Clerk of Yearly Meeting

ADVANCEMENT AND OUTREACH

Co-Clerks: Marcy Seitel
Jeanne Tabscott

2005

Julie Gochenour, Valley (02)
Marcy Seitel, Adelphi (99)
Jeanne Tabscott, Augusta (99)
Susie Fetter, Roanoke (02)
Neil Froemming, Washington (02)

2006

Sara Satterthwaite, Washington (03)
Walter Brown, Langley Hill (00)

2007

Deborah Legowski, Sandy Spring (01)
Ken Stockbridge, Patapsco (04)
Mark Haskell, Washington (04)
Deborah Haines, Alexandria (04)

CAMP PROPERTY MANAGEMENT

Clerk: Patti Nesbitt

2005

Alan DeSilva, Sandy Spring (02)
Patti Nesbitt, Hopewell Centre (02)

2006

Tom Horne, Takoma Park (00)
Jeremy Wright, Sandy Spring (03)
Wayne Finegar, Sandy Spring (03)

2007

Ron Akins, Bethesda (01)
Randy Rogers, Alexandria (04)

CAMPING PROGRAM

Co-Clerks: Betsy Krome
Steve Gilbert

2005

Ann Duncan, Maury River (02)

2006

Nancy Beiter, Washington (00)
Annie Storr, Adelphi (00)
Kevin Caughlan, Sandy Spring (00)
Ron Akins, Bethesda (00)
Betsy Krome, Williamsburg (03)
Lois Carter Fay, Valley Meeting (03)

2007

Anna Krome-Lukens,
Williamsburg (04)
Katrina Mason, Bethesda (04)
Tasha Walsh, Maury River (04)
Steve Gilbert, Sandy Spring (04)
Al Best, Ashland (04)
Elisabeth Daystar, Maury River (04)
Chrissy DeVinney, Goose Creek (04)
Arlene DeBlanc, Sandy Spring (04)
Peter Doo, Baltimore,
Stony Run (01)
Carol Ahlum, Frederick (01)
Jody Hopkins, Homewood (01)

CRIMINAL AND

RESTORATIVE JUSTICE

Clerk: Joan Anderson

2005

Chuck diGiacomantonio,
Washington (99)

2006

Joan Anderson, Carlisle (00)

2007

Jack Fogarty, Sandy Spring (01)
Peggy Fogarty, Sandy Spring (01)
Bette Hoover, Sandy Spring (04)
James Matsen, Oxford (01)

**EDUCATIONAL FUNDING
RESOURCES**

Clerk: Olive Moles

2005

JoAnn Dalley, Charlottesville (02)

2006

Janet Johnson, Sandy Spring (03)

Brett Leonard, Goose Creek (04)

2007

Oliver Moles, Langley Hill (01)

David Chamberlin, Goose Creek (02)

June Confer, Adelphi (04)

Liza Bruce, Richmond (04)

FAITH AND PRACTICE REVISION

Clerk: Sheila Bach

Sheila Bach, Langley Hill (02)

Margaret Stambaugh,

Gettysburg (02)

Martha Gay, Adelphi (02)

Mochiko DeSilva, Sndy Spring (04)

Sam Legg, Baltimore, Stony Run (04)

Pamela Cook, Valley (04)

Julie Gouchenour, Valley (04)

Jim Rose, Patapsco (04)

FRIENDS IN EDUCATION

Clerk: Rick Honn

2005

Jean Meyer Capps, Washington (02)
Ray Lane, Adelphi (02)
Rick Honn, Sandy Spring (02)
Linda Uberseder, Nottingham (02)

2006

Anne Wilcox, Washington (02)
Annette Breiling, Seneca Valley (02)
Nick Fessenden, Baltimore Stony
Run (02)
Michael De Hart, Sandy Spring (03)

2007

Christine Fernsler, Alexandria (02)
Vic Kryston, Goose Creek (02)

INDIAN AFFAIRS

Clerk: Virginia Spencer

2005

Nora Caplan, Sandy Spring (99)
Barbara James, Bethesda (02)
Janice Fridie, Frederick (02)

2006

Nancy Miller, Baltimore,
Stony Run (01)
Roger Wolcott, Sandy Spring (00)
Susan Lepper, Washington (03)
Sharon Stout, Adelphi (03)
Dellie James, Baltimore,
Stony Run (03)

2007

Virginia Spencer, Frederick (04)
Rebecca Trussel, Goose Creek (04)
Mary Mallet, Sandy Spring (04)

TORREON/STARLAKE WORKING GROUP

Nancy Beiter, Washington
Anna Brown, Gunpowder
Susan Lepper, Washington
Rich Liversidge, Sandy Spring
Katrina Mason, Bethesda
Pete Schenck, Takoma Park
Aleen Starkweather, Sandy Spring
Sharon Stout, Adelphi
Jane Stowe, Adelphi

MANUAL OF PROCEDURE

Clerk: Howard Fullerton

2005

2006

Howard Fullerton, Sandy Spring (03)

Chip Tucker, Charlottesville (03)

2007

Katherine Smith, Maury River (04)

Ann Marie Moriarty, Adelphi (04)

MINISTRY AND PASTORAL CARE

Co-Clerks: Don Gann
Miriam Green

2005

Miriam Green, Homewood (99)

Caroline Pelton, Goose Creek (02)

Don Gann, Baltimore,
Stony Run (02)

Laura Nell Obaugh,
Hopewell Centre (02)

2006

Ed Norton, York (00)

Frances Norton, York (00)

David Yount, Alexandria (00)

Phyllis Luckenbaugh, Bethesda (00)

Howard Fullerton, Sandy Spring (03)

2007

Georgia Fuller, Langley Hill (01)

Lamar Matthew, York (04)

Marilyn Gilmore, Annapolis (04)

Ria Hawkins, Bethesda (04)

NOMINATING

Clerk: Ruth Flower

2005

Ruth Flower, Takoma Park (99)
Beverly Moore, Valley (99)
Ramona Buck, Patapsco (02)
Fred Leonard,
 Baltimore, Stony Run (02)

2006

Dorothy Habecker,
 State College (03)
Dorothea Musgraves Malsbary,
 Sandy Spring (01)
Cynthia Power, Charlottesville (03)
Andrew Stone, Gettysburg (03)

2007

Barbara Thomas, Annapolis (04)
Marjorie F. Scott, Baltimore,
 Stony Run (04)
Cariadne Burchard, Baltimore,
 Stony Run (04)
Catherine Tunis, Herndon (04)
John Mason, Alexandria (04)

PEACE AND SOCIAL CONCERNS

Clerk: Mary Ellen Atkinson

2005

Jim Upchurch, Frederick (02)

Anne Wilcox, Washington (02)
Lella Smith, Goose Creek (02)

2006

Myra Wolcott, Sandy Spring (00)
Mary Ellen Atkinson,
 Sandy Spring (03)
C.J. Swet, Pipe Creek (03)

2007

J.E. McNeil, Washington (01)
John Salzberg, Bethesda (01)
Ellen Arginteanu, State College (04)
Bill Mims, Langley Hill (04)
Chuck Fager, State College (04)

PROGRAM

Clerk: Liz Hofmeister

2005

Teresa Dutton, Homewood (02)

Elizabeth DuVerlie, Baltimore,
Stony Run (02)

Meg Regal, Sandy Spring (03)

2006

Margaret Stambaugh,
Gettysburg (00)

Linda Coates, Little Britain (00)

Maria Bradley, Sandy Spring (03)

2007

Liz Hofmeister, Bethesda (01)

Sheila Bach, Langley Hill (04)

RELIGIOUS EDUCATION

Clerk: Sarah Buchanan-Wollaston
Josh Humphries

2005

Josh Humphries, Roanoke (02)

Margo Lehman, Sandy Spring (02)

2006

Betsy Tobin, Frederick (00)

Sarah Buchanan-Wollaston,
Deer Creek (00)

Patricia Barber, Goose Creek (03)

Elizabeth Johnsen, Sandy Spring (03)

Tom Wolfe, Adelphi (03)

2007

Jean Pfefferkorn, Patapsco (04)

Carol Moragus, Maury River (04)

STEWARDSHIP AND FINANCE

Clerk: Frannie Taylor

2005

Chris Fowler, Frederick (99)
Susan Russell Walters, Homewood
(02)
Oliver Moles, Langley Hill (02)

2006

Arlene Rodenbeck, Bethesda (00)
Frannie Taylor, Goose Creek (00)
Lorne Garrettson, Sandy Spring (03)
Allen Briggs, Blacksburg (03)

2007

Will Candler, Annapolis (01)
Dick Bellin, Washington (01)
Glenn Riley, Adelphi (04)
Sharon Stout, Adelphi (04)
Hank Rupprecht, Frederick (04)

LONG RANGE PROPERTY PLANNING

COMMITTEE

Sheila Bach, (Clerk) Langley Hill
Ron Akins, Bethesda
Marion Ballard, Bethesda
Kevin Caughlan, Sandy Spring
Tom Horne, Takoma Park
Betsy Meyer, Sandy Spring
Patti Nesbitt, Hopewell Centre
Arlene Rodenbeck, Bethesda
Howard Zuses, Sandy Spring
David Hunter, staff
Josh Riley, staff

UNITY WITH NATURE

Co-Clerk: Mark Brabson
Sara Kuzmanoff

2005

Barbara Williamson, Richmond (02)
Peggy Dyson-Cobb, Maury River
(02)
Sarah Kuzmanoff, Langley Hill (02)
Winifred Walker Jones, Washington
(02)

2006

Pat Weiss, Sandy Spring (00)
Joan Clement, Adelphi (03)
Gladys Swift, Charlottesville (00)

2007

Alan Borst, Sandy Spring (01)
Mark Brabson, Little Britain (01)
Janney Wilson, Goose Creek (04)
Paul Luckenbaugh, Bethesda (04)

YOUTH PROGRAMS

Co-Clerks: Betsy Tobin
Ted Heck

2005

Jason Eaby, Oxford (99)
Tom Horne, Takoma Park (02)

2006

Susan Buniva, Midlothian (02)
Laurie Willner, Langley Hill (03)
Barbara Galloway, Sandy Spring (03)

2007

Betsy Tobin, Frederick (01)
Ted Heck, Richmond (01)
Benjamin Zuses, Sandy Spring (04)

YOUNG FRIENDS

EXECUTIVE COMMITTEE

Clerk: Phoebe Stern

Assistant Clerks: Rosie Whitney,
Michael Doo

Recording Clerks: Shane Eckenroth,
Amrit Moore

Treasurer: Sean Wilner

Weasels: Nellie Cook, Josh Williams,
Sam Withers

BYFN Editors: Casey Royer,
Sean Hickey, Laura Rupprecht

Yearly Meeting Planners: Beth Lecher,
Aaron Marcinkevich

Youth Programs Committee:
Linnea Meier, Liz Virgo

Members-at-Large:
Nony Dutton, Lizzy Sietel,

Web Coordinator: Nate Ryan

AD HOC COMMITTEE ON GENDER AND SEXUAL DIVERSITY CONCERNS

Co-Clerk: Aron Teel

Maria Bradley, Sandy Spring
Betty Brody, Alexandria
Martha Gay, Adelphi
Josh Humpries, Roanoke
Joe Izzo, Washington
Lamar Matthew, York
Lauri Perman, State College
Rebecca Richards, Baltimore
Riley Robinson, Washington
Tom Ryan, State College
Margaret Stambaugh, Gettysburg
Bonnie Stockslager, Herndon
Aron Teel, Charlottesville

WORKING GROUP ON RACISM AMONG FRIENDS

Nancy Clark, Homewood
Jane Coe, Bethesda
David Etheridge, Washington
Neil Froemming, Washington
Marilyn Gilmore, Annapolis
Lillian Herz, Frederick
Lee Lougee, Annapolis
Wes Mason, Bethesda
Diane McDougall, Washington
Barbara Nnoka, Washington
Carol Phelps, Washington
Julie Rauch, Baltimore, Homewood
Betty Renshaw, Adelphi
Sara Satterthwaite, Washington
Pat Schenck, Annapolis
John Smallwood, Langley Hill
Claudia Wair, Langley Hill
Winnie Walker-Jones, Washington

YEARBOOK TEXT EDITORS

Stanly Berkemeyer
Howard Fullerton
Lamar Matthew
Jeanne Snyder
Laura Nell Obaugh
Deborah Haines
Michael Cronin
Frances Schutz

**REPRESENTATIVES TO CORPORATIONS
AFFILIATED WITH THE YEARLY MEETING**

**FRIENDS HOUSE INC. AND
FRIENDS NURSING HOME, INC. TRUSTEES**

2005

Nominated by Baltimore Yearly Meeting

Miriam Green, Homewood (99)

Nan Elsbree, Annapolis (02)

Eric Thompson, Baltimore Stony Run (02)

Dorothea Musgraves Malsbary, Sandy Spring (03)

Nominated by Board

Howard Zuses, Sandy Spring (02)

Rob McGarrah, Bethesda (02)

2006

Nominated by Baltimore Yearly Meeting

John Smallwood, Langley Hill (00)

Ari Preuss, Sandy Spring (03)

Bill Anthony, Sandy Spring (03)

Betsy Meyer, Sandy Spring (03)

Nominated by Board

Ruth Flower, Takoma Park (00)

Barbara Brown, Sandy Spring (04)

2007

Nominated by Baltimore Yearly Meeting

Steve Berry, Sandy Spring (04)

Elizabeth Garrettson, Sandy Spring (01)

Diane Younkens, Frederick (01)

Rebecca Rawls, Langley Hill (04)

Nominated by Board

Sean Beeny, Langley Hill (01)

George Edwards, Sandy Spring (04)

Nancy Sherwood, Sandy Spring (04)

SANDY SPRING FRIENDS SCHOOL

Clerk: Jeff Jones

2005

Baltimore Yearly Meeting

Jean Wilson, Goose Creek (01)

Sandy Spring Meeting

Thomas R. Gibian (98)

Board

Ariana Wright Arnold

2006

Baltimore Yearly Meeting

John Fogarty, Bethesda (98)
Lizzie Fetter, Baltimore, Stony
Run (02)

Sandy Spring Meeting

John Hartge (02)
John Hines (02)

Board

Terry Franklin
Carey Leahey
John McEwan
Jack Matthews
Thomas Payne
James Vereen

2007

Baltimore Yearly Meeting

Lib Segal, Washington (04)
Chuck Harker, Sandy Spring (04)

Sandy Spring Meeting

James Brache (99)
Elizabeth Hartge (99)
Peter Ligon (03)
Liz Osterman (03)
Jennifer Schauffler (99)

2008

Sandy Spring Meeting

Robin Hiscock (00)
Alan Wright (00)

Board

Jeff Jones
Mike Miller
Linda Dallas Reider

Baltimore Yearly Meeting

Jodi Leeser, Sandy Spring (04)

AFSC CORPORATION

2005

Claudia Wair, Langley Hill (00)

2006

Lella Smith, Goose Creek (03)

Ruth Flower, Takoma Park (03)

2007

John Salzberg, Bethesda (02)

Nancy Beiter, FMW (04)

**EXECUTIVE COMMITTEE,
MIDDLE-ATLANTIC REGION OF
AFSC**

2005

Riley Robinson, Washington (99)

**FRIENDS COMMITTEE ON
NATIONAL LEGISLATION,
GENERAL COMMITTEE**

2005

Frank Jannisson, Charlottesville (02)

Karen Grise, Washington, (04)

2006

Nathan Harrington,

Sandy Spring (00)

Ross Capon, Bethesda (03)

2007

Jack Fogarty, Sandy Spring (01)

Mike Snyder, Goose Creek (04)

**FRIENDS GENERAL CONFERENCE
CENTRAL COMMITTEE**

2005

Mary Barnes, Maury River (99)
Byron Sandford, Washington (02)
Chuck Fager, State College (02)
Don Gann, Baltimore Stony Run (02)

2006

John Darnell, Frederick (00)
Steve Elkinton, Langley Hill (03)
Julie Isaacs, Washington (03)
Rod Pelton, Goose Creek (03)
Caroline Pelton, Goose Creek (03)
Walter Brown, Langley Hill (03)

2007

Pat Fox, Bethesda (01)
Becka Haines Rosenberg,
 Alexandria (04)
Ken Stockbridge, Patapsco (04)
Kevin Douglas-Olive, Baltimore,
 Homewood (04)
Nancy Moore, Baltimore,
 Stony Run (04)
Maria Bradley, Sandy Spring(04)
Ann Martyn, Floyd (04)
Dave Lewis, Dunnings Creek (04)

**FRIENDS PEACE TEAMS
REPRESENTATIVE**

J.E. McNeil, Washington

**FRIENDS UNITED MEETING
GENERAL BOARD**

2005

Howard Fullerton, Sandy Spring (98)
Rich Liversidge, Sandy Spring (00)
Walt Fry, West Branch (03)

***Triennial Program Planning
Committee***

Rich Liversidge

**FRIENDS UNITED MEETING
TRIENNIAL DELEGATES**

Board members plus

Ron Akins, Bethesda
Lamar Matthew, York
Betsy Meyer, Sandy Spring
Laurie Perman, State College
Marcy Seitel, Adelphi
Susan Vanderhoff, Patapsco
Rosalind Zuses, Sandy Spring

Alternates

Ken Stockbridge, Patapsco
J.E. McNeil, Washington

**FRIENDS WORLD COMMITTEE
FOR CONSULTATION,
SECTION OF THE AMERICAS**

2005

Jenny Johnson, Sandy Spring (02)
Robert Fetter, Roanoke (03)

2006

Flossie Fullerton Sandy Spring (00)
Dona Manoukian, Langley Hill (01)
Betsy Meyer, Sandy Spring (03)

2007

**WORLD GATHERING OF YOUNG
FRIENDS**

Rachel Stacy, Gunpowder

**WILLIAM PENN HOUSE
CONSULTATIVE COMMITTEE**

2007

Michael Newheart, Adelphi