

**YEARBOOK**

**OF**

**BALTIMORE YEARLY MEETING**

**OF THE**

**RELIGIOUS SOCIETY OF FRIENDS**

**INCLUDING MINUTES OF THE 343<sup>RD</sup> ANNUAL SESSION**

August 5 — August 10, 2014

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- AFSC-South Region**, 60 Walton Street NW, Atlanta, GA 30303; 404-586-0460; [afsc.org/region/southeast-region](http://afsc.org/region/southeast-region)
- AFSC-Washington Office**, 1822 R Street NW, Washington, DC 20009; 202-483-3341; [www.afsc.org/office/washington-dc](http://www.afsc.org/office/washington-dc)
- Center on Conscience and War**, 1830 Connecticut Avenue NW, Washington, DC 20009-5706; 202-483-2220; [www.centeronconscience.org](http://www.centeronconscience.org)
- Earlham School of Religion**, 228 College Avenue, Richmond, IN 47374; 800-432-1377; [www.esr.earlham.edu](http://www.esr.earlham.edu)
- Friends Committee on National Legislation**, 245 Second Street NE, Washington, DC 20002; 202-547-6000; [www.fcnl.org](http://www.fcnl.org)
- Friends General Conference**, 1216 Arch Street, 2B, Philadelphia, PA 19107; 215-561-1700; Bookstore: 800-966-4556; [www.fgcquaker.org](http://www.fgcquaker.org)
- Friends Journal**, 1216 Arch Street, 2A, Philadelphia, PA 19107-2835 215-563-8629; [www.friendsjournal.org](http://www.friendsjournal.org)
- Friends Non-Profit Housing**, Friendly Gardens Office, 2401-23 Laytonsville Road, Silver Spring, MD 20910; 301-589-4916
- Friends Peace Teams**, 1001 Park Avenue St. Louis, MO 63104; 314-588-1122; [www.friendspeaceteams.org](http://www.friendspeaceteams.org)
- Friends United Meeting**, 101 Quaker Hill Drive, Richmond, IN 47374; 765-962-7573; 800-537-8839; [www.fum.org](http://www.fum.org)
- Friends Wilderness Center**, 305 Friends Way, Harpers Ferry, WV 25425; 304-728-4820 [www.friendswilderness.org](http://www.friendswilderness.org)
- Friends World Committee for Consultation - Section of the Americas**, 1506 Race Street, Philadelphia, PA 19102; 215-241-7250; [www.fwccamericas.org](http://www.fwccamericas.org)
- National Campaign for a Peace Tax Fund**, 2121 Decatur Place NW, Washington, DC 20008; 202-483-3751; [www.peacetaxfund.org](http://www.peacetaxfund.org)
- National Religious Coalition Against Torture**, 110 Maryland Avenue NE, Washington, DC 20002; 202-547-1920; [www.ncrat.org](http://www.ncrat.org)
- Pendle Hill**, 338 Plush Mill Road, Wallingford, PA 19086; 610-566-4507; 800-742-3150; [www.pendlehill.org](http://www.pendlehill.org)
- Prisoner Visitation and Support**, 1501 Cherry Street, Philadelphia, PA 19102; 215-241-7117; [www.prisonervisitation.org](http://www.prisonervisitation.org)
- Quaker Earthcare Witness**, 173-B North Prospect Street, Burlington, VT 05401-1607; 802-658-0308; [www.quakerearthcare.org](http://www.quakerearthcare.org)
- Quaker House**, 223 Hillside Avenue, Fayetteville, NC 28301; 910-323-3912; [www.quakerhouse.org](http://www.quakerhouse.org)
- Right Sharing of World Resources**, 101 Quaker Hill Drive, Richmond, IN 47374; 765-966-0314; [www.rswr.org](http://www.rswr.org)
- United Society of Friends Women International**, 1214 S Second Street, Oskaloosa, IA 52577; 641-673-7212; [www.usfwi.org](http://www.usfwi.org)
- William Penn House**, 515 East Capitol Street SE, Washington, DC 20003; 202-543-5560; [www.wmpennhouse.org](http://www.wmpennhouse.org)

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# THE SPIRITUAL STATE OF THE MEETING

## REPORTED TO ANNUAL SESSION

### AT FROSTBURG, MARYLAND

### 8TH MONTH, 2014

Our 2011 Vision Statement affirms that we “aspire to listen deeply and inclusively to each other, to actively welcome all, and to attend in joy and faith to the Inward Teacher, whom some call Light, some call Spirit, and some call Christ.” At the heart of this vision is the Gospel love that calls us to “carry each other’s burdens” (Galatians 6:2), “be kind and compassionate to one another” (Ephesians 4:2), and to be “the light of the world” (Matthew 5:14). Listening is transformational; inclusivity builds community; and faithful attention to the Light reveals an ever-present guide as we move forward together. This movement, however, is accompanied by challenges and blessings, both of which reveal the current spiritual state of our beloved Yearly Meeting.

Monthly Meetings describe a healthy tension between our embrace of Universalism and our desire to remain true to the foundations and traditions of our faith and its practice. Our Meetings for Worship, especially those that are deeply gathered, provide a space to encounter this tension in love and openness. One Monthly Meeting noted that “our worship provides a pathway for our growth.” Another Meeting acknowledged that “[our] Meeting is like a big house with lots of different people living in it. The residents love and respect one another even though they may be very different from each other.” Some Meetings express a concern that vocal ministry sometimes needs more seasoning so that differences of voice and perspective can be heard more deeply. In support of Monthly Meetings, and the entire BYM community, the Ministry and Pastoral Care Committee is offering workshops that provide a space for speaking and learning about the theological differences among us.

Growth happens as we value honesty, listen for the spirit beneath the words we choose, and embrace difference as a spiritual discipline. All of these opportunities for growth were present as we worked, sometimes with pain, through revisions of our *Faith and Practice*. The committee that had labored on this task for ten years asked to be released, and we did so with gratitude for its valued and careful work. We trust that a newly formed committee will move the draft forward and help us to articulate in words what we know to be true through our experience and in our hearts. As the Presiding Clerk’s report to Third Month Interim Meeting acknowledged, “we do not know the outcome of our discernment [about the Faith and Practice revisions], but it will be deep, requiring a lot of spiritual work, and we will grow in the process.”

At times, differences led to hurts within our communities. One Meeting noted that “there are wounds among us in various stages of healing.” Friends who gathered for the annual Women’s Retreat in First Month wrote that “we are wounded souls, comforters, mentors, creators, healers, weavers, seekers. We realize that the ability to gather with each other is a blessing.” Creativity and renewal accompanies the process of healing, an experience affirmed as we reflected on the work of the ad hoc Committee on Intervisitation, which

“arose in 2004 from pain and frustration but has brought us to a very different place. Through the power of the Divine Spirit and God’s Grace, it has taken us from anger and agony to hope and healing. . . and even joy, for many of us.” Monthly Meetings describe newly established mid-week Meetings for Worship and called Meetings for Healing as helpful and nurturing practices.

Sharing our spiritual journeys, in the tradition of Friends, supports us in this healing and helps to knit our Monthly and Yearly Meeting communities together. Knowing one another in “that which is eternal,” as George Fox encouraged, helps us to take comfort and strength from one another. One Monthly Meeting noted that “Meeting provides the sense of community where the everyday world and a sense of eternity meet.” Some meetings affirmed that participation in the BYM Spiritual Formation Program, which marked its 30th anniversary in 2013, has been growing in recent years and is strengthening ties within the Meeting.

As is often the case, our young people teach us much about community. Young Friends meet in a configuration they describe as “croissants not doughnuts,” which leave spaces for others to join the gathered group. Our Young Adult Friends describe the many commitments that compete for their attention during Annual Session, but they nonetheless “power through adversity” to sustain their focus on one another. Junior Young Friends celebrate those who teach them so much “about how to treat each other and how to participate in our community.” Our camping program is vibrant, with a record enrollment of 600 campers. Many Monthly Meetings reflected on the importance of regular attendance of children, teenagers, and young adults on First Days. Some celebrate a thriving First Day School program; others hope to develop the physical spaces, teachers, and curricula that will attract and nurture families with children. Other Meetings wonder if we are doing enough to support our teenagers and young adults. This loving attention and intention affirms our understanding that it is our youngest Friends who will contribute to the vitality and vibrancy of the Religious Society of Friends for many years to come.

Our in-reach to young people and to one another is kept in delicate balance with our outreach to the wider community. We listen carefully and attend faithfully to leadings that allow us to serve and to bear witness to our historical testimonies. Yearly Meeting committees and Monthly Meetings worked on issues as varied as gun violence, equity for transgender persons, the environmental degradation caused by hydraulic fracturing (“fracking”), and tensions between Israel and Palestine. We experimented with a “one book” focus on Michelle Alexander’s *The New Jim Crow: Mass Incarceration in the Age of Colorblindness*, which led to many discussions and study groups, thereby deepening our understanding of the institutionalized racism at the heart of the criminal justice system. As we live more fully into our understanding of what it means to “embrace” Friends in their various ministries, some Meetings are setting aside funds to support individual Friends in the work to which they are called.

Even as we attend to the wider world, we are focused on the life of our communities and the structures—organizational and physical—that sustain us. At Annual Session, many of us gathered in groups to listen and share about local Meetings and their care. The topics

included religious education, membership, ministry and pastoral care, and advancement and outreach. We struggle as a Yearly Meeting to reach unity on an approach to fundraising that will support our financial needs. Similarly, Monthly Meetings, especially smaller Meetings, are exploring how to remain financially stable in economically uncertain times. At the same time, other Meetings have found the resources to purchase a new Meeting House and to steward historical places of worship. Many Meetings acknowledged that life continues to be busy, which constrains our ability to do the work of our Meetings. We recognize that the ordinary, regular tasks that sustain a community need to be done with diligence and faithfulness. Visitation among Monthly Meetings in recent years—by our Presiding Clerk, by members of the Faith and Practice Revision Committee, and by our Vision Implementation Committee, respectively—has provided loving attention, connection, and support as we move forward together.

At the heart of our Meetings is Worship—a spring from which we are all nourished. We trust in its healing and sustaining power as we seek the unity that the Spirit’s presence alone can forge and reveal.



*Annual Session 2014 photograph by Nony Dutton*

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# THE EPISTLES

## REPORTED TO ANNUAL SESSION AT FROSTBURG, MD

### 8TH MONTH 10TH DAY, 2014

To Friends Everywhere,

Friends gathered for the 343rd Annual Session of Baltimore Yearly Meeting, from Eighth month, 4 to 10, on the campus of Frostburg State University, in Western Maryland. Our theme this year was “Transformation and Healing”. Our opening retreat focused on bringing our differences into the light. We were reminded that the only constant in life is change, and that change can generate conflict. The word “discernment” kept arising for us as we were led to consider new ways of seeing our differences as something that has the potential to strengthen or even transform our relationships. These themes continued to nourish us throughout the week. Morning Bible study, inspired by a passage from Luke (6:28) - “bless those who curse you” - encouraged us to expand our understanding of who is part of our beloved community. Worship sharing groups also met each morning to consider queries centered on healing and transformation.

Sue Regen, carrying a Travel Minute from Rochester Monthly Meeting, New York Yearly Meeting, shared with us her ministry on “Forgiveness as a Spiritual Practice”. She led us through a guided meditation called The Arms of God Prayer, moving us towards opening our hearts to someone with whom we are struggling. On Wednesday afternoon Mark Tayac, founder of the Tayac Territory Singers and Dancers, and his son Naiche Tayac, shared with us the culture and music of the Piscataway nation, reminding us that American Indians are still here among us. He spoke of how the drum is the heartbeat of life, and that all people everywhere have the same heartbeat. One of our Friends from Kenya shared that the dances made him feel at home. Earlier in the day, the delegation from Friends Theological College, in Kaimosi, Kenya had blessed us with the message “If we have no peace, it is because we have forgotten we belong to each other.”

Margery Post Abbot, a released Friend whose ministry is supported by the Multnomah Monthly Meeting, North Pacific Yearly Meeting, spoke of how “power over” dominates and demeans, while “power of the Light” enables us to walk side by side as equals. She reflected on the power Margaret Fell knew as the source for transformation of the human heart, and of the world. She shared a vision of “the wild power of love let loose in the world” and called us to witness to a new way of being, faithful to the new creation.

Our Meetings for Worship with a Concern for Business moved us toward healing and transformation. We approved a Minute on Inclusion, affirming the right of all individuals, including transgender people to understand and express themselves with authenticity and integrity. We shared our deep concern for the child refugees crossing the United States border, for those who are unjustly incarcerated, and for those who are suffering in Israel and Palestine. We agreed to bring back to our Meetings a concern for climate change, resource depletion, and environmental degradation. We welcomed our new Development Director, and approved our first ever capital expenditure budget. Together, we worked on building a “mini cabin” as a fundraiser for our camping program. We heard of the “ministry of

presence” that will be the focus of our longstanding intervisitation program, and received a report from our Vision Implementation Committee, urging us to take simple, achievable steps to strengthen our connections with each other. We were reminded when reports come before us, to look for that of the Spirit, not the fatal flaws.

Our Presiding Clerk Betsy Meyer completed her term of service. We joined in a joyful and tearful appreciation, and a hymn based on the 23rd psalm.

We enjoyed times of play and laughter, including a high energy all-age celebration featuring ice cream and a candlelight labyrinth, and our sometimes raucous Saturday evening coffee house. The presence of our children and young people among us, and the visibility of our thriving camping program, are a continuing source of energy and joy. We treasure the feeling of family we experience here in Baltimore Yearly Meeting. We are grateful to the many volunteers who help us keep our Yearly Meeting’s commitment to support young families and serve our youth well.

Our Clerk shared a message that seemed to capture where we find ourselves:

In so much of what we do as a worshipping community, we are wandering in the wilderness together, seeking Divine guidance, or we are in exile together, struggling to articulate a common understanding based on our experiences of the Divine. We feel frustrated when we cannot see where we are going or agree on the end product. But we have to realize that the journey is more important than the destination. It is the journey together that makes us a worshipping community. And on the journey we are healed and transformed.

As we undertake this journey together, we are challenged by words lifted up during our Memorial Meeting: “Who will take up the work that this Friend has laid down.” Perhaps the answer lies in a song the children shared with us in spoken word and sign language:

Spirit of the Living God, fall afresh on me  
Melt me, mold me, fill me, use me.  
Spirit of the living God, fall afresh on me.

## **EPISTLE OF YOUNG ADULT FRIENDS**

**ACCEPTED 8TH MONTH 10TH DAY, 2014**

For Twenty Thirteen - Fourteen:

A Long-Form Haiku

In winter we came  
and gathered amongst our Friends,  
warm in Washington.

We had three workshops.  
Tory Smith and Liv Henry  
discussed policy.



They taught us about  
combating the use of drones  
via lobbying.

We were pleased to have  
Bill McPherson, Pulitzer  
Winning journalist.

We sat in the sun  
and listened to his tales of  
war and history.

Then Friends from ad hoc  
Vision Implementation  
Committee joined us,

for apparently,  
Friends struggle talking to YAFs,  
so we lent our help.

That night we relaxed,  
playing games and sharing love,  
grateful for our Friends.

Homewood held May Con,  
and though our numbers were small,  
many joys were shared.

Chuck Vekert discussed  
combat and PTSD,  
sharing ways to cope.

This was followed by  
a trip to the Museum of  
Art in Baltimore.

That night we ate out,  
a long-time YAF tradition,  
this time Golden West.

Annual Session  
was spent with Friends young and old  
working together.

In Business Meeting  
we continued to struggle  
with the YAF Facebook,

contemplating change  
because of technology  
and the internet.

But we still worshipped,  
swam and played games with Young Friends,  
and went out to lunch.

As YAFs keep growing,  
we would like to thank all Friends  
for love and support.

As many may know,  
kindness can move great mountains,  
and though we struggle,

it is nice to know  
we always have each other,  
together as Friends.

In love and in light,  
B.Y.M. Young Adult Friends  
Refrigerator.

## **EPISTLE OF YOUNG FRIENDS**

**ACCEPTED 8TH MONTH 10TH DAY, 2014**

This year, the Young Friends community gathered together for five conferences and Annual Session, consisting of enlightening workshops and fun activities, which helped to foster a greater community. As we welcomed the rising 9th graders and entered the new year, Young Friends discussed important issues that the community faced as well as assessed how to best support outside communities.

In September, Young Friends reunited at Adelphi Friends Meeting with smiles and laughter, setting a joyful atmosphere for the conference. We enjoyed a workshop on journalism that stressed the importance of reporting issues that have very little press coverage, such as the self-immolation of Tibetan monks. This also focused on finding the truth through Quaker values along the journey. In response to a letter from PCYM, Young Friends addressed gendered sleeping spaces and how we attempt to be inclusive of all gender identities so that we can greater foster a community of love and light. This letter included our minute on sexual activity and our views on how gendered sleeping spaces enforce heteronormativity and isolate our Queer community. Friends enjoyed a dance party in the



evening, and wrapped up their activities with a game on sharing world resources during First Day School in the morning.

Friends met again in November at Friends Meeting of Washington for a weekend filled with playgrounds and comfy Adirondack chairs. Young Adult Friend Jossie Dowling presented a workshop on connections and relationship webs. This flowed into a discussion on privilege and how class affects the world, including among Friends. We reflected on homelessness and the diversity of income levels in the community. This opened our eyes to how all of the members of our community lived. Also at November Con, Friends helped Campbell Plowden send medical supplies to the Center for Amazon Community Ecology indigenous tribes in the Amazon Forest by selling candy bars. We also helped Young Friends, who were doing work in South Africa, by donating soccer supplies for a child's summer camp.

In February, Friends convened at Stony Run Meeting for a postponed Love Con. Young Friends attended a workshop on trans\*issues led by a woman name Chloe Schwenke who works as the vice president of global programs for the organization Freedom House and with the trans\* communities across sub-Saharan Africa. We learned that to be yourself, it takes courage and self-confidence. The feelings of trans individuals in our community were also brought to light and supported in a trans-friendly sharing group.

Come April, Friends were bused to State College Meeting in Pennsylvania for work con. After arriving after midnight on a cold and rainy night, Friends went to bed without Meeting with a Concern for Business. The following day, some young friends were driven to Shaver's Creek Environmental center to do service, while other young friends stayed at State College to do landscaping. Friends learned how to do multiple yard work skills such as chopping wood, building wood piles, planting seeds, and cleaning out ditches. The service combined with the physical labor cleansed us spiritually and mentally.

At the last conference of the year, Young Friends met at Sandy Spring Friends Meeting. In the midst of final laughs with friends and reflecting on the seniors' best moments, we enjoyed a fulfilling workshop on consent led by Maggie Dorr. In addition, we watched aerial dancing by a talented Young Friend and hosted a prom. On Saturday evening, we said a tearful good-bye to the graduates and praised their many achievements past and to come.

During Annual Session this year, Young Friends gathered to have a productive and fulfilling spiritual experience. Our workshops included conflict resolution, self-reflection through journaling, and self-care and Pilates. These workshops helped us to reach consensus with greater ease and comfort. We attended two plenary sessions, which included a lecture on power made manifest and the American Indian culture of the Piscataway. Friends also played fun games such as wink and unified capture the flag with Junior Young Friends and Young Adult Friends. We also had exciting midnight swims and an entertaining coffeehouse. For a fun intergenerational treat, Young Friends planned small group sessions including icebreakers and games to unite the various diverse age groups of the community, which is known as Produce. We had some enlightening business meetings which included queries on the usage of technology and the inclusion of neighboring communities on cam-

pus. Questions were also posed on how to make All Age Business Meeting a more engaging experience for Young Friends and the broader community alike.

The only issue that came to the Nuts and Bolts committee was that the name “Executive” sounded too corporate and exclusive for a community that is built on openness and acceptance. In light of that matter, the name has officially been changed to Nuts and Bolts Committee (NBC). Overall, there were no major problems that were pertinent to the health of the community.

In conclusion, this community was filled with a lot of light and love. Young Friends grew not only in their knowledge, but also in their understanding of issues relating to privilege, consent, gender identity, and underrepresentation. We helped support others through fundraising, community service, and conversation, which helped Young Friends expand their greater appreciation of life and the community.

## **EPISTLE OF JUNIOR YOUNG FRIENDS**

**ACCEPTED 8TH MONTH 10TH DAY, 2014**

Over the week of Annual Session, we, the Junior Young Friends of Baltimore Yearly Meeting (BYM), participated in many fun and educational activities offering opportunities for transformation and growth. From the beginning of this great adventure, we began as we intended to go on by using our hands and feet to tell people about ourselves.

Educational activities were an important part of the adventure. We had a fishbowl where we explored our differences and were rewarded with gummy bears. We learned about how doodling helps us pay attention and afterwards took our doodling journals with us everywhere. We chose two clerks (Daphne Hemilly and Lily Valdez-Lane) and a recording clerk (Robert Finegar) - and had a business meeting. We designed, built and tended a candle labyrinth for All Age Celebration. We attended Produce, where we met more BYM people and learned their names. And Sue Regen, one of the evening speakers, came to our classroom to teach us about forgiveness and how to apologize.

We also did so many fun, but not so educational, things we couldn't count (or even remember) all of them. Some of our favorites include the overnight, capture the flag, drawing with sidewalk chalk (especially all the HoNks), swimming, and Down, Mr. President (a game where the players each put a finger to one of their ears and the last one to do so gets tackled by everybody else). We also did improv, made t-shirts, and played card games and sports. A recurring theme of our daily name circles was the effect of temperature on our ability to sleep well.

This week of seeing old friends and making new ones was a wonder for us all - and we would like to thank all involved.

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## EPISTLE OF THE WOMEN'S RETREAT

To Friends everywhere:

We send you greetings and hope this letter finds you warm, sheltered, and hopeful.

Over the weekend of January 24-26, 2014, 130 women from Meetings across Baltimore Yearly Meeting gathered at Skycroft Retreat Center for our annual Women's Retreat, to explore the theme: "Wholly/Holy Present: Open. Embrace. Release." It was bitter cold outside. The plenary room, with its wide windows looking out over Middletown Valley, was full of the color of hats and scarves and knitter's yarn. The community we build together is like a beautiful crazy quilt, made up of many bits and patches, that keeps us warm.

On Friday evening, we were welcomed by the Patapsco and Annapolis Friends who organized this year's retreat and introduced ourselves by Meeting. Betsy Meyer, Clerk of Yearly Meeting, and Meg Meyer, Clerk of Interim Meeting, read the Yearly Meeting vision statement approved in 2011, and invited us to reflect on it phrase by phrase. Out of the silence we lifted up the phrases that touched our hearts. We reflected on God's infinite love, and reminded ourselves that we in Baltimore Yearly Meeting are first of all a "worshipping community."

On Saturday morning, our plenary speaker was Jen Karsten, Director of Pendle Hill. She began with an opening prayer of inviting us to "welcome the gift of our differences." She organized her presentation around a list of words and names from A to Z—another patchwork quilt to lift our spirits. She told stories of inspiring women, from Granny D to Elizabeth Fry and Rigoberta Menchu. She read passages from the writings of Elizabeth Watson, Zora Neale Hurston and others. She described spiritual practices, and offered bits of practical wisdom. "H" was for "Honoring" ourselves and others: "there are no flaws," she said, "only differences." "I" was for "Invite Stories; Share Stories." We are all unique, she told us. We even worship differently. We need to listen to each other in a way that communicates that we really want to hear. At the heart of her presentation was J for "Journey" She described Joseph Campbell's typology of the archetypal hero's journey, from leaving home, to returning home with some precious gift or knowledge. Being a hero, she told us, means giving a part of yourself to something bigger than yourself. Whenever we commit to something, we are starting out on a journey. We need to see within ourselves the possibility of being a hero. "M" was for "Mistake": Make lots of them, she said. Take risks. "U" was for the Bantu phrase "Ubuntu", which translates "I am, because we are." This was a favorite saying of Nelson Mandela's and one that can serve us well. Knowing our history, and seeking wisdom from our mentors, empowers us to move courageously outward. In conclusion, she reminded us that we are all part of the work of developing our own Quaker culture. She urged us be adventurous, and to engage the known and unknown for the good of all.

Throughout the weekend we gathered again and again for group singing and quiet worship. In worship sharing groups, in workshops, and over meals, we made space to listen to and learn from each other. Much as a quilt might bring us comfort on a cold night, so did our patchwork of encounters. We not only connected with interesting people we had never met

before, but we had a chance to hear stories from people we thought we knew—stories that transformed our relationships and deepened our appreciation for each other.

Workshops offered opportunities for yoga, chanting, writing, walking, sharing gratitude, exploring scripture, and remembering the earth. We were invited to a showing of the powerful documentary by a BYM Friend: “Marii Hasegawa: Gentle Woman of a Peaceful Kind,” the story of a Japanese-born American woman who dedicated her life to speaking out against the injustices of war. A Sacred Circle Dance re-affirmed our connection to mother Earth.

Interest group time on Saturday afternoon offered a chance to plan for the future of “Quaker Women and Friends for Sane Gun Laws” which grew out of a concern at last year’s gathering. Another group met to share our experiences with the all-BYM reading project for the year: Michelle Alexander’s *The New Jim Crow: Mass Incarceration in the Age of Color Blindness*.

We were amazed by the creative energy in our community. The foyer and plenary room were lined with tables where Friends displayed their handwork: jewelry, pottery, greeting cards, spinning, weaving, as well as handcrafts from other countries. An arts and crafts room offered space and supplies for us to make our own creations. Bright colors and beauty were all around us.

As the wind howled outside on this ancient mountain our traditional sharing at the “coffee house” talent night warmed our hearts and filled the room with laughter. What a patchwork of women we are! Perhaps what we have made this weekend is a kind of freedom quilt. Our journey is far less desperate than the journeys undertaken by people held in slavery who used quilts to mark the way to freedom, but we are all travellers looking for signposts. May the quilt of our gathered community guide us and warm us along the way.

With love, Baltimore Yearly Meeting Women’s Retreat

**MINUTES OF BALTIMORE YEARLY MEETING**  
**INTERIM MEETING**  
**TENTH MONTH 19, 2013**  
**HOPEWELL CENTRE MONTHLY MEETING**

**I2013-46** *Opening Worship.* The meeting opened with a period of worship.

**I2013-47** *Welcome from Hopewell-Centre Friends Meeting.* Becky Ebert, clerk of Hopewell Centre Monthly Meeting, welcomed us to Hopewell Meeting House. The area around the Meeting House was settled by Friends in the 1730s and the first part of the Meeting House was built in 1754. While visiting here, we are steeped in hundreds of years of Friends history.

**I2013-48** *Treasurer's Report.* Marion Ballard (Bethesda) delivered her final report as BYM Treasurer. She traced some of the technological and programmatic changes that have taken place in her time as Treasurer, including a growing online presence for donation and communication and an improved ability to talk about money throughout the Yearly Meeting. Improved lines of communication between committees that deal with finances (including Stewardship and Finance, Trustees, Development, Camping Program, and Camp Property) have made for greater transparency and understanding. She expressed gratitude to Margo Lehman, BYM Comptroller, for all her support. Marion's hopes for her successor include financial stability and speedy quarterly reporting. Her written report is attached. (Attachment A)

Friends minuted their deep appreciation to Marion for six years of faithful service to the Yearly Meeting in what we know is not an easy volunteer position.

Tom Hill (Charlottesville), Assistant Treasurer, brought forward a recommendation from the Stewardship and Finance Committee endorsing a Camping Program Committee proposal that we adjust the FY2014 budget to include \$30,000 in increased camp income from higher fees and \$30,000 in increased camp spending for higher staff salaries. This will not change the bottom line, but it will allow us to better support our camp staff.

Friends APPROVED this recommendation.

**I2013-49** *Nominating Committee Report.* Karen Cunnyngnam (Annapolis) reported for this committee. They hope to bring forward three or four names for the new *Faith and Practice* Revision Committee to March Interim Meeting. They seek friends with strong listening skills, strong grounding in Quaker process, and an ability to see ways forward in spite of obstacles.

**I2013-50** *Camp Program Manager Annual Report.* Jane Megginson, Camp Program Manager, reported on the 2013 camping season. The camping program saw its largest ever enrollment this year. There was record enrollment and very high staff retention at Shiloh,

which Jane credits in part to the new Shiloh pond. Due to focused recruitment efforts and building relationships in community centers and schools, campers of color made up 22% of the camp population at Catocтин, up from 17%, and 24% of the camp population at Shiloh and Opequon, up from 20%.

Regarding the approved adjustment to the 2014 camp budget, Jane noted that we are currently paying counselors below the national average, and we hope to remove this barrier to finding counselors from lower income backgrounds. Jane expressed appreciation to the Yearly Meeting for its contributions, to all the camp staff and volunteers, and to Yearly Meeting staff and volunteers including Margo Lehman and Sheila Bach, for their hard work. Jane's written report is attached. (Attachment B)

**I2013-51** *Camp Property Manager Annual Report.* David Hunter delivered his annual report as Camp Property Manager. The camp properties are a lot of "stuff," material resources put to great use by camp staff for the good of the Yearly Meeting and its campers. David reported on improvements to cabins and facilities, and many alternative energy and sustainable technologies that may be available to our camps in the future. He reminded Friends that although we have had great Yearly Meeting participation in capital campaigns to fund specific projects like the Shiloh pond, the camps also need less showy capital improvements throughout the year, and contributions to the camp capital reserves are welcome and necessary. His written report is attached. (Attachment C)

**I2013-52** *Development Committee Report.* Catherine McHugh (Adelphi) reported for the Development Committee. She spoke about the Development listening session that took place at Hopewell Centre Monthly Meeting on September 22, and the deepened understanding of our development needs that came from it. She and others are engaged in the ongoing search for a new Development Director, and there is an updated job description now available on the website, which is intended to welcome applications from less professionally experienced individuals who feel called to this work. The Yearly Meeting depends on the donations of individuals to maintain the programs and services that we love and value, not to mention making capital improvements and new opportunities. BYM has been without a Development Director since June, and all Friends should do all they can to invite contributions to the Yearly Meeting before the end of the year. Catherine provided a summary of contributions for the year to date, as well as a sheet of responses to frequently asked questions about the development program. These documents are attached. (Attachment D)

**I2013-53** *Ministry and Pastoral Care Committee.* Michael Cronin (Washington) presented improved Guidelines on Embracing the Ministry of Friends on behalf of the Ministry and Pastoral Care Committee. Because these guidelines were already brought for a first reading at Annual Session, Friends are asked to approve this Second Reading. The committee shared that some clarifications in language have been made to the document since the first reading.

Friends APPROVED this document. Manual of Procedure Committee is asked to include these Guidelines in the appendix to the Manual of Procedure.

**I2013-54** *Travel Minute: James Lehman.* Jim Lehman (Sandy Spring) recently attended the Boy Scouts of America Jamboree in southwestern West Virginia as a chaplain. During the Jamboree, the Boy Scouts camp was the third largest city in West Virginia. Jim offered support to a group of 2000 scouts and staff, along with three chaplains of other faiths, and found the Jamboree to be a valuable opportunity for outreach and learning. He returned from the Jamboree with a 168-foot Scouting for Peace scroll signed by scouts from all over the US. Jim announced that the Friends Committee on Scouting will hold an annual meeting at Sandy Spring Friends School on April 5th. He returned a Travel Minute from his Monthly Meeting, which Interim Meeting endorsed in March. We are thankful for his service.

**I2013-55** *Program Committee Report.* Sheila Bach (Langley Hill) reported on behalf of the Program Committee and shared feedback from the evaluations Friends filled out at the close of annual sessions this year. Her written report is attached. (Attachment E)

**I2013-56** *Presiding Clerk's Report.* Betsy Meyer reported on her activities and lessons learned as BYM Presiding Clerk. Her report is attached. (Attachment F)

**I2013-57** *General Secretary's Report.* Riley Robinson reported as BYM General Secretary on history, serendipity, and leadings impacting his recent life. Earlier this year, Riley began reading a book written by a BYM Friend, tracing the history of his family from Pennsylvania and New Jersey, through BYM meetings in Maryland and Virginia, to North Carolina and Georgia, and then out to Ohio and Indiana as part of the great nineteenth-century Quaker migration. This book now resides with a Friend from Indiana, whose ancestors are discussed in the text. As far apart as we may sometimes feel from Friends United Meeting Friends in the Midwest, it is important to remember that their relations are our relations.

Having recently attended a meeting of the General Board, Riley sees movement in FUM as an organization away from a traditional missionary model in Africa, and although some in FUM are still uncomfortable with LGBT Friends, it is exciting to be part of an organization that is changing and laboring together towards a richer model of Friends community. While at the board meeting, Riley received a book published by FUM on the history of Quaker service in Palestine, which he was in turn able to share with a BYM Friend who has a deep concern for the subject. In this way he has been a literary conduit from east to west and west to east.

**I2013-58** *Minute of Thanks to Hopewell Centre Friends Meeting.* We are grateful to Hopewell Centre Friends for the easy grace of their hospitality, their beautiful, historic place of worship amidst fields full of cows, and their attention to the needs of our group, including a new sound system and blankets for cooler Friends.

The Meeting closed with a period of worship. God willing, we will meet again Third Month 15, 2014 at Annapolis Friends Meeting.

# ATTACHMENT A

## TREASURER'S REPORT

### BALANCE SHEET

#### AS OF NINTH MONTH 30, 2013

	<u>2012</u>	<u>2013</u>
Assets		
Current Assets		
Cash & Cash Equivalents	327,256	343,068
Apportionment Receivable	174,931	139,107
Student Loans Receivable	133,217	108,243
Other Accounts Receivable	65,210	49,302
Inventories	3,904	3,834
Prepaid Expenses	<u>25,082</u>	<u>29,044</u>
Total Current Assets	729,600	672,598
Long-term Assets		
Property & Equipment	1,979,803	1,946,126
Long-term Investments	<u>720,168</u>	<u>728,052</u>
Total Long-term Assets	<u>2,699,971</u>	<u>2,674,178</u>
Total Assets	<u>3,429,572</u>	<u>3,346,776</u>
Liabilities		
Short-term Liabilities		
Accounts Payable	116,728	32,929
Deferred Revenue	108,613	109,855
Other Short-term Liabilities	<u>29,864</u>	<u>26,618</u>
Total Short-term Liabilities	<u>255,205</u>	<u>169,402</u>
Total Liabilities	<u>255,205</u>	<u>169,402</u>



	<u>2012</u>	<u>2013</u>
Net Assets		
Beginning Net Assets		
Net Assets		
General Fund	267,655	260,986
Camp Prop. Resrvs. Designated	7,001	813
Bush Creek Fund	2,593	2,593
Fixed Asset Fund	1,921,412	1,969,061
Education Endowment Income	165,273	170,759
Fairhill/Greist Fund	73,099	74,443
Pre-College Fund	25,760	26,233
Sue Thomas Turner Fund	121,409	110,798
Carey Memorial Fund	3,221	2,253
Barry Morley Endow. Income	8,540	2,743
Chesapeake Quarter Fund	0	0
Indian Affairs Funds	13,606	12,706
SSMM Matthews Fund	1,905	653
Camp Property Fund	107,811	44,538
Cabin Fund	48,577	23,455
Meeting House Loan Fund	12,440	12,440
Consol. Education Endowment	86,312	86,312
Yearly Meeting Endowment	7,877	7,877
Barry Morley Endowment	<u>265,525</u>	<u>269,605</u>
Total Net Assets	<u>3,140,017</u>	<u>3,078,269</u>
Total Beginning Net Assets	3,140,017	3,078,269
Current YTD Net Income	<u>34,349</u>	<u>99,106</u>
Total Current YTD Net Income	<u>34,349</u>	<u>99,106</u>
Total Net Assets	<u>3,174,367</u>	<u>3,177,374</u>
Total Liabilities and Net Assets	<u>3,429,572</u>	<u>3,346,776</u>

**STATEMENT OF REVENUES AND EXPENDITURES**  
**FROM 1/1/2013 THROUGH 9/30/2013**

<i>(In Whole Numbers)</i>	2012 Actual	Current Year Actual	2013 Budget (01/01/2013 - 12/31/2013)	Remaining in Budget 2013
<b>Revenues</b>				
Apportionment				
Apportionment	314,194	318,645	427,420	(108,775)
Apportionment Adjustments	<u>0</u>	<u>0</u>	<u>(2,552)</u>	<u>2,552</u>
Total Apportionment	314,194	318,645	424,868	(106,223)
Unrestricted Contributions				
Contributions	74,204	76,075	155,875	(79,800)
In Kind Contributions	<u>0</u>	<u>410</u>	<u>7,000</u>	<u>(6,590)</u>
Total Unrestricted Contributions	74,204	76,485	162,875	(86,390)
Attendance Fees				
Administrative	900	0	2,500	(2,500)
Annual Session	70,999	74,098	95,700	(21,603)
All Other YM Program	40,035	39,246	39,000	246
Combined Camp	676,876	764,680	727,000	37,680
Youth Programs	<u>16,860</u>	<u>16,061</u>	<u>25,475</u>	<u>(9,414)</u>
Total Attendance Fees	805,670	894,084	889,675	4,409
Sales				
Book Sales	13,868	11,225	11,550	(325)
Clothing Sales	7,089	10,813	7,250	3,563
Other Sales	<u>201</u>	<u>207</u>	<u>1,150</u>	<u>(943)</u>
Total Sales	21,158	22,246	19,950	2,296
Property & Vehicle Rental				
Property Rental Income	9,443	9,897	16,600	(6,703)
Vehicle Rental Income	<u>561</u>	<u>2,750</u>	<u>4,000</u>	<u>(1,250)</u>
Total Property & Vehicle Rental	10,004	12,647	20,600	(7,953)
Interest				
Interest & Dividends	<u>5,367</u>	<u>3,186</u>	<u>2,500</u>	<u>686</u>
Total Interest	5,367	3,186	2,500	686
Other Income				
Released Funds	100,766	46,564	114,861	(68,297)
Gain (Loss) on Sale of FA	9,845	0	6,000	(6,000)
Other Income	<u>65</u>	<u>2,222</u>	<u>100</u>	<u>2,122</u>
Total Other Income	<u>110,675</u>	<u>48,786</u>	<u>120,961</u>	<u>(72,175)</u>
<b>Total Revenues</b>	<b>1,341,272</b>	<b>1,376,080</b>	<b>1,641,429</b>	<b>(265,349)</b>

<i>(In Whole Numbers)</i>	2012 Actual	Current Year Actual	2013 Budget (01/01/2013 - 12/31/2013)	Remaining in Budget 2013
<b>Expenses</b>				
Administrative	243,832	257,598	392,005	134,407
Annual Session	77,216	85,106	92,900	7,794
All Other YM Program	29,969	38,078	38,650	572
Combined Camp	750,591	788,573	898,313	109,740
Committee	1,190	1,432	8,100	6,668
Development	78,093	63,680	128,541	64,861
Youth Programs	<u>43,339</u>	<u>42,536</u>	<u>66,850</u>	<u>24,314</u>
Total Expenses	1,224,231	1,277,004	1,625,359	348,355
Total Operating Revenue				
Over (Under) Expenses	<u>117,041</u>	<u>99,076</u>	<u>16,070</u>	<u>83,006</u>
<b>Capital Gains (Losses)</b>				
Realized Gains (Losses)	<u>12,957</u>	<u>0</u>	<u>0</u>	<u>0</u>
Total Capital Gains (Losses)	12,957	0	0	0
Total Revenue Over (Under) Expenses	<u>129,998</u>	<u>99,076</u>	<u>16,070</u>	<u>83,006</u>

## ATTACHMENT B

### CAMP PROGRAM MANAGER'S REPORT

This was an exciting season for the BYM Camps. We enrolled record numbers of campers in 2013! I credit this increased enrollment to several factors: changes in our advertising – trying new things including ads in the Washington Post camp supplement, increased efforts by staff and the Camping Program Committee (CPC) to host open houses in the off season, the new pond at Shiloh, and more confidence in the economy by consumers. The combination of all of these most likely contributed to our overall positive figures. Shiloh had the largest number of campers ever this year, and very little staff turnover. This is just what we hoped would happen if we built a pond there. We have increased our advertising and outreach efforts over the past several years, and that type of effort often takes a few years to produce results. We intend to keep up this level of outreach and advertising.

The focus on increasing racial diversity at our camps by the CPC and concerned alumni has paid off. We are seeing a significant increase in campers of color at all of our residential camps. Since 2008, Catoctin has gone from having only 15% of campers of color to the current 22%. Shiloh and Opequon increased from 20% to 24% attendance by campers of color. These changes in the diversity of our campers are the fruits of hard work. Our staff, alumni, and people in the Yearly Meeting have donated money, and others have introduced kids to the camp experience by taking camper recruits on hiking trips before camp to familiarize them with the songs, culture, and physical layout of camp. In particular, for their efforts in recruiting and preparing campers of color, I would like to thank Alison Duncan,

Dyresha Harris, Nathan Harrington, and Jennifer Schneider. In addition, I would like to mention that Alison Duncan has been tireless in her efforts to raise money for the Philadelphia campers to attend Catoctin – she has applied for and received several grants, and hosted many events in her efforts to make sure these campers are funded. At Shiloh, we appreciated a grant from the Bama Works Fund that sent four Charlottesville area campers to camp and funded their gear. Thanks to the Monthly Meeting and individual donors who have generously supported the Camping Program in funding these campers as well.

In the coming seasons, we are committed to increasing the pay for our camp staff. The counselors at our camps make well below the national average for this work – high school staff start at \$1100 and college staff start at \$1500 for an eight-week commitment in the summer. Average starting pay for counselors at other camps is \$2000. Our staff could certainly make more money over the summer working hourly wage jobs such as lifeguarding or even in retail jobs. We have been working to increase the pay of our camp staff over the years and the current pay actually reflects increases over time. We are always trying to balance keeping our camps affordable versus charging enough to cover the actual costs of running them. This comes to \$100- 150 a day per camper, according to a camp consultant I spoke with. We charge about \$85 a day. The way we are able to do so is by underpaying our staff and keeping our properties very rustic. Many counselors need to seek other summer jobs rather than to continue working for us because they need to make more money. Our longer-term counselors and staff develop important skills and abilities as they gain more experience. If we lose them after only one or two summers, we lose their experience and skills as well. In addition, it is much harder for potential staff members from families who are not middle-class or wealthier to work for us since they often need to make more money to pay for their education or basic needs. We would like to make sure that potential staff can work for us regardless of their social/economic class. So paying a fairer wage to our staff has become a pressing goal for the Camping Program Committee (CPC) and myself over the next few years. In light of this goal, the CPC has raised the rates at the camps for this coming summer by \$25 per week. We will continue to increase the rates incrementally over time, to both make sure we can pay our staff a fair wage and keep up with the changes in the cost of goods such as food, gas, utilities, and supplies.

Another change for the coming season is overhauling the medical forms for campers and staff to collect this information online, either through our database or with a service particularly geared toward this. Three reasons for this are: 1) convenience for our camp families – the records from the year before will be kept online in their account so they do not need to start from scratch every year; 2) safety for the campers – the forms will be more legible when printed out rather than hand written, and 3) we can track if the forms have been completely filled out before camp starts. This system may also allow the medical staff to review records before campers are dropped off so they can prepare questions they need to ask particular families to get the most complete information. It should also help speed up camper check in on drop off days.

We have much to do for the coming season and going forward, and we have accomplished a lot. We weathered a difficult economic downturn. We are stronger now for having gone through it. We are increasing our diversity of campers – now we need to work harder to

include diverse staff. There is always more we can do to improve our camps and the experience of our camps by our stakeholders. Please let me know if there is something you have thought of that would make our camps better!

The camp experience is a rich and widely-shared intergenerational one, and I'd like to express gratitude to all who participate in any way. This includes the camp directors who work throughout the year, the Camping Program Committee members and other volunteers, all of the many adult work granters who toil in the kitchens, infirmaries and grounds at the camps, and also to the BYM Comptroller Margo Lehman for all of her work on the numbers. Your stories about your own or family members participation at our camps are moving and powerful. Keep sharing them!

Respectfully Submitted,  
Jane Megginson  
Camp Program Manager

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## ATTACHMENT C

### CAMP PROPERTY MANAGER'S REPORT

#### STAFF REPORT OF THE CAMP PROPERTY MANAGER TO BALTIMORE YEARLY MEETING

DAVID HUNTER  
OCTOBER 2013

#### Introduction

We have just finished another camping season, another busy year of property improvements, and have been spending time making plans for the future. It has been a remarkable twelve months by many measures. We've seen the accumulated efforts of many years come to fruition, but I feel that my year would be better characterized by looking to the future. Several of the projects that we have been preparing are ready to move out of the planning stage and into the actualization phase. Others are still in flux. It is a great time to reflect on where we have come over the last few years and where we would like to go next.

#### Catoctin Quaker Camp Commercial and Residential Wind Energy Purchase Programs

This spring we were able to enroll Catoctin in a program that will supply us with 100% Green e-certified local wind energy to meet all of our electrical needs. The electricity will be supplied at a fixed rate for the next 3 years. Purchasing energy in this way is likely to save the Yearly Meeting money over the long run

Catoctin uses 100% wind-generated electricity!

You can too!

Get 100% Wind Generated Electricity for your Maryland or DC home at competitive prices through the Groundswell non-profit energy buying collective and secure a contribution for BYM Camps. <http://groundswell.org/applycophomes>



and ensures that our electricity dollars support investments in a sustainable energy infrastructure. This opportunity was created by Interfaith Power and Light and Groundswell, two organizations that are working together to allow Non-profits to create power buying collectives that invite sustainable power producers to bid competitively to supply electricity to member organizations.

BYM members and camp families in Maryland and DC were also able to purchase electricity under a similar contract for their homes. In fact, BYM enrolled more households than any other organization - more than 140! In addition, they were able to lock in competitive, fixed rates for the energy they will use over the next year or two making the right choice for the environment and an economical and predictable energy choice for their homes.

Similar opportunities for Meetings and households are offered through Groundswell on a regular basis, so stay in touch with Groundswell through their website ([groundswell.org](http://groundswell.org)) or watch your BYM announcements for more information.



### **Camper Cabins**

In 2012 we were able to complete a sixth camper cabin at Catoctin. We are looking forward to building a seventh this fall and winter. Peter Bugler continues to help us with replacing camper cabins, and we are in his debt. In 2012 we used a Friends Service Weekend to put up the frame of the cabin, but Peter provided most of the labor to complete the cabin, and we hope

to do something similar this year. These cabins continue to serve as functional and attractive buildings that are a testimony to simplicity, beauty and craftsmanship.

### **Alternative Energy at Catoctin**

We continue to be interested in the possibility of producing wind energy on the mountain at Catoctin. Friends will recall that an anemometer study was undertaken at Catoctin from 2011 to 2012. During this time data was collected on wind speeds and wind direction for over a year on top of the ridge at Catoctin.

In 2013 the Land and Cultural Preservation Fund receive a grant to study the feasibility of Community Scale Wind Energy Production in Maryland. They have used the site at Catoctin as a case study and are now beginning to inform potential investors and other stake holders about their findings. Their work may eventually lead to the identification of individuals and organizations that are interested in investing in a project in our area. Such a project might offset some of our energy costs at Catoctin in the future or it might provide revenue for the Yearly Meeting through land leased for such a project. In any case, it will

certainly lead to a greater investment in sustainable energy in Maryland and we are happy to give our support to this effort.

### **Bathhouses**

Plans to replace the bathhouses at Catoctin are developing. The first phase of this work will involve building a structure which will house eight composting toilets. The structure will be divided into sections for boys and for girls and will have conventional sinks for hand washing. This will reduce the load on our aging septic system, reduce water use at Catoctin and provide useful compost and fertilizer. We will maintain the composters in the off-season, and little or no maintenance will be necessary during the camping season. The design of these toilets has been refined over the 50 years they have been in use and there are almost no unpleasant odors with a modern composting system. A small electric fan is installed in the composting chamber to ensure that any odors are vented through the roof rather than the into building, and to actually aid in the composting process.

An additional structure will be built to house showers and sinks. These will be connected to the building that houses the composting toilets. We look forward to using local building materials and energy-efficient tankless hot water heaters in these structures.

### **Timber Stand Improvement Sale**

This winter we will be harvesting forest products on nearly 100 acres at Catoctin. This work will provide revenue to help support capital projects at the camp properties, but it will also be an important step in improving the health and productivity of our forests. We will remove unwanted species; remove dead and diseased trees; thin areas that have too many trees and control invasive species. This work will improve the health and productivity of our forest so that it can turn more CO<sub>2</sub> into oxygen, help control erosion and storm water, produce more food for wild life, and produce higher quality forest products more quickly.

## **Opequon Quaker Camp**

### **A New, Old Kitchen**

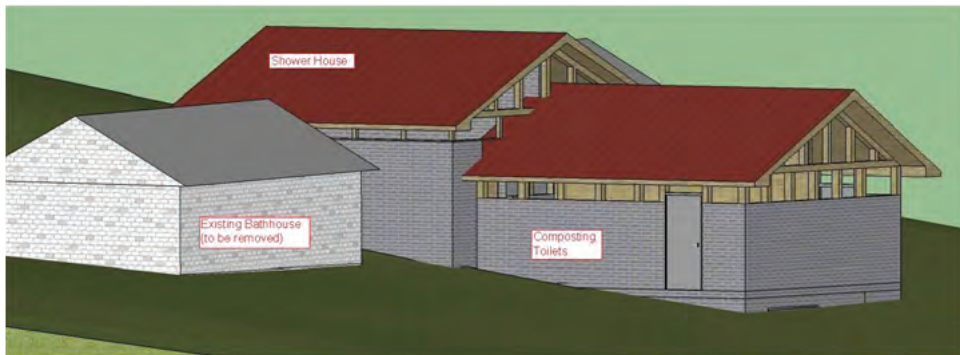
The “Old Kitchen” at Opequon is currently being used as a laundry room and storage area. Some equipment is located there as well. This aged structure will be replaced in 2014. By moving this structure slightly, we will be able to cover the well (making it possible to get water on the site in the winter), create space for an office and additional storage, This will also give the roof exposure to the sun that will allow us to install solar panels to supply over 60% of our annual demand.

### **Shower Houses**

Plans are being developed for a shower house at Opequon. It will be divided into areas for boys and girls and will have private changing areas as well as shower stalls. Waste water from the showers will be treated using a gray water treatment system. A solar pre-heating system is also being considered as part of the hot water system and energy-efficient tankless hot water heaters will be used.

Gray water comes from sinks and showers. It has not come into contact with feces or urine. Traditional treatment systems attempt to purify the water while reintroducing it to the aquifer.



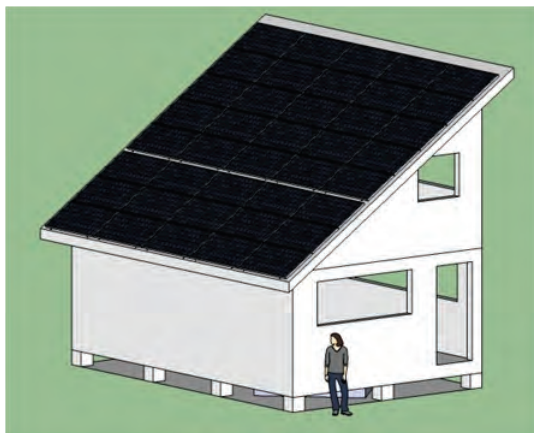


fers deep in the earth. Alternative gray water treatment systems allow plants and trees to utilize the water while removing contaminants and returning pure water vapor to the atmosphere. In the system that we are proposing at Opequon, gray water would be introduced to enclosed beds where plants would be grown. “Contaminates” in gray water are actually useful nutrients for plants and trees. These same elements can poison aquifers if they are allowed to make their way back into the water table.

We hope to use parts of the post and beam frame of the building that was donated to the camping program through York Friends Meeting. The joinery was done by a Friend in the York area and all the beams are made of local lumber. We will use as many local materials as possible in the construction of this building.

### Revised Lease

This fall we have been working with the land owners at Opequon and the BYM Trustees to renew the 20-year lease that was drawn up and signed in 2008. Fifteen years remain on the current lease and renewing the lease would extend it to 20 years. It does not appear that there will be any change in annual rental costs when the lease is renewed.

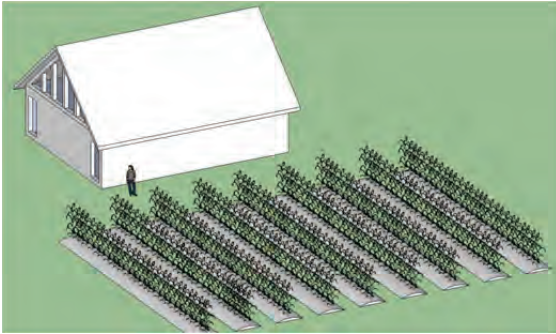


### Shiloh Quaker Camp

#### A New Cabin at Shiloh

We were able to replace one of the cabins known as the Boxwoods at Shiloh this year. The location was moved away from the camp driveway into the woods that are below the new pond. The dark and dank 14 by 14 foot structure was replaced with a larger 16 by 24 foot bright and airy cabin similar to the cabins being built at Opequon. Since we knew that we would not be able to provide enough volunteer labor to get this cabin built on the schedule required, we hired a local contractor to do the job. We were very pleased with the result. We are grateful to Jake Butler, our caretaker at Shiloh for removing the old cabin, preparing the site for construction and helping to oversee the work, saving BYM money.





### **Solar Energy at Shiloh**

We are looking at a solar installation at Shiloh that would offset some of the energy used there as well. The project would be financed in a similar manner as the project at Opequon (described above). One of the concepts being discussed would create open pavilions or arbors under which activities could be held. The solar panels would be housed on the roof of the pavilion. One location

might replace the current Art Pavilion which is an aging structure.

### **The Camp Property Management Committee**

The Camp Property Management Committee met regularly during the last 12 months and has pitched in to help host six Friends Service Weekends. The Committee has worked hard to steward the resources that are available and to seek ways to ensure that the properties are available to the Yearly Meeting and the Camping Program for many years to come. The committee has also begun the work of encouraging the creation of guiding principles and policies that will help Yearly Meeting Staff to make decisions in their day-to-day work.

It is a joy for me to have such a great group of committee members to work with. I know that the camps hold a special place in each of their hearts and they can be counted on to do whatever is needed to make my work possible. I am deeply grateful for all that you members do!

### **Fundraising and Development**

In 2010 and 2011 the Yearly Meeting and the wider BYM camp community did a wonderful job of raising resources for capital projects at the Camp Properties. In addition to continuing to replace aging structures at the camps and undertake major maintenance projects we were able to construct a pond at Shiloh Quaker Camp that continues to transform the camping program there. However, revenues raised through development efforts fell short of the budgeted amount by more than \$29,000.00 in 2012 and will fall well short of the budgeted goal of \$55,000.00 in 2013. It will be necessary for projects scheduled for the remainder of 2013 and 2014 to be significantly curtailed since camp capital reserves are diminishing quickly.

We are eager to see the Development Director position filled and look forward to continuing to help in whatever way we can as the development plan continues to emerge. The Camp Property Management Committee and I are eager to work with the Development Committee when they



feel that the time is right. We have enjoyed planning for future projects in concert with Robinne Gray, the former Development Director, and look forward to continuing this work. The work that began with Robinne was based on the concept of planning projects that were designed to meet the needs of the camping programs in ways that integrate the use of sustainable energy technology, protect natural resources and do the best good for the health of the planet.

Friends will have noted that most of the new projects described above might be say to “Lean toward the Green.” It has been exciting and challenging to plan for the future of the camps with an eye towards sustainable energy, protecting natural resources and educating those who come to the camps about some of the choices we can make that will secure the best future possible for our planet. Reducing or eliminating energy costs for the future, lowering maintenance expenses, and reducing the amount of capital that will be needed to replace aging, traditional systems (septic systems, electrical, heating, water, etc.) are the right fiscal choices as well as the best choices to make for the planet.

Camp is the perfect place to inspire, educate, and model simple, sensible technologies that will make a difference in the world. At camp community members learn a great deal about the potential of humanity, the Spirit and what Friends living in a loving community can accomplish. When we couple this with seeing sustainable technologies in action we have an opportunity to raise a generation of Friends that will be well prepared to build a future that restores the health of the planet.

### **Rentals**

The camp properties continue to be a place where a variety of groups and Meetings find opportunities for retreat and fellowship in the off-season. They are open for use from the end of camp until October 31 and from April 1 until the beginning of camp. There are also winterized spaces at Catoctin and Shiloh that are available for small groups or families (6 to 8 people) to use whenever the camps are not in session.

Our camp properties are beautiful places and we are gratified to know that Meetings, schools, other organizations and groups of families and friends enjoy making use of them. The additional revenue that these groups provide to the Yearly Meeting is very helpful, too. The numbers of people and groups that visit the camps in the off-season continues to grow as does the revenue these visits produce. If you, your family or other group would like to use the camp properties you can find more information at <http://bymcamps.org/wp/camp-rentals/general-information>.

### **Friends Service Weekends**

Friends Service Weekends continue to be a real pleasure for me. Camp Families and Friends gather once at each of the camps in the spring and once at each of the camp in the fall for a total of six times each year. We always have a great time getting to know each other and work-



ing together to make improvements in these places that are so important to us. These weekends also provide a great opportunity for people to visit the properties and enjoy some of the gifts the places have to give.

This work is a critical part of maintaining the properties. I hope participation will grow so that more can be done during these weekends. In 2013 we reduced the number of Friends Service Weekends we offered and this has resulted in a change in the nature of the work we are able to do with volunteers. In the past we have been able to focus more of our volunteer's efforts on construction projects. This year, though, we have focused our energy on maintenance projects, removing buildings that will be replaced and preparing sites for new cabins. This has meant that we have begun the shift to hiring contractors to take on more work. Projects such as constructing new cabins and other structures at camp cannot be done in one weekend and are no longer suitable for Friends Service Weekends.

### **Caretakers**

We continue to be fortunate to have two committed caretakers, one at Catoctin and one at Shiloh. Don Frame continues to serve as caretaker at Catoctin. In addition to caring for the camp and greeting visitors, he has become involved in several local non-profit land conservation organizations and is building a reputation as a photographer in the area.

Jake Butler continues to serve as caretaker at Shiloh. Jake takes wonderful care of the facility at Shiloh and seems to know every deer, fox, and bear in the area personally. We hope he will continue watching over the property and making music in the community for many years to come.

### **Finally**

It is a joy and an honor to be a part of Baltimore Yearly Meeting and to have the opportunity to help care for these sacred places that serve such life-changing programs. Helping to create a vision of how we want to make the necessary improvements at the camps has been challenging and exciting work. I look forward to seeing these projects more forward as way opens.

Gratefully submitted,  
David Hunter

# ATTACHMENT D DEVELOPMENT REPORT

	JAN	FEB	MAR	APR	MAY	JUNE	JULY	AUG	SEPT	OCT	NOV	DEC	Sum Across
<b>UNRESTRICTED-GENERAL FUND</b>													
General Fund (unrestricted)	365.00	26.00	410.00	3,592.00	135.00	1,730.00	4,600.00	3,969.12	500.00				15,327.12
GF: monthly auto donations	1,585.00	1,615.00	1,610.00	1,610.00	1,610.00	1,685.00	1,690.00	1,760.00	1,715.00				14,880.00
GF: Gifts-in-kind and non-cash				0.00	250.00	0.00	0.00	160.00	0.00				410.00
<b>General Fund SUBTOTAL</b>	<b>1,950.00</b>	<b>1,641.00</b>	<b>2,020.00</b>	<b>5,202.00</b>	<b>1,995.00</b>	<b>3,415.00</b>	<b>6,290.00</b>	<b>5,889.12</b>	<b>2,215.00</b>	<b>0.00</b>	<b>0.00</b>	<b>0.00</b>	<b>30,617.12</b>
<b>UNRESTRICTED-PROGRAM OPERATING</b>													
Joint Camp Operating (use as needed)	385.00	75.00	0.00	175.00	105.00	0.00	0.00	0.00	0.00				740.00
Camp Program (current schps; MM gifts)	25.00	7,850.00	0.00	3,670.00	775.00	150.00	15,575.00	6,300.00	3,300.00				37,645.00
Camp Alumni Fund	369.00	404.00	404.00	409.00	409.00	399.00	380.00	369.00	359.00				3,502.00
Camp Properties - operating	see line 8	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00				0.00
<i>Camp Operating Subtotal</i>	<i>779.00</i>	<i>8,229.00</i>	<i>404.00</i>	<i>4,254.00</i>	<i>1,289.00</i>	<i>549.00</i>	<i>15,935.00</i>	<i>6,669.00</i>	<i>3,659.00</i>	<i>0.00</i>	<i>0.00</i>	<i>0.00</i>	<i>41,887.00</i>
Annual Session (cash gifts)	0.00	0.00	0.00	0.00	0.00	0.00	0.00	1,895.00	0.00				1,895.00
Youth Program, JYF, YF	50.00	155.00	90.00	110.00	50.00	125.00	0.00	0.00	0.00				580.00
Spiritual Formation	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00				0.00
Women's Retreat	1,065.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00				1,065.00
Special Projects (e.g. Devt Dir; Roof)	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00				0.00
<i>Other Operating Subtotal</i>	<i>1,115.00</i>	<i>155.00</i>	<i>90.00</i>	<i>110.00</i>	<i>50.00</i>	<i>125.00</i>	<i>0.00</i>	<i>1,895.00</i>	<i>0.00</i>	<i>0.00</i>	<i>0.00</i>	<i>0.00</i>	<i>3,540.00</i>
<b>Program Operating SUBTOTAL</b>	<b>1,894.00</b>	<b>8,484.00</b>	<b>494.00</b>	<b>4,364.00</b>	<b>1,339.00</b>	<b>674.00</b>	<b>15,935.00</b>	<b>8,564.00</b>	<b>3,659.00</b>	<b>0.00</b>	<b>0.00</b>	<b>0.00</b>	<b>45,427.00</b>
<b>RESTRICTED BY DONOR</b>													
Cabin Fund; Camp Capital Projects	1,000.00	0.00	0.00	692.00	52.00	10.00	15.00	10.00	135.00				1,914.00
Miscellaneous Donor-Restricted	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00				0.00
<b>Donor Restricted SUBTOTAL</b>	<b>1,000.00</b>	<b>0.00</b>	<b>0.00</b>	<b>692.00</b>	<b>52.00</b>	<b>10.00</b>	<b>15.00</b>	<b>10.00</b>	<b>135.00</b>	<b>0.00</b>	<b>0.00</b>	<b>0.00</b>	<b>1,914.00</b>
<b>RESTRICTED- ENDOWMENT</b>													
Barry Morley Endowment	0.00	300.00	0.00	500.00	0.00	0.00	0.00	0.00	0.00				800.00
Educational Loan Fund	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00				0.00
<b>Permanently Restricted SUBTOTAL</b>	<b>0.00</b>	<b>300.00</b>	<b>0.00</b>	<b>500.00</b>	<b>0.00</b>	<b>0.00</b>	<b>0.00</b>	<b>0.00</b>	<b>0.00</b>	<b>0.00</b>	<b>0.00</b>	<b>0.00</b>	<b>800.00</b>
<b>Monthly TOTAL</b>	<b>4,844.00</b>	<b>10,425.00</b>	<b>2,514.00</b>	<b>10,758.00</b>	<b>3,386.00</b>	<b>4,099.00</b>	<b>22,260.00</b>	<b>14,463.12</b>	<b>6,009.00</b>	<b>0.00</b>	<b>0.00</b>	<b>0.00</b>	<b>78,758.12</b>
2012 BY MONTH	6,612.75	6,554.50	2,603.00	6,508.00	9,670.00	14,386.00	14,090.13	8,814.66	9,896.75	5,584.40	12,844.00	69,158.83	
2011 BY MONTH	11,847.73	4,086.50	7,441.50	15,246.60	8,626.50	13,670.50	27,748.50	39,576.50	16,777.25	8,699.50	7,548.44	71,158.32	
2010 BY MONTH	8,940.00	1,650.00	3,703.00	4,098.00	6,863.00	11,507.00	4,407.50	6,938.00	7,452.00	9,542.50	9,746.30	47,052.76	
2009 BY MONTH	1,818.00	18,334.00	17,150.00	2,855.00	5,660.00	16,228.71	31,915.63	2,451.10	625.00	11,942.50	3,440.00	86,046.00	

	YTD 2013	YTD 2012	% Change	Budget '13	% of budget
<b>UNRESTRICTED: GENERAL FUND</b>					
General Fund (unrestricted)	15,327.12	23,154.13	-33.8		
GF: monthly auto donations	14,880.00	13,801.00	7.8		
GF: Gifts-in-kind and non-cash	410.00	338.56	NA		
<b>General Fund SUBTOTAL</b>	<b>30,617.00</b>	<b>37,293.69</b>	<b>-17.9</b>	<b>101,375.00</b>	<b>30.2</b>
<b>UNRESTRICTED: PROGRAM OPERATING</b>					
Joint Camp Operating (use as needed)	740.00	1,360.00	-45.6		
Camp Program (current schps; MM gifts)	37,645.00	26,735.60	40.8		
Camp Alumni Fund	3,502.00	3,711.00	-5.6		
Camp Properties - operating	0.00	150.00	NA		
<b>Camp Operating Subtotal</b>	<b>41,887.00</b>	<b>31,956.60</b>	<b>31.1</b>	<b>55,000.00</b>	<b>76.2</b>
Annual Session (cash gifts)	1,895.00	2,262.25	NA	4,000.00	47.4
Youth Program, JYF, YF	580.00	1,335.00	-56.6	2,500.00	23.2
Spiritual Formation	0.00	0.00	NA		
Women's Retreat	1,065.00	2,128.25	-50.0		
Special Projects (e.g. Devt Dir; Roof)	0.00	0.00	NA		
<b>Other Operating Subtotal</b>	<b>3,540.00</b>	<b>5,725.50</b>	<b>-38.2</b>		
<b>Program Operating SUBTOTAL</b>	<b>45,427.00</b>	<b>37,682.10</b>	<b>20.6</b>		
<b>RESTRICTED BY DONOR</b>					
Cabin Fund; Camp Capital Projects	1,914.00	3,875.00	-50.6	60,000.00	3.2
Miscellaneous Donor-Restricted	0.00	0.00	NA		
<b>Donor Restricted SUBTOTAL</b>	<b>1,914.00</b>	<b>3,875.00</b>	<b>-50.6</b>		
<b>RESTRICTED: ENDOWMENT</b>					
Barry Morley Endowment	800.00	405.00	97.5		
Educational Loan Fund	0.00	0.00	na		
<b>Permanently Restricted SUBTOTAL</b>	<b>800.00</b>	<b>405.00</b>	<b>97.5</b>		
<b>GRAND TOTAL</b>	<b>78,758.12</b>	<b>79,255.79</b>	<b>-0.6</b>	<b>222,875.00</b>	<b>35.3</b>

## QUESTIONS ABOUT BYM DEVELOPMENT IN THE PAST YEAR

A number of questions that came up before the development listening session on Sunday, September 22 are questions that have been raised before. It might be helpful to share these with everyone, along with some responses.

### **Does BYM really need all this money?**

BYM's budget is now structured to receive substantial support from the development program. The regular budget system is already stressed in trying to meet its goals. In addition to this, there are other needs, including property renovations and improvements, additional program needs, staffing needs, etc., that are not even in the regular budget. Some of these were expressed in the capital plan that was presented for the first time at Annual Session this year.

BYM's other sources of income are Monthly Meeting apportionment and fees for service, such as camper fees. Quite a number of our Meetings have made it clear that they are feeling stress on their own budgets, so they don't see themselves supporting substantial apportionment increases. The camps are by far the largest source of fee income. With family incomes under stress, fee increases are not taken lightly. Increasing attendance at camps has occurred and has helped, thanks to improved outreach efforts and facilities improvements such as the Shiloh pond. However, the camps are now fairly close to capacity, at least until we improve or expand some facilities more such as a Catoctin dining Hall. Also, surveys from campers indicate that improvement in the bathing facilities at Camps Catoctin and Opequon are needed.

### **So what are the greatest needs that BYM faces now?**

Camp repair and improvements would make the camps more attractive to more campers and parents, supporting fee income by increasing attendance. Making our properties greener would encourage everyone to feel more strongly united with the Yearly Meeting and its values, but also in many cases would lower our operating costs sometimes quite significantly.

Other under-addressed program needs may include religious education, engaging in spiritual nurture programs for elders, and others. Almost everything we do requires some sort of staff support. Again, the more valuable ways that people can engage with an organization, the more they are likely to support it. The Vision Implementation Committee will report on BYM program needs in August 2014 at Annual Session. Please attend!

### **Why do we have to solve all this right now?**

The Development Committee is currently seeing a likely gap of about \$43,000 by the end of this year and wants to prevent something similar from happening during the 2014 fiscal year. The Baltimore Yearly Meeting budget is dependent on the development goals. We have been without a Development Director for more than three months now. Hiring a Development Director and training adequately takes a long time.

**Why do we need such a highly skilled development person?**

We need to raise money in any way that works for Friends - annual appeal, grants, planned giving, major donations, or a capital campaign, if needed. Most other organizations, including Quaker organizations, are already raising money in the BYM area. Many of them have larger, more sophisticated development departments. By not having a fully-skilled Development Director, BYM not only misses some short-term opportunities, but also misses opportunities that won't come again. Nonprofits generally have been expanding their development departments in recent years.

**Could we get by with a lower paid, less skilled development person who could get on-the-job training?**

BYM has sizable financial needs. All possible avenues for development resources need to be pursued. This requires a great deal of work, and in some cases quite skilled work is required. BYM also needs to be careful that it is not asking for a great deal of work and simply trying to pay less money for it.

**Will the money come in if we put together a larger group of volunteers and or paid consultants?**

Good volunteer management requires program planning, good job descriptions, and good management of volunteer time for successful outcomes. Some of the same things are required for good use of paid consultant, too. All of these individuals need communication and coordination to do their work well. It needs to be said, though, that volunteers are not expected to have the same level of accountability as paid staff, and therefore some tasks are not appropriate for volunteers. The Development Committee members have been doing a substantial amount of work all along, even with one development staff person in place.

**Doesn't BYM have reserves?**

The great majority of BYM funds are restricted to specific activities. Trustees and Stewardship and Finance are attempting to increase unrestricted reserves to 25% of annual expenses, a recommended level for non-profits. This came after lengthy discussion about emergencies that BYM could face which are not handled by insurance. However, we are not even close to having reached that specified reserve level yet, and those reserves will need to be protected for other emergencies. BYM expects to run a balanced budget.

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**ATTACHMENT E**

**PROGRAM COMMITTEE REPORT**

**BYM ANNUAL SESSION 2013 - RESPONSE TO EVALUATION COMMENTS  
REPORT TO INTERIM MEETING – OCTOBER 19, 2013**

Friends, we greatly enjoy seeing you at Annual Session, and we are really glad when you give us feedback using the evaluation process, either on paper or online. We'd like to take a little time to let you know that we listening, and actually responding, to your comments!

**We were gratified to hear that Friends feel a special sense of community warmth at Annual Session that opens them to the spirit.** There are also a great many things that



people take back to their Meetings:

- Annual Session is a great place for families - children love it as much as adults,
- We can gain a new understanding of Friends from other Meetings and from other places,
- All types of Quakers have common roots. We can learn from and work with each other
- Going to Annual Session is an opportunity for personal spiritual nourishment and growth.

**There were many, many positive comments about how activities at Annual Session did this:**

- Worship sharing and Bible study helped Friends center down with a supportive group each day
- The new Friday afternoon “Connecting Local Meetings” event helped Friends share about what local Meetings are doing and what’s working
- The wide array of activities offered a lot of opportunities: Robin Mohr’s Carey lecture on Friends around the world, numerous workshops, singing, bookstore, and coffee house
- On a personal level, we renew friendships, make new friends, and remind ourselves to pay attention to leadings

In learning about Quaker process and business, a great many Friends were very appreciative of the Presiding Clerk’s clerking and discernment process. They mentioned, particularly in discussing *Faith and Practice*, the importance of letting go when decisions need to be made, looking at things from a systems perspective rather than personalizing difficulties, taking time to listen, be patient, and the need to follow our Manual of Procedure.

**A number of comments were made about accommodations, and we’d like to address some of those.**

**Dormitories:** We heard that the dorms were dingy, with Spartan accommodations.

- We committee members did inspect every single room in both dorms before Friends arrived. Most rooms were quite clean. It is true that we did give the staff a list of some rooms that needed improvement. Mostly, though, we noticed that the dorms – especially the bathrooms – look worn out. However, staying at Frostburg allows us to keep our fees down, enabling more Friends to come. Simply put, colleges with nicer facilities charge more.
- We are exploring the use of a third dormitory with nicer accommodations for Friends who are willing to pay a bit more. Please stay tuned!
- We will prepare a list of helpful hints for Friends to live more easily in the dorms.
- Some Friends are happy to stay in nearby hotels, although getting back and forth takes time.



**Meeting space:** We heard that the Library 4<sup>th</sup> and 5<sup>th</sup> floor spaces were too noisy for people to hear during a workshop. We will not use the Library in the future.

We are again aware that the plenary room is too cold for some people, but we cannot control the temperature. **Suggestion:** bring a jacket or sweater.

**Food:** There were many favorable comments about the food. This is not a restaurant and the food service has to plan menus to feed a variety of groups, some being gluten-free, some needing high carb foods, vegetarians, etc. People appreciated the fresh fruit.

The times when business meeting ran past noon made it difficult for people to get to lunch and some of the food was not as plentiful. We will try to not run past 12:00 in the future.

**Location:** A few comments were about the convenience of the Frostburg location. Some wonder if we could meet near a large city. Friends who have served on campus search committees know that every campus has real plusses and minuses involving location, layout, facilities, price and schedule, to make a partial list. Frostburg does offer cooler temperatures, lower prices, easy transportation links, manageable size and an attentive conferences service, to name a few. Meeting facilities have been upgraded each year, and it is generally a good, if still imperfect, match for our needs.

Each year the Program Committee seeks to provide the best opportunities for those who attend Annual Session. We want to please everyone, but we're not there yet. We will work on more improvements over the coming year based on your comments, so thank you! We are very glad to note that attendance was higher this year and we look forward to the next. We want to see you there!

Respectfully submitted,

Sheila Bach  
For the Program Committee

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## **ATTACHMENT F**

### **PRESIDING CLERK'S REPORT**

#### **PRESIDING CLERK'S REPORT TO INTERIM MEETING**

#### **TENTH MONTH 19, 2013**

One of the surprising joys that has come with serving you as Presiding Clerk has been the opportunity to maintain a Facebook page for this work. For the past four years, I have been posting something approximately once a week, and I now have Facebook friends all over the country and in other parts of the world. When I visit our BYM Local Meetings, I usually try to get a group picture to post, and my Facebook friends love to see these. Friends who used to be part of BYM but have since moved away especially like to see these group pictures because seeing your faces helps them reconnect with BYM. A month ago, when I visited Alexandria Meeting, I posted a picture of those Friends sharing their weekly common meal. Then my Facebook friend Betty Johnson of Wilmington Yearly Meeting, who

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I got to know when she visited our Annual Session as part of the Intervisitation Program, posted the comment that she would like to visit that Meeting where Friends eat together every week. If Friends are willing, after this business meeting, I would like to get a group picture of Friends attending today to post on the Clerk's Facebook page. My Facebook friends will "like" it!

This month, Clinton Pettus has begun serving as the Clerk of Supervisory Committee. The Supervisory Committee is a Committee of Interim Meeting. (Search Committee also is a committee of Interim Meeting; other Committees are considered committees of the Yearly Meeting.) Supervisory Committee is our personnel committee, setting personnel policies, guiding and supporting the work of the General Secretary, and ensuring the support and nourishment of the staff. The Supervisory Committee has heard and takes seriously concerns raised at Annual Session about staff workload and is working to address these, including making sure that the General Secretary finds adequate vacation time. In the past few years, the Supervisory Committee has held a meeting during Annual Session for the Clerks of Committees with staff support (e.g., Development, Stewardship and Finance, and the two Camp—Program and Property -- Committees) to help these Committee Clerks understand the work of Supervisory Committee and its relationship to staff and Committees. This year we tried something different. Instead of trying to cram one more activity into the busy Annual Session time, on September 21, we held a retreat for Committee Clerks in general – whether of BYM Committees or of Local Meeting Committees – and any other interested Friends. In the morning, Meg Meyer led a lively session in which participants shared questions and wisdom about clerking committees. In the afternoon, Riley Robinson helped Friends understand the role of staff in committee work and how the BYM Office supports the work of Committees. Supervisory Committee members felt the retreat was a great success, and we are committed to seeking continuing revelation about how we may be led to assist all BYM Committees in their work, especially in regard to working with BYM staff.

Coming up November 2, will be the third annual Retreat for Monthly Meeting Clerks, Past, Present and Future. This is not a "clerking workshop." Instead, it is an opportunity to get together for mutual support, to tell our stories and to share our wisdom. In the morning, we invite deep sharing around the spiritual side of meeting for worship with attention to business, and it has been moving to listen as Friends share their experiences of encountering the Divine in business meeting. In the afternoon, we focus on some of the nuts and bolts of clerking, sharing what we have learned – often the hard way. These retreats have been very rich. You don't have to be a Monthly Meeting Clerk to attend; everyone is invited. This Clerking Retreat is something that Meg and I started, but it now has become self-perpetuating. At the end of each retreat, we ask for Friends to volunteer to take responsibility for planning to meet the following year at their meeting, ensuring that the place of the retreat moves around within BYM. This year's retreat will be hosted by Richmond Meeting at the Clearing, and we are invited to come Friday evening for informal fellowship and overnight camping. (This is optional; the retreat really starts the next morning.) Then Saturday morning, Dena Joy from Richmond will lead us with the query: "What does love require?" In the afternoon, I will share some of what I have learned about clerking from serving as BYM Presiding Clerk – yes, sometimes the hard way – and I will invite all participants to

share their wisdom. Everyone is invited; please come and invite others in your Meetings to attend.

And I always am learning more about clerking. I really appreciate feedback and suggestions for improvements. From the Annual Session evaluations this year came the following wonderful suggestion: “Why don’t we close business meeting with a handshake?” I am taking this one to heart, and intend to close business sessions with a handshake this summer. Thanks for that, and thanks to all who fill out evaluations after Annual Session; the Program Committee does read them and takes them to heart.

The ad hoc Vision Implementation Committee has begun the process of visiting Monthly Meetings to worship, to share what we have done so far, and to seek your input. We invite all BYM Friends, perhaps in your business meetings, to take some time to read the Vision Statement aloud and to consider together what it means to be a worshipping community.

On September 22, the Development, Camping Program and Supervisory Committees held a listening session for members of those Committees (and anyone else who felt led to attend) to listen to one another concerning the open Development Director position. The 2014 budget was approved at Annual Session subject to the promise that these Committees would get together and really listen to one another, and this session fulfilled that promise. J.E. McNeil led the session and opened by asking each of us to tell three things that we love about that Yearly Meeting. This was a lovely start, centering us into a sense of shared purpose. One Friend mentioned that he loved Interim Meeting because Friends get together from our various Local Meetings. I so appreciated that! Through this session, the Development Committee heard the concern from the Camping Program Committee that the Development Director job requirements should not be so rigid as to exclude candidates who might be well acquainted with BYM and enthusiastic about its programs but who may not have as much fundraising experience as desired. As a result, the job requirements have been rewritten to allow more flexibility and the Supervisory Committee has approved a range of salary for the position, depending on the qualifications of the successful candidate.

Most important, this listening session was held in a loving spirit, acknowledging that we all love the Yearly Meeting and want what is best for it. Friends, we can listen to one another, and we can talk together about difficult subjects. Together, we are engaged in a holy experiment, seeking the best way to assure adequate funding for our Yearly Meeting in the years ahead. We now have greater transparency: Stewardship and Finance Committee has laid out a Capital Plan so that we can understand what projects will need funding in the years to come, and that Committee has calculated for us the history of our fundraising costs as many Friends have requested. Friends, we are not finished talking about money; as long as we have to approve annual budgets, the conversation will continue. But we can talk about money in a loving and prayerful spirit, confident that God is present among us.

If we can talk about money, surely Friends, we can talk about our beliefs. Recently, I visited a Meeting where some Friends who had not attended Annual Session expressed disappointment that the 2013 Draft Faith and Practice was not approved. They had worked hard together to read it and process their response and now felt let down. One thing that I

really appreciated from the Committee that produced the 2013 Draft was that although the Draft represented years of work for them, these Friends truly appreciated all the hours the rest of us spent reading, processing and commenting on it. None of this time and effort has been wasted. It has been preparation for the next stage in our spiritual journey together as a worshipping community. We now have the opportunity to explore together in depth our faith and how we are led to articulate it and our practices and what they really mean for us.

So Friends, we are on this spiritual journey together, and God is not finished with us yet. We may have difficult conversations along the way, but we know that God's love and the Divine presence will sustain us.



*Annual Session 2014 photography by Nony Dutton*

**INTERIM MEETING**  
**THIRD MONTH 15, 2014**  
**ANNAPOLIS FRIENDS MEETING**

**I2014-01** *Opening Worship.* The Meeting opened with a period of worship. Friends shared the names of individuals and Meetings within our community whom we are asked to hold in the Light.

Friends from twenty-four Meetings signed in: **Adelphi:** Alexander Barnes, Jolee Robinson, Marcy Seitel; **Alexandria:** Deborah Haines, Becka Haines Rosenberg; **Annapolis:** Elise Albert, Phil Caroom, Karen Cunnyngham, Nan Elsbree, Sky Elsbree, Evamaria Hawkins, Edward Hawkins, Doug McClelland, Martha O’Hehir, Sue Padolin, Patty Robinson, Patience Schenck, Barbara Thomas, John Yost; **Baltimore, Stony Run:** Meg Boyd Meyer, Laura Coleson-Schreur, Dellie James, Kathryn Pettus, Clinton Pettus, Rebecca Pickard, Carol Seddon; **Bethesda:** Peirce Hammond, Claudia Hernandez, Liz Hofmeister, Susan Kaul, Gail Kohanek, Gail Thomas; **Charlottesville:** Tom Hill; Floyd: Lee Henkel; **Friends Meeting of Washington:** Mary Campbell, Mark Cannon, Marsha Holliday, JE McNeil, Carol Phelps, Riley Robinson, Byron Sandford; Frederick: Kat Darnell, Helen Tasker, Greg Tobin, Betsy Tobin; **Gettysburg:** Margaret Stambaugh; **Goose Creek:** Christie Devinney; **Gunpowder:** Susie Fetter, Robert Fetter; **Herndon:** Harry Tunis, Cathy Tunis; **Homewood:** Sarah Bur; **Langlely Hill:** Sheila Bach, Georgia Fuller, Oliver Moles, Rebecca Rawls; **Little Britain:** Linda Coates; **Maury River:** Wil Stratton, Mary Stratton; **Norfolk:** Andy Conlon; **Nottingham:** Jason Eaby, Douglas Eaby; **Patapsco:** Karen Ownbey, Ken Stockbridge; **Richmond:** Laura Goren; **Sandy Spring:** Kevin Caughlan, Katie Caughlan, Alan DeSilva, Wayne Finegar, Bette Hoover, John Hudson, Toni Hudson, Margo Inglis Lehman, Darcy Lane, Deborah Legowski, Rich Liversidge, Jim Lynn, Elizabeth Meyer, Munro Meyersburg, Janey Pugsley, Janet Riley, John Salzberg, Roger Wolcott; **Shepherdstown:** Bobbi Blok, Kristin Loken, Andy Mosholder; **BYM Staff:** Ann Venable; **State College:** Martin Melville; **Takoma Park:** Arthur David Olson; **York:** Lamar Matthew.

**I2014-02** *Welcome from Annapolis Meeting.* Elise Albert, clerk of Annapolis Friends Meeting, welcomed us to the Meeting. She reminded us of Annapolis’s fundraising efforts in the Yearly Meeting as they built their beautiful Meeting House. As thirteen beans combine to make their signature bean soup, she hoped that members of all our Meetings can come together in Spirit-led decision making today.

**I2014-03** *Supervisory Committee.* Clinton Pettus (Baltimore, Stony Run) asked Friends serving on Supervisory Committee to stand, and invited Friends to speak to them with any questions. Their report was submitted in advance and is attached. (Attachment G) Friends accepted the report.

**I2014-04** *Naming Committee.* Rep Pickard (Homewood) has volunteered to serve on this committee, which is charged with finding new members of the Search Committee each

year. Laura Goren (Richmond) also agreed to serve. We APPROVED these names with gratitude.

**I2014-05 Search Committee.** Kevin Caughlan (Sandy Spring) reported for this committee. Search Committee is responsible for naming Friends to serve as officers of the Yearly Meeting and members of Supervisory Committee. Friends APPROVED forwarding the following names to Annual Session for consideration: Kenneth “Ken” Stockbridge (Patapsco) as Yearly Meeting Presiding Clerk; Natasha “Tasha” Walsh (Maury River) as Interim Meeting Clerk; Sheila Bach (Langley Hill) continuing as a member of Supervisory Committee.

**I2014-06 Nominating Committee.** Karen Cunnyngnam (Annapolis) reported for the Nominating Committee. She shared the following nominations:

Faith and Practice Committee: Katherine Smith (Maury River), Lamar Matthew (York), Linda Wilk (Hopewell Centre), Michael Levi (Adelphi)

Friends United Meeting General Board Representatives: Riley Robinson (Washington) for a one year appointment, Georgia Fuller (Langley Hill), Walter Fry (West Branch)

Friends United Meeting Triennial Delegates: Betsy Meyer (Sandy Spring), Mark Cannon (Washington), Georgia Fuller (Langley Hill), Mary Lord (Adelphi), J.E. McNeil (Washington), Rich Liversidge (Sandy Spring), Jolee Robinson (Adelphi), Riley Robinson, (Washington), Ken Stockbridge (Patapsco), Walter Fry (West Branch)

These names were APPROVED. Karen asked members of the Nominating Committee to stand, and Friends were invited to speak to them if they feel led to serve the Yearly Meeting.

**I2014-07 Treasurer’s Report.** Tom Hill (Charlottesville) reported as our new Treasurer. He guided Friends through the 2013 Statement of Revenues and Expenditures and the Balance Sheet, noting that our 2013 financials have not yet been audited. He noted that we are in a good financial position at the close of 2013, and overall we are seeing an increase in our assets as an organization. We are striving to be more socially responsible in our investing, and Tom shared that the Trustees are committed to a socially responsible investment policy, which was approved by Trustees last year. Friends asked that Trustees detail how they are implementing this policy as part of their annual report. The financials are attached. (Attachment H)

**I2014-08 Stewardship and Finance Committee Report.** Claudia Hernandez (Bethesda) shared suggestions for using the currently reported surplus in the 2013 budget.

Friends APPROVED designating \$26,100 for donation to Ann Riggs’ FUM ministry account this year, which is the amount we had promised to contribute to FUM over ten years (**Y2010-63**). In 2012, Friends approved donating surplus funds to Ann’s ministry, if money was available at the end of 2013 (**I2012-47**). Since this one-time donation will cover the



entire amount set aside for FUM, an extra contribution of \$2,600 to FUM will not be included in the 2015 budget.

Friends APPROVED designating \$15,000 of the 2013 funds remaining for camp property management, since these were underfunded in 2013.

Friends APPROVED moving the balance of any surplus into undesignated reserves.

Claudia also reported that we have written off an additional \$2,200 in un-received apportionments as a doubtful accounting line item.

**I2014-09 Development Committee Report.** J. E. McNeil (Washington) reported for the Development Committee on the hiring of our new Development Director. She introduced our new Development Director, Ann Venable. The hiring committee listened faithfully to feedback from Friends in the Yearly Meeting and focused on finding someone with both deep Quaker connections and a strong development background.

Ann comes to us from Wilmington College, where she managed planned giving. She is now in the process of learning about all parts of our Yearly Meeting community. Friends are invited to speak with her or invite her for a visit, and the Development Committee is organizing a series of teas with Ann in several Monthly Meetings across the Yearly Meeting.

Liz Hofmeister (Bethesda) reported on development outcomes in 2013. Her report is attached. (Attachment I) The numbers in the report are not yet audited.

**I2014-10 Manual of Procedure Committee.** Susan Kaul (Bethesda) brought four changes to the Manual of Procedure for approval. Friends APPROVED the following changes.

**1. Clarify the status of Trustees.** At Sixth Month Interim Meeting held at Adelphi in 2013, Trustees took under their care the Youth Safety Working Group. At the rise of that Meeting, Manual of Procedure Committee was approached by a Friend who questioned the legality of that move, since Trustees are not a committee.

The *Manual of Procedure*, pages 8-10, describes the functions of committees, who may attend their meetings, how often they report, and what groups report to them, such as Working Groups.

Committees carry out the purposes of the Yearly Meeting

Committees report annually

BYM's policies govern committees

Committees keep contemporaneous minutes

Committee members are appointed by the Nominating Committee and approved by YM

Committee meetings are open to all except that Nominating is not open to all.

Our *Faith and Practice*, 1988, III B, 4b reminds us that “The Trustees, like other committees of the Meeting, are selected by the Meeting and are expected to act for the whole Meeting in carrying out their responsibilities under the law.”

A decision needs to be made. Shall we amend the *Manual of Procedure* to say that Trustees is a committee or shall we amend the *Manual* to say that (p 21): “Any standing committee or the Trustees, with the concurrence of Interim Meeting, may establish a Working Group.”

**2. Clarifying substantive and non-substantive changes** under section XI. Changes in the Manual of Procedure (p 29, 2013 *Yearbook* mid-page). Note that the *Chicago Manual of Style* is now in a new (16<sup>th</sup>) edition, with reorganized sections. MoP would like to substitute the following language for the parenthetical phrase existing now in the *Manual*:

“Where substantive changes have been made (~~see section 2.55 Chicago Manual of Style, 15<sup>th</sup> edition~~ that is, changes that alter the meaning of the manual, for example, adding a new committee, or laying down an existing one), the changes are forwarded.”

**3. Add the date of incorporation** of Friends House, Inc. (p 25) as follows: “~~The Board of Trustees of Friends House, Inc., established in 1966, consists of~~ is governed by a Board of Trustees consisting of 12 members nominated by the Nominating Committee and appointed by the Yearly Meeting....”

**4. Add the date of incorporation** of Friends Nursing Home, Inc. (p 25) as follows:

“~~The Trustees of Friends Nursing Home, Inc., established in 1968, are~~ has the same 19 persons as their Trustees with the same conditions....” [Note that Friends House has 12 Board members appointed by the Yearly Meeting and 7 members nominated by the Board itself and approved by the Yearly Meeting Nominating Committee.]

Changes to the definition of our Trustees and to the definition of a “substantive change” will be forwarded to Annual Session for final approval. Other changes do not require forwarding.

**12014-11 Youth Programs Committee – Job description for new staff person.** Deborah Legowski (Sandy Spring), co-clerk of the Youth Programs Committee, brought a job description for a new staff position to support the Junior Young Friends program. The proposed Junior Young Friends Program Assistant would attend four conferences for middle-school-age children each year and help to run workshops and other activities. The job description has already been approved by Supervisory Committee and the Youth Programs Committee, and budget for this position was approved as part of the 2014 budget. Friends APPROVED this job description, which is attached. (Attachment J)



**I2014-12** *Concern about grant-funded staff.* Meg Meyer shared some issues that have arisen around the creation of new staff positions within the Yearly Meeting. Our current policy assumes that the Yearly Meeting will be approving both funding and a job description for any new staff. This raises questions about the possibility of grant-funded staff. Friends were asked to wrestle with these questions and raise concerns.

The Clerk of Interim Meeting and the Presiding Clerk will gather a group of five or six Friends to consider these questions and bring a proposal to June Interim Meeting regarding how to proceed. Friends APPROVED this course of action.

**I2014-13** *Intervisitation Working Group.* Ken Stockbridge (Patapsco) read a travel Minute for Joan and Rich Liversidge, who will be traveling among Friends in the United Kingdom this summer, serving as Friends in Residence at Woodbrooke Quaker Study Centre in Birmingham, England. Friends APPROVED endorsing this minute.

Ken announced an upcoming fellowship opportunity for Friends who have traveled in the ministry, and asked that Friends consider whether they feel led to travel among Friends, either in BYM or farther afield. The Intervisitation Working Group is in the process of discerning a new mission statement, expanding their program outside FUM meetings, and further incorporating their ministry of presence into the life and work of BYM.

**I2014-14** *Chesapeake Quarterly Meeting Minute on Cove Point.* Sarah Bur (Homewood), incoming clerk of Chesapeake Quarterly Meeting, shared a concern that has been raised up within their Quarter around fracking and the development of the Cove Point Natural Gas Facility. The Quarter has approved a Minute that suggests several actions that Friends can take, both individually and corporately, to stop the development of the Cove Point facility. This Minute was also approved by BYM's Unity with Nature Committee. (Attachment K)

Although Interim Meeting could not unite with this minute as a whole, many Friends united with the concerns raised, and the minute and documentation from Chesapeake Quarter will be forwarded to all Meetings in the Yearly Meeting.

**I2014-15** *ad hoc Vision Implementation Committee.* Marcy Seitel (Adelphi) reported on the work of the ad hoc Vision Implementation Committee. For two and a half years, the committee has been traveling, listening and seeking deep inspiration about the work of the Yearly Meeting. Marcy invited Friends to continue sharing concerns and leadings with the committee as soon as they arise. The committee has also considered what the ongoing work of supporting and implementing the BYM Vision may look like once the committee has finished their service.

**I2014-16** *General Secretary's Report.* Riley Robinson (Washington) reported as General Secretary. He pointed out the different types of work Baltimore Yearly Meeting has done, many of which are highlighted in the BYM Activity Highlights document (Attachment L). We are seeking to implement our vision as a Yearly Meeting, and our committees are finding new kinds of interconnectedness between their projects and new perspectives on

their various ministries. Riley assured us that “fun is good” as we celebrate the richness of our work.

**I2014-17** *Working Group on Israel-Palestine.* John Salzburg (Sandy Spring) reported for the Working Group on Israel-Palestine. He asked that Friends and Meetings consider boycotting products manufactured by corporations located in or benefiting from illegal Israeli settlements in Palestine as part of a larger boycott, divestment, and sanction (BDS) movement. The Working Group’s report is attached. (Attachment M)

**I2014-18** *Working Group on Racism.* Gail Thomas (Bethesda) reported for the Working Group on Racism. The Working Group has some scholarship funds available for Young Adult Friends to attend an upcoming training on Undoing Racism. They are also seeking Friends to help support bringing the White Privilege Conference, which has usually been on the west coast, to Philadelphia in 2016.

**I2014-19** *Program Committee.* Sheila Bach (Langley Hill) reported for the Program Committee. We are investigating new housing options at Frostburg that will be available to adult Friends during Annual Session this year. The committee also encourages Friends who will be attending Annual Session to volunteer as drivers on campus.

**I2014-20** *Peace and Social Concerns Committee.* Phil Caroom (Annapolis) reported that the Peace and Social Concerns Committee is interested in creating a tighter network of Monthly Meeting Peace and Social Concerns Committees to disseminate calls for action and updates on issues of concern. They will be posting an online survey to gauge the needs of local peace and social concerns committees as they propel themselves into the 21<sup>st</sup> century.

**I2014-21** *Yearly Meeting Presiding Clerk’s Report.* Betsy Meyer (Sandy Spring) reported as Presiding Clerk. Her full report is attached. (Attachment N)

**I2014-22** *Minute of thanks to Annapolis Meeting.* We are deeply grateful to Annapolis Friends for their rich hospitality, their delicious homemade food, and the spring breezes and bright sunlight that enriched our work in their beautiful Meeting House. Annapolis Friends of all ages also made themselves available as shuttle drivers and trail guides, and their openness and warmth have been a blessing.

**I2014-23** *Closing Worship.* We will next meet, God willing, Sixth Month 21, 2014 at State College Friends Meeting in State College, PA.

## ATTACHMENT G

### ANNUAL REPORT OF SUPERVISORY COMMITTEE

Baltimore Yearly Meeting – Religious Society of Friends

Supervisory Committee Report

Third Month, 15<sup>th</sup> Day, 2014

The Supervisory Committee, as a whole, guides and supports the work of the General Secretary of the Baltimore Yearly Meeting and ensures support for and care of all staff members of the organization. In this regard, the clerk of the Supervisory Committee has begun holding a quarterly meeting with all office staff members where they are provided an opportunity to share progress reports of their work, to raise questions and concerns, and to engage in general conversations about how we can work together to advance the Yearly Meeting. Other members of the Supervisory Committee are invited and occasionally attend the quarterly sessions with staff members.

**Continuation of General Secretary.** The Supervisory Committee interviewed staff members, solicited comments from relevant individuals and committees of the Yearly Meeting, and received a self-evaluation from the General Secretary consistent with the procedures for conducting an annual performance review. Subsequently, the presiding clerk, Elizabeth Meyer, clerk of Interim Meeting, Margaret Meyer, and clerk of the Supervisory Committee, Clinton Pettus, met in February with the General Secretary, Riley Robinson, to share a report reviewing his work for 2013 and establish performance objectives for 2014. The report contained commendations for achievements during the past year as well as areas for continuing improvement. The Supervisory Committee received a report of the review in February and has united around the continuation of employment of the General Secretary for another year.

**Priorities for the General Secretary.** Priorities for the General Secretary for the current year may be categorized as follows:

- Identifying and following through on specifying time for personal leave each quarter;
- Helping to identify and implement mechanisms for building a greater sense of trust and community with staff members and across the organization; and
- Finding ways to better empower volunteers to do the agreed upon work of the Yearly Meeting.

In addition, we are working with the General Secretary to find more effective ways for him to cause positive outcomes to occur in and for the Yearly Meeting and to spend less time doing them himself.

**2014 Budget and Human Resources Costs:**

Office of the Baltimore Yearly Meeting human resources costs for 2014 are as follows:

Total human resources costs	\$596,383
Aggregate salary <sup>1</sup>	\$460,212
Employer portion of FICA tax	\$35,206
Benefits, including health care and contributions to 401(k)	\$100,965

(Footnotes)

1 1.2 percent COLA increase and a 1 percent general increase, effective First Month, 2014.

**ATTACHMENT H****YEARLY MEETING FINANCIALS (AS OF 3/15/2014) (UNAUDITED)**

(In Whole Numbers)	12/31/2012	12/31/2013
<b>Assets</b>		
<b>Current Assets</b>		
Cash & Cash Equivalents	300,136	412,291
Apportionment Receivable	9,654	5,472
Student Loans Receivable	127,557	98,527
Other Accounts Receivable	57,977	54,819
Inventories	3,850	3,817
Short-term Investments	0	10,012
Prepaid Expenses	29,513	35,908
<b>Total Current Assets</b>	<b>528,687</b>	<b>620,846</b>
<b>Long-term Assets</b>		
Property & Equipment	1,969,061	1,954,622
Long-term Investments	728,052	913,710
<b>Total Long-term Assets</b>	<b>2,697,113</b>	<b>2,868,332</b>
<b>Total Assets</b>	<b>3,225,800</b>	<b>3,489,178</b>
<b>Liabilities</b>		
<b>Short-term Liabilities</b>		
Accounts Payable	31,716	16,819
Deferred Revenue	18,980	20,573
Other Short-term Liabilities	51,930	47,475
<b>Total Short-term Liabilities</b>	<b>102,626</b>	<b>84,867</b>
<b>Total Liabilities</b>	<b>102,626</b>	<b>84,867</b>

Net Assets		
Beginning Net Assets		
Net Assets		
General Fund	180,449	276,045
Camp Prop. Resrvs. Designated	813	813
Bush Creek Fund	2,593	2,593
Fixed Asset Fund	1,969,061	1,954,622
Education Endowment Income	180,759	187,856
Fairhill/Greist Fund	74,443	74,443
Pre-College Fund	26,233	26,233
Sue Thomas Turner Fund	115,353	114,918
Carey Memorial Fund	2,778	2,373
Barry Morley Endow. Income	13,063	15,617
Camp Diversity Project Fund	0	15,196
Indian Affairs Funds	13,006	12,106
SSMM Matthews Fund	1,305	653
Camp Property Fund	53,305	57,214
Cabin Fund	33,049	23,244
Meeting House Loan Fund	12,440	12,440
Consol. Education Endowment	86,312	86,312
Yearly Meeting Endowment	7,877	7,877
Barry Morley Endowment	269,105	271,795
Total Net Assets	3,041,944	3,142,350
Total Beginning Net Assets	3,041,944	3,142,350
Total Current YTD Net Income	81,230	261,961
Total Net Assets	3,123,174	3,404,311
Total Liabilities and Net Assets	3,225,800	3,489,178

**STATEMENT OF REVENUES AND EXPENDITURES**  
**(AS OF 3/15/2014) (UNAUDITED)**

(In Whole Numbers)			
	2013 Actual	2013 Budget	Remaining in Budget 2013
<b>Revenues</b>			
<b>Apportionment</b>			
Apportionment	425,073	427,420	(2,347)
Apportionment Adjustments	0	(2,552)	2,552
<b>Total Apportionment</b>	425,073	424,868	205
<b>Unrestricted Contributions</b>			
Contributions	158,973	155,875	3,098
In Kind Contributions	8,279	7,000	1,279
<b>Total Unrestricted Contributions</b>	167,251	162,875	4,376
<b>Attendance Fees</b>			
Administrative	0	2,500	(2,500)
Annual Session	77,597	95,700	(18,103)
All Other YM Program	40,100	39,000	1,100
Combined Camp	765,297	727,000	38,297
Committee	925	0	925
Youth Programs	23,839	25,475	(1,636)
<b>Total Attendance Fees</b>	907,757	889,675	18,082
<b>Sales</b>			
Book Sales	11,908	11,550	358
Clothing Sales	10,813	7,250	3,563
Other Sales	227	1,150	(923)
<b>Total Sales</b>	22,949	19,950	2,999
<b>Property &amp; Vehicle Rental</b>			
Property Rental Income	17,781	16,600	1,181
Vehicle Rental Income	2,950	4,000	(1,050)
<b>Total Property &amp; Vehicle Rental</b>	20,731	20,600	131
<b>Interest</b>			
Interest & Dividends	22,885	2,500	20,385
<b>Total Interest</b>	22,885	2,500	20,385

Other Income			
Released Funds	49,109	114,861	(65,752)
Gain (Loss) on Sale of FA	0	6,000	(6,000)
Other Income	3,618	100	3,518
Total Other Income	52,727	120,961	(68,234)
Total Revenues	1,619,374	1,641,429	(22,055)
Total Revenues	1,619,374	1,641,429	(22,055)
Expenses			
Administrative	363,329	392,005	28,676
Annual Session	85,767	92,900	7,133
All Other YM Program	39,543	38,650	(893)
Combined Camp	874,970	898,313	23,343
Committee	4,105	8,100	3,995
Development	73,658	128,541	54,883
Youth Programs	59,092	66,850	7,758
Total Expenses	1,500,462	1,625,359	124,897
Total Operating Revenue Over (Under) Expenses	118,912	16,070	102,842
Capital Gains (Losses)			
Unrealized Gains (Losses)	143,049	0	143,049
Total Capital Gains (Losses)	143,049	0	143,049
Total Revenue Over (Under) Expenses	261,961	16,070	245,891

# ATTACHMENT I

## DEVELOPMENT REPORT

### 2013 Gift Results (Unaudited)

<u>2013 Giving by Program</u>	<u>YE 2013</u>	<u>YE 2012</u>	<u>% change</u>
General Fund	101,428.47	91,923.92	9.3%
Camp Program* (incl. Morley End't)	79,415.50	61,983.60	28.1%
Camp Property	10,640.00	10,616.00	0.2%
Other (small programs)**	4,490.00	7,319.50	-38.7%
Special Projects†	500.00	0.00	
	196,473.97	171,843.02	12.5%

#### 2013 Giving by Fund Type

UNRESTRICTED		RESTRICTED	
General Fund	101,428.47	Morley Endow't	2,690.00
Camps – Operating*	76,725.50	Camps - Capital	10,640.00
Other/Small Programs**	4,490.00	Misc. by Donor	500.00
subtotal	182,643.97	subtotal	13,830.00
		TOTAL	196,473.97

Percent of Budget Raised	2013 Actual	2013 Budget	% Raised
General Fund	93,560	101,375	92.3%
BYM Camps			
Camp Operating*	76,726	55,000	139.5%
Morley Endowment	2,690	NA	NA
Camp Capital	10,640	60,000	17.7%
All Other Gifts	4,990	6,500	76.8%
	188,605	222,875	84.6%

\* Includes \$15,196 grant for camper aid to be awarded in 2014

\*\*Programs include Annual Session, Women's Retreat, and Youth Programs Contributions. January 2014 additional gifts of \$2,020.00.



## ATTACHMENT J

### JOB DESCRIPTION FOR JYF PROGRAM ASSISTANT

Junior Young Friends Program Assistant

**Reports To:** [Youth Programs Manager, *Alison Duncan*]

**FLSA Status:** [*Exempt*]

**Approved By:** [*Youth Programs Committee, 10/24/13*] [New draft 02/28/14]

**Approved By:** Supervisory Committee, [*Date*]

**JOB SUMMARY:** Working in close cooperation and collaboration with the Youth Programs Manager, the Junior Young Friends (JYF) Program Assistant (JYFPA) is responsible for co-leading weekend Quaker conferences for the junior high/middle school aged youth of Baltimore Yearly Meeting (BYM). The JYFPA reports to and is supervised by the Youth Programs Manager, who also attends these gatherings. The JYFPA provides support to and implements policies and programs developed by the Youth Programs Manager, the Youth Programs Committee (YPC), and BYM. Youth Programs positions are ministry positions in BYM.

**GENERAL POSITION INFORMATION:** The Junior Young Friends Program Assistant position is a part-time position for weekend overnight conferences, generally in October, December, March, and May. The JYFPA is not asked to attend any additional meetings. Weekend-long conference participation with adolescents at sites that do not have sleeping or bathing facilities is a regular component of the position. Sleeping on floors, occasionally outdoors, is routine. These conferences are held at sites throughout the Yearly Meeting territory (the District of Columbia, Virginia, Maryland, southern and central Pennsylvania, and parts of West Virginia). The JYFPA will not be asked to do any program-related driving.

#### DUTIES & RESPONSIBILITIES:

- Attend overnight weekend conferences
- Provide co-directorship of the Junior Young Friends (6<sup>th</sup>-8<sup>th</sup> grade) weekend retreat program.
- Work with the Youth Programs Manager to plan quality programmatic content at Junior Young Friends (JYF) conferences
- Lead one workshop per conference, occasional small group (5-10 participants), and large group (20-50 participants) activities.
- Provide consistent playful, Spiritual, supportive presence
- Mentor JYFs, especially on Quaker practices and procedures
- Coordinate and work collaboratively with other adult youth workers at conferences
- Be knowledgeable about the roles of any adult volunteers, especially the Youth Programs Committee member designated by YPC to serve at each conference
- Debrief conference by end of conference with the Youth Programs Committee member designated by YPC to serve at each conference, who gives a report to YPC
- Effectively communicate the BYM youth programs, policies, and procedures to others
- Understand and help to implement the BYM Youth Safety Policy
- Maintain up-to-date documents describing procedures specific to the position

- Perform other duties as assigned

**QUALIFICATIONS:** To perform this job successfully, an individual must be able to perform each essential duty satisfactorily. The requirements listed below are representative of the knowledge, skill, and/or ability required.

- Ability to mentor, support and relate to adolescents as they grow into their own Spirituality and role within the Quaker community
- Experience with the Religious Society of Friends (Quaker) worship, processes and business practices
- Ability to work within a consensus-like process (sense of the meeting) used by youth and adult participants of the Junior Young Friends weekend conferences
- Strong collaborative skills in working with other adults involved with the program
- Ability to multi-task and remain both calm and observant in hectic environments
- Strong communication skills
- Ability to move and lift heavy equipment and boxes, hike and sleep on the floor or ground.
- Enthusiasm in working with 11-14 year olds

**REQUIREMENTS:**

A background check conducted by BYM is required for employment

**SALARY AND BENEFITS:** Baltimore Yearly Meeting endeavors to provide salaries and benefits in line with those of other non-profit positions in the Washington metropolitan area. The salary for this position is commensurate with qualifications and experience. This position does not qualify for BYM benefits.

**NON-DISCRIMINATION:** Baltimore Yearly Meeting, as a spiritual community, seeks to welcome all in participation in programs and in employment. The Yearly Meeting is an equal opportunity employer and does not discriminate in hiring based on race, gender, sexual orientation, disability, marital status, age, or national origin.

**PHYSICAL DEMANDS:** The physical demands described in the duties and responsibilities are representative of those that must be met by an employee to successfully perform the essential functions of this job. Reasonable accommodations may be made to enable individuals with disabilities to perform the essential functions. Evening meetings and weekend work is required.

**WORK ENVIRONMENT:** Baltimore Yearly Meeting has a relatively small staff and depends heavily upon volunteers and committee members to accomplish its work. Staff members are expected to work cooperatively with volunteers and committee members.

The BYM office building and grounds are smoke, drug, alcohol and weapon free.

This document describes the position currently available. It is not an employment contract. Baltimore Yearly Meeting reserves the right to modify job duties or job descriptions at any time.

## ATTACHMENT K

### CHESAPEAKE QUARTER MINUTE

#### Chesapeake Quarterly Meeting (CQM)

#### Minute to Oppose the Expansion of the Cove Point Natural Gas Facility

Approved - 3/9/2014

online at <http://goo.gl/YD77HR>

Chesapeake Quarterly Meeting is a gathering of Friends (also known as Quakers) from nine local Meetings in Maryland ranging in location from Harford and Baltimore Counties in the north through Baltimore City and Howard County to Montgomery and Calvert Counties in the south. As Friends, we believe that we have a moral and spiritual responsibility to examine, maintain, and improve our relationship with Nature.

The proposed expansion of the Cove Point natural gas facility in Calvert County to include a natural gas liquefaction plant and export terminal would have major detrimental environmental consequences if approved and built. The construction and operation of this facility will drive a dramatic increase in the extraction and transportation of natural gas through a process dangerous to the environment and to human health known as “fracking” or hydro-fracturing. The power plant required to process natural gas to Liquefied Natural Gas (LNG) will be the fourth largest emitter of greenhouse gases in Maryland. Approval for this project will also divert Maryland from a necessary focus on developing clean, sustainable, and renewable energy sources.

In this year when important legislation is being considered and public decisions will be made related to this issue, we call upon Friends, individually and collectively, to commit to the following action steps:

- Consider the minute of Patuxent Friends Meeting (<http://goo.gl/ftLgJF>) raising concerns and offering suggestions to the Maryland Public Service Commission which is considering whether to approve the Cove Point project;
- Join with Friends Meetings in Maryland and many other individuals and organizations to oppose the Cove Point Natural Gas Liquefaction and Transport Project in legislative and public forums;
- Join with Friends Meetings in Maryland and many other individuals and organizations in supporting an extension to the Moratorium on Hydro-fracturing in Maryland and increased funding to study whether to allow “fracking” for natural gas in Maryland; and
- Support the development, availability, and expansion of clean and sustainable sources of energy in Maryland.

CQM has also formed an ad hoc working group to carry this work forward. Please share your responses by emailing [ChesapeakeQM@gmail.com](mailto:ChesapeakeQM@gmail.com).

In the process of considering this minute, we reviewed minutes relating to fracking and climate change that had been approved by six of our eight Monthly Meetings:

Baltimore-StonyRun,3 /2013 - <http://goo.gl/4EUbz7> (minute), <http://goo.gl/quEIAk> (letter)

Gunpowder, 5/2013 - <http://goo.gl/InuRpA> (minute)

Sandy Spring, 2/2014 – <http://goo.gl/hlHS8A> (minute), <http://goo.gl/LbjA37> (letter)

Annapolis, 2/2014 - <http://goo.gl/PS9Tz2>(minute)

Baltimore - Homewood, 2/2014 - <http://goo.gl/wevKCy>(minute)

Patuxent, 3/2014 - <http://goo.gl/ftLgJF>(minute)

Also, to start our day-long gathering, our hosts provided an informational program about fracking and the Cove Point plant that invited us to consider it as a spiritual concern. The presenters shared much useful information, much of which can be found on our webpost announcing that program (<http://goo.gl/znQb3b>).

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## ATTACHMENT L

### HIGHLIGHTS OF BYM ACTIVITIES

#### MARCH 2013 - MARCH 2014

BYM Friends accomplished a great deal together over the past 12 months. These have been framed within the context of the **BYM Vision Statement**.

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

#### VISION IMPLEMENTATION - MOVING FORWARD AS ONE

What are the most important things that BYM needs to do? Vision Implementation Committee members have been visiting all Meetings with this question, and have asked for input from BYM committees as well. Special weekend gatherings are lifting up major topics, such as the camps, ministry and pastoral care, and BYM's social witness. The Vision Implementation Committee is already helping BYM be more supportive of Monthly Meetings – for example, it helped start of a new event at Annual Session, Connecting Local Meetings, during which Friends networked about solutions to issues of mutual concern to their Meetings. A report is due at Annual Session 2014.

#### FAITH AND PRACTICE

A much more comprehensive draft BYM Faith and Practice was published for Annual Session in response to a year-long Meeting visiting program. While unity was not reached for approval, BYM Friends found themselves in discussions about their core values in a way that had not transpired in years – and clearly needs to. Lesson learned: Before Faith and Practice can inform Friends, Friends must live in the Light together and inform Faith and Practice.

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

### **QUAKER CAMPS – A PATH TO GREATER INCLUSIVITY**

The camps celebrated the 709 campers and adult work-granters who attended BYM's Teen Adventure and three residential camps last summer, which was a record! Sara Brigham was hired as a very experienced new Co-director for Opequon Quaker Camp. Thanks to the Camping Program Committee's diversity subcommittee, grant income to support camp community diversity grew.

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

### **YOUTH PROGRAMS - MAKING ROOM FOR MORE**

Youth Programs Committee developed a new Junior Young Friends Assistant position to help provide quality programming for the increasing attendance at these events. This is a year-round youth program with weekend conferences serving roughly 100 teens and 40 middle schoolers at each event.

### **YOUTH SAFETY – BEING “PATTERNS AND EXAMPLES”**

A revised and stronger BYM Youth Safety Policy was approved, written in consultation with an attorney. BYM is proactively creating a safer, healthier community. The new BYM Youth Safety Policy document was used as a resource for Monthly Meetings as they developed their own policies.

### **EDUCATIONAL GRANTS - SUPPORTING A FUTURE OF SERVICE**

In its first year, the new BYM Educational Grants program provided assistance to college undergraduate students. The process went smoothly.

### **COMMITTEE LIFE – HOW WE WORK TOGETHER MATTERS**

The first BYM Committee Clerks Retreat, held in the fall, focused on skills building and nuts and bolts support for more effective committee work.

### **MEETING SERVICE – SHARED EXPERIENCE BUILDS COMMUNITY**

A fall Religious Education retreat was held for the first time in memory. It was well attended and the programming well-appreciated, both at the time and later at Monthly Meetings. The fall Monthly Meeting Clerks' retreat again strengthened skills and built community. The winter Ministry and Pastoral Care retreat gave Friends a chance to share deeply about responding to the spiritual needs of Monthly Meetings and members.

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

## **VISITING AND KNOWING EACH OTHER**

BYM's Intervisitation Committee continued its work supporting BYM Friends' travel to other Yearly Meetings and hosting visitors at our Annual Session to broaden understanding between Friends. It has reformed as a working group under Ministry and Pastoral Care Committee and is reaching out to do a wider range of work.

Annual Session saw its attendance rise, and it provided new ways to engage, now with a healing center and the Connecting Local Meetings events.

Ongoing are the BYM Womens' Retreat, the Spiritual Formation Program and other events and programs.

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

## **GREEN ENERGY – FOR US AND FOR EVERYONE**

Yearly Meeting members in Maryland and the District of Columbia have again been eligible to sign up for low-price wind-powered electricity to their homes through BYM's participation in an interfaith buyers' cooperative.

Presentations on both wind and solar power generation at BYM Camps were made at the April apportionment meeting day and in the Camp Property Manager's annual report on fall Interim Meeting Day.

Proposed building designs at camps include solar-capable roofs and composting toilets, and generating wind power at Catocin, possibly for the community, is under study.

## **FINANCES – PROVIDING THE SUPPORT TO KEEP US ACTIVE**

For the first time a Capital Plan was presented at Annual Session, clearly expressing the needs and likely costs of supporting all of the camp properties and the office building in Sandy Spring.

A provisional Socially Responsible Investment Policy was approved by Trustees and is in use. Trustees' new investment management strategy led to solid results.

An experienced new Development Director, Ann Venable, was hired, the position of BYM Comptroller became full-time, and BYM hired a new auditor.

A monthly financial phone conference meeting between finance committees, officers and staff was instituted for better timeliness and coordination.

The BYM apportionment documents were all reviewed and edited for greater transparency.

BYM finished the year on a secure footing and is beginning to build up the rainy-day emergency reserve that it has always needed.

## **COMMUNICATION BUILDS COMMUNITY**

The BYM website received further enhancements, including drop-down menus and search capacity. Recent mass email features have improved the look and content of the monthly electronic announcements, event announcements and other communications.

## **THE WIDER WORLD – ENGAGING FOR WITNESS AND UNDERSTANDING**

Ann Riggs of Annapolis Friends Meeting, an embraced Friend, is completing her final year as the first woman president of Friends United Meeting’s Friends Theological College in Kaimosi, Kenya. Ann’s work has strengthened academics and leadership development. It has brought a much greater awareness of Friends in Kenya to BYM Friends.

Adjustments were made to BYM’s contribution to Friends General Conference, Friends United Meeting, and Friends World Committee for Consultation-Section of the Americas after a series of discussions.

Robin Mohr, General Secretary of Friends World Committee for Consultation – Section of the Americas was the Carey lecturer at Annual Session. She spoke about how everyone grows when Friends from different backgrounds engage with each other. All Friends can download her talk from the BYM website.

## **YOUR WITNESS, YOUR WORK**

BYM does all this with a year-round staff of nine part-time and full-time employees, more than 25 committees and working groups – and your help! Thank you for all that you do to make this happen.

In Friendship

Riley Robinson, General Secretary

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## **ATTACHMENT M**

### **REPORT OF WORKING GROUP ON ISRAEL-PALESTINE**

March 9, 2014

Dear Friends:

Baltimore Yearly Meeting’s Working Group on Israel and Palestine has been discerning what Friends might do to encourage the peace talks and a final settlement. We wish to nurture a conversation within Monthly Meetings so that Friends can better understand each other’s concerns and leadings on this question.

In this note, we summarize the work of Friends in Israel and Palestine over the years, encourage you to open dialogue at your Monthly Meetings, and consider support for boycott of products manufactured in the illegal settlements and divestment from corporations that support and profit from the occupation , which we believe will foster incentive to return lands and negotiate peace.

Friends have been involved in Israel and Palestine for more than a century. In 1869, Friends from North America founded Ramallah Friends School. In 1949 at the request of the United Nations, the American Friends Service Committee provided humanitarian relief to Palestinians in Gaza who had fled their homes and villages as Israel was established. Currently BYM monthly meetings have continued this involvement. Bethesda Meeting has for more than 30 years raised funds for scholarship support to students at Ramallah Friends School. Sandy Spring, Bethesda and others have provided financial support to Friends of Ramallah Friends (Quaker) Meeting (previously Friends International Center in Ramallah). Annapolis Friends have promoted the Geneva Initiative for a two state solution. Meetings financially support AFSC and FCNL which are actively engaged in the issue. There are other initiatives too numerous to mention.

All of these initiatives are helpful, but in the view of the Working Group, Friends need a stronger witness to the injustice of the occupation and the urgent need to resolve the conflict. In 2005, over 170 Palestinian civic organizations appealed to the international community to implement boycott, divestment and sanction. BDS means boycott of products made in the illegal Israeli settlements, divestment from corporations that support and profit from the occupation, and sanctions by governments on Israel's violations of human rights. It is a collection of courses of action for those seeking a nonviolent path to bring about justice in Israel and Palestine.

In 2009, the major Christian denominations in Jerusalem endorsed BDS. In 2011, the American Friends Service Committee endorsed boycott and divestment and joined the Campaign led by Jewish Voice for Peace. (A full explanation of AFSC's position on boycott and divestment may be found on its website: <http://www.afsc.org/story/boycott-divestment-and-sanctions-explained>.)

In 2012, Sandy Spring monthly meeting asked Friends Fiduciary to divest from companies that support the occupation, and it did so. In 2013, Charlottesville MM and Richmond MM endorsed divestment and boycott. The peace committees of Langley Hill and Bethesda are currently considering BDS. Many other Quaker yearly and monthly meetings have endorsed boycott and divestment. For a complete listing, see the website of Quakers with a Concern for Israel Palestine at <http://quakerpi.org/Q-Action.shtml>.

Fulfilling our charge of "seeking through the Spirit and listening to the perspectives of Friends and others," the Working Group brings you this request: to open dialogue in your monthly meeting, possibly through your peace and social concerns committee, to consider endorsing boycott and divestment and to bring forward other initiatives that speak to our Friends peace testimony. Attached is a letter we sent to BYM monthly meetings on December 9th giving more detail.

Your discernment over the next few months will season our Working Group's consideration as to whether to bring forward a minute on boycott and divestment at BYM's annual sessions in August. At this time, we seek Interim Meeting's support in requesting that monthly meetings formally consider endorsing boycott and divestment.



You may contact me at [john.salzberg@verizon.net](mailto:john.salzberg@verizon.net) or any other member of the WG who are Ellen Atkinson (Sandy Spring), Betsy Brinson and Gordon Davis (Richmond), Lauren Brownlee (Bethesda), Helena Cobban (Charlottesville), Malachy Kilbride (FMW), Bill Mims(Langley Hill), and Barbara Thomas (Annapolis).

John Salzberg,  
For the Working Group on Israel Palestine

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## **ATTACHMENT N**

### **PRESIDING CLERK'S REPORT**

Presiding Clerk's Report to Interim Meeting – March 2014

The Youth Safety Policy Working Group that was established at Interim Meeting last June has begun to work. We are considering how we make sure that childcare at Interim Meeting, which has been up to the host meeting to arrange, is in conformity with our Youth Safety Policy. We also are looking at whether some supporting structure is needed for Interim Meeting in order to facilitate this. Stay tuned.

This summer Baltimore Yearly Meeting will hold its 343rd Annual Session, August 4 through 10. Our theme will be Transformation and Healing. We have some wonderful plenary speakers lined up, and we will explore this theme in worship, worship/sharing, workshops, and so much more. And of course, there will be meeting for worship with attention to business. This will be my last turn to preside, so it is a little bitter-sweet for me. Serving you as Presiding Clerk has been a true joy and privilege, and a great opportunity for spiritual growth.

The Search Committee has brought forward nominations for Presiding Clerk and for the Clerk of Interim Meeting, and I am grateful for their work. Recently, a few Friends have asked me whether Meg was being promoted to Presiding Clerk from Interim Meeting Clerk, so I want to clear up any misunderstanding about Baltimore Yearly Meeting's structure. I do not know of any other Yearly Meeting that operates this way, so I understand the confusion. The Interim Meeting Clerk is not the junior varsity clerk. Two clerks serve Baltimore Yearly Meeting together, each with different emphases. The Presiding Clerk focuses more on nurturing the Yearly Meeting as a worshipping community; while the Interim Meeting Clerk focuses more on the Yearly Meeting as an institution, nurturing staff and committees. In addition, each is available to substitute for the other, if needed. In Matthew's Gospel, Jesus said, "Take my yoke upon you" (Matthew 11:29). A yoke is for two animals who have to work together, neither one pulling harder or its own way. That is how I envision your two clerks, yoked together to serve our beloved Yearly Meeting. Meg and I have been compatible yokemates, and working together has been a joy. By the way, Meg and I are not related, but we certainly are sisters in the spirit.

This is the time of year when our Monthly Meetings are preparing Spiritual State of the Meeting Reports. As the Vision Implementation Committee has visited Monthly Meetings,

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some of us have heard confusion that can be summed up as: why does a Meeting have to do this anyway, and does anybody even read these things? Those among us who are faithful attenders of Annual Session already know the answer to these questions, but I hope you will bring back to your Meetings this information for the benefit of others.

The Spiritual State of the Meeting Reports prepared by Monthly Meetings serve a mutual accountability function. The BYM Ministry and Pastoral Care Committee reads all the reports to make sure that our Meetings are functioning in right order. The failure to send in a report may indicate that a Meeting is not functioning, requiring follow up by the Committee. The Committee also considers whether there are spiritual needs expressed in the reports that require attention from the Yearly Meeting, and these reports guide the Committee as it seeks to deepen the spiritual life of the Yearly Meeting. Finally, based on the reports, the Committee prepares a Spiritual State of the Yearly Meeting Report that is presented at Annual Session.

One perennial problem some Meetings face in preparing the Spiritual State of the Meeting Reports is how to get more Friends involved. Herndon Meeting has solved this by once a year turning its regular meeting for worship time over to considering the Meeting's spiritual state. They begin while the children are present, so that even the little ones may be included in the process. I happened to be visiting Herndon one time when they did this, and though the format was worship/sharing rather than regular worship, it felt very deep and worshipful. This year my own Meeting, Sandy Spring, held a retreat on various spiritual topics with two sessions for spiritual state input included. So I urge Friends to be creative. Seek input from Friends at a time when they are available or lure them with some spiritual bait. Many Meetings find that taking the time to consider their spiritual state deepens the spiritual life of the community.

I thank each Local Meeting for your Spiritual State of the Meeting Report. I read every report, and I find them inspiring. I encourage all of you to read the reports too. They are available on the BYM website. [http://www.bym-rsf.org/what\\_we\\_do/committees/ministry/ssmr/2013ssmr/](http://www.bym-rsf.org/what_we_do/committees/ministry/ssmr/2013ssmr/)

Finally, let us remember today our Friends who are part of the South Mountain Friends Fellowship, which is under the care of Patapsco Monthly Meeting. Today, they are celebrating their 8th anniversary of meeting at the Maryland Correctional Institute in Hagerstown. As they said in their Spiritual State of the Meeting report last year: “[A] person might describe prison as the closest thing to hell on earth. But God is there too!” These Friends remind us that God is present no matter what. Let us hold them in our thoughts and prayers.

**INTERIM MEETING**  
**SIXTH MONTH 21, 2014**  
**STATE COLLEGE FRIENDS MEETING**

**12014-24.** *Opening Worship.* The Meeting opened with a period of worship.

Friends from 23 Meetings signed in: **Adelphi:** Windy Cooler, Alison Duncan, Catherine McHugh, Ann Marie Moriarty, Jolee Robinson; **Alexandria:** Deborah Haines, Becka Haines-Rosenberg; **Annapolis:** Karen Cunyngnam; **Baltimore, Stony Run:** Clinton Pettus; Bethesda: Peirce Hammond, Claudia Hernandez, Susan Kaul, Gail Thomas; **Charlottesville:** Tom Hill, Frances Schutz, Hank Schutz; **Floyd:** Lee Henkel; **Friends Meeting of Washington:** JE McNeil, Riley Robinson; **Frederick:** Helen Tasker, Betsy Tobin, Greg Tobin; **Gettysburg:** Margaret Stambaugh; **Gunpowder:** Bob Fetter, Susie Fetter; **Herdon:** Cathy Tunis, Harry Tunis; **Homewood:** Rebecca Pickard; **Hopewell Centre:** Laura Nell Obaugh, Jim Riley, Linda Wilk; **Langley Hill:** Sheila Bach; **Maury River:** Katherine Smith, Tasha Walsh; **Patapsco:** Ken Stockbridge; **Sandy Spring:** Alan DeSilva, Wayne Finegar, Margo Inglis Lehman, Deborah Legowski, Jim Lynn, Betsy Meyer; **BYM Staff:** Ann Venable; **State College:** Jules Arginteanu, Ellen Johnson Argineanu, Martin Melville, Mike Boardman; **Takoma Park:** Erik Hanson; **West Branch:** Walt Fry; **York:** David Fitz, Ruth Fitz, Lamar Matthew, Dorothy Shumway.

Clerk Meg Meyer asked Friends to hold in the Light those in our Yearly Meeting who are suffering illness, as well as the friends and family of those who have recently passed away.

**12014-25.** *Welcome from State College Meeting.* Selden Smith, clerk of State College Friends Meeting, welcomed us to the Meeting. Friends have lived in this area for hundreds of years, and the Meeting is part of both Baltimore and Philadelphia Yearly Meetings, and is enriched by participation in both communities.

**12014-26.** *Naming Committee.* Rep Pickard (Homewood) reported for the Naming Committee. Friends were asked to approve two names for Search Committee: Steven Hulbert (Blacksburg) for a second three year term and Gobind Moore (Maury River) for a new three year term. Friends APPROVED these names.

**12014-27.** *Search Committee.* Meg Meyer (Stony Run) reported for the Search Committee. The following name was brought for a first reading: Arthur David Olsen (Takoma Park) for Interim Meeting Recording Clerk. The second reading will occur at Annual Session in August.

**12014-28.** *Indian Affairs Committee.* Sue Marcus (Alexandria) brought a minute from the committee urging the National Football League to change the name of the Washington, DC football team. Friends APPROVED the following minute:

For more than 200 years Baltimore Yearly Meeting of the Religious Society of Friends (Quakers) has sought to support the concerns of Native Americans.

We unite with the efforts of all who have called for the name of Washington football team to be changed. We call upon team owner Daniel Snyder, team general manager Bruce Allen, National Football League commissioner Roger S. Goodell, and the National Football League Management Association to change the name of the team to one that does not demean or misrepresent anyone's ethnicity or culture, and to create a team logo that upholds the values that the NFL has said it supports.

This minute, and background information provided by the committee, will be forwarded to the National Congress of American Indians, Friends Committee on National Legislation, Teresa Vargas, the individuals and organizations named in the minute, and others as we see fit.

**12014-29. *Manual of Procedure Committee.*** Susan Kaul (Bethesda) reported for this committee. She brought forward five changes to the Manual of Procedure. One of these was a copy-editing change that did not require approval. The others—to identify those expected to attend Interim Meeting, to clarify the interaction of Trustees and the Youth Safety Policy Working Group (YSPWG), to update expectations of committee practice, and to reduce the use of “should”—were approved. The full report of changes was ACCEPTED and is attached. (Attachment O)

**12014-30. *Worship Sharing on Queries.*** Earlier this year, Friends in BYM began a discussion about the appropriate hiring and uses of grant-funded staff, which in turn stirred up broader questions about hiring policies and practices in the organization. Friends were invited to sit with the following queries and share out of silence.

Can we hire a person (however funded) whose job is to increase diversity among us without feeling that we have abdicated responsibility for this work? Are we not all called to diversity work in some way? How do we make sure that volunteers stay engaged in diversity work?

Do we feel led to fund staff work from sources outside BYM and its members, such as philanthropic organizations or corporate donors? Does the possibility of outside funding cause us discomfort? If so, why?

Friends shared deeply and thoughtfully on these queries, sharing personal experiences and wisdom around labor, diversity, and community. Notes from the worship sharing will be forwarded to the Yearly Meeting and Interim Meeting clerks.

**12014-31. *Youth Programs Manager Annual Report.*** Alison Duncan reported as the Youth Programs Manager. Our youth programs serve those aged 11-18, including a growing number of middle schoolers. Young Friends and Junior Young Friends engaged with various issues affecting their lives and strengthened their communities through work, conversation, and play at their conferences. Alison spoke about the ways concerns for diversity are addressed within the program, and noted that there is always room to grow in this area. She shared movingly about a Young Friends discussion of income equality that allowed kids from working class backgrounds to feel heard and recognized in a new way.

Adult Friends are asked to consider if they might be led to fill one of approximately ninety slots available for Friendly Adult Presences at our conferences over the course of the year. Her full report is attached (Attachment P), and we are deeply grateful for her work.

**12014-32. *Treasurer's Report.*** Tom Hill (Charlottesville) reported as the Yearly Meeting Treasurer. Our new auditors have been very engaged and full of questions as they undertake our audit for FY2013. Tom explained that the complicated categories in our accounting reports often reflect a desire to keep promises and use funds as they were intended. Although our large balance of current assets largely reflects that money has come in for camp that will be spent in the course of the summer, he assured Friends that we are where we expected to be. The financials are attached. (Attachment Q)

**12014-33. *Development Committee Report.*** JE McNeil (Washington) reported for the Development Committee. Since the hiring of the Development Director, the committee has been able to focus more on policy, including developing a policy on grant applications, acceptance, and management. Friends should expect to hear more about this in the future.

**12014-34. *Development Director.*** Ann Venable reported as Baltimore Yearly Meeting Development Director. She has been invited to visit many Friends at home and in their meetings, and this has been a source of rich conversation among Friends. She has been monitoring the results of development emails as well as gifts coming in, and it has been gratifying to see more individuals giving to the Yearly Meeting in the first half of this year than in the first six months of 2013, resulting in higher donation income over this period. The development program has big plans for a “build a cabin” activity at annual sessions to support our camps, and Ann invited Friends to help, both metaphorically and monetarily. Her report is attached. (Attachment R)

**12014-35. *ad hoc Vision Implementation Committee.*** Katherine Smith (Maury River) reported on behalf of the Vision Implementation Committee. She and the rest of the Vision Implementation Committee have been visiting with Friends and Meetings all over the Yearly Meeting, and they are planning ways to engage more Friends in fellowship across Meetings large and small. She asked that as the vision implementation process continues all Friends remain open to change, including potential disruptions of traditional activities at Annual Session. The committee expects to have more news to share soon.

**12014-36. *Intervisitation Working Group.*** Ken Stockbridge (Patapsco) read a travel minute for Jolee Robinson (Adelphi), who will be traveling to Indiana Yearly Meeting this summer.

Friends APPROVED endorsing this minute.

**12014-37. *Nominating Committee.*** Karen Cunnyngnam (Annapolis) reported for the Nominating Committee. The committee has discerned a need for an ad hoc committee on the use of technology in Yearly Meeting committees, including documenting best practices. The committee is planning an interest group at Annual Session, and they welcome both those

enthusiastic about technology and those especially skeptical of it to attend and engage. Friends should also consider if they may feel led to serve on a future ad hoc committee.

**12014-38. *Chesapeake Quarterly Meeting Report on Cove Point.*** Ken Stockbridge (Patapsco) shared about current activities happening to oppose the development of Cove Point natural gas facility, including a Meeting for Worship and Rally at the US Capitol on July 13. He encouraged Friends to read a report from Chesapeake Quarter's Fracking Working Group on their work and goals. The working group has made a great deal of progress in the course of a few months, and Ken invited Friends throughout the Yearly Meeting to engage with this issue. The report is attached. (Attachment S)

**12014-39. *General Secretary's Report.*** Riley Robinson reported as the General Secretary of the Yearly Meeting. He described looking at the work of the Yearly Meeting right now as a glass-bottomed boat ride, where you can see many different vibrant things happening, but only if you look in the right direction.

He spoke about the need for struggling Meetings to be heard and loved in the Yearly Meeting. The Meetings who are represented when we gather as a Yearly Meeting are highly visible, but smaller, underrepresented Meetings may be harder to see when they are going through hard times. We can only be whole and healthy as a body when all our Meetings are whole and healthy themselves. In some cases, Quarterly Meetings support growth and healing in struggling Meetings, but many of our Meetings don't belong to a quarter and may lack that kind of space for sharing.

As well as supporting the community of the Yearly Meeting, Riley encouraged us to consider how we can corporately support work on issues of concern in the wider world. He also asked us to hold in the Light Friends General Conference and its staff, as they experience challenges and transitions.

**12014-40. *Yearly Meeting Presiding Clerk's Report.*** Betsy Meyer (Sandy Spring) reported as Presiding Clerk. Her full report is attached. (Attachment T)

**12014-41. *Minute of Appreciation to Rebecca Haines Rosenberg.*** Friends APPROVED the following minute of appreciation for the Recording Clerk.

Becca Haines Rosenberg, Interim Meeting thanks you for your service as recording clerk. Your careful observation and listening have often given us clever descriptions or commentary and your willingness to serve the group during long meetings in all good humor is much appreciated. Best wishes to you in your future endeavors.

**12014-42. *Minute of thanks to State College Meeting.*** We are thankful to State College for their beautiful Meeting House and the green, open space around it, and for their warm hospitality and homemade food. We can hardly imagine a more beautiful setting for a Meeting.

**I2014-43. Announcements.** Friends shared announcements of upcoming events and opportunities.

**I2014-44. Closing Worship.** The Meeting closed with a period of worship. God willing, we will meet again at Frostburg State University in Frostburg, Maryland on Tuesday, August 5 for Annual Session.

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## ATTACHMENT O

### MANUAL OF PROCEDURE REPORT

**1. The Guidelines for Embracing the Ministry of Friends** (from the Ministry & Pastoral Care Committee) has been edited and added to the *Manual of Procedure* as Appendix E.

**2.** Under the heading “III. Interim Meeting” on page 5 of the *Manual of Procedure 2013*, are listed those “expected to participate in Interim Meeting.” The Manual of Procedure Committee (MoP) proposes to add language to the third graphic element to include the clerk of Trustees (even though Trustees is not a committee), so that it will read: “the clerks selected by each of the standing administrative and functional committees of the Yearly Meeting, **including the clerk of Trustees**, and the Clerks of Baltimore Yearly Meeting Young Friends Executive Committee and Young Adult Friends.”

**3. The following paragraph will be added under Trustees as paragraph three on page 4:**

The Youth Safety Policy Working Group (YSPWG) is under the care of the Trustees. YSPWG includes the following: General Secretary, Youth Programs Manager, Camp Program Manager, Presiding Clerk, Clerk of Supervisory Committee, Clerk of Trustees (or a designated member of Trustees), Clerk of Youth Programs Committee (or a designated member of that Committee), Clerk of Camping Program Committee (or a designated member of that Committee), Clerk of Religious Education Committee (or a designated member of that Committee), Clerk of Junior Yearly Meeting Staff (or a designated member of JYM staff), and others as needed. YSPWG meets at least once per year to review the current Youth Safety Policy, and to discuss any youth safety concerns that may have arisen. The Presiding Clerk ensures that the YSPWG is convened. Throughout the year, the General Secretary keeps the members of YSPWG informed about best practices for youth safety, as information becomes available. YSPWG stands ready to address, in a timely manner, any youth safety policy issues that may arise.

**4. To reflect actual practice of the committees of the Yearly Meeting, the MoP is rewording the second sentence in paragraph one under the heading “V. Committees of the Yearly Meeting” on page 5:**

All committees are expected to meet at least once annually, either in person or using other modern technology, such as voice- or video-teleconferencing and are expected to ~~should~~ report annually.



5. The MoP Committee thinks we should not *should* on each other, and will be making changes in appropriate instances from “should” to “expect.” Currently the *Manual* states that there are certain things committees “should” do, whereas it seems more in keeping with right order to say that these are things committees are expected to do. As an example, please see item 4. above. This is a non-substantive change.

Submitted, Susan Kaul, clerk

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## ATTACHMENT P

### YOUTH PROGRAMS MANAGER'S ANNUAL REPORT

Submitted by Alison Duncan on June 21

Another school year has come to a close, and so has a year of Junior Young Friends (JYF) and Young Friends (YF) conferences. We were not immune to the weather this winter and had to postpone both a JYF and YF gathering due to snow. Both conferences were pushed to the following weekend, with thanks to some flexible Meetings. We were roughly \$3,000 under budget in 2013. Our income was within \$100 of projection, and our spending was \$59,000 instead of \$62,000. This means there was a \$33,000 subsidy of the overall Youth Program instead of \$36,000. In every year previous to this, we have been under budget for the reverse reason - income higher than projected with expenses about the same as projected. Attendance has decreased in the high school program due to the graduation of a large “population bubble” class, causing less income from fees, but also lower expenses.

The specific theme for the JYF program this year was Communication. They had workshops on communicating with nature, interpersonal communication, communicating through technology, and with people from other cultures. We increased the maximum attendance with the promise of hiring a JYF assistant, and the average attendance was 45 JYFs. An average of 10 Friendly Adult Presences (FAPs) was present at every conference as well. As of this year, the Designated Friendly Adult Presence (DFAP) writes a conference summary, and I send it to the parents of all the JYFs who attended that conference.

There isn't a specific annual theme for Young Friends, as different people plan each conference. We had workshops on Journalism as Social Change, Income Inequality, a spiritually-based gender transition story, doing service in Rothrock State Forest in PA, and Consent and Rape Culture. The average attendance at a conference this year was 67 YFs, down from last year's 78, and there were an average of 10 FAPs at each conference. We're getting back to average attendance now that the recent large “population bubble” class moved on. We had hosted 100-person conferences. They feel small now, but it's nice to have intimacy. Some structures we established while we had large numbers - having small groups where the personnel stay the same over the course of the year - continue to support community formation. It's been nice to see relationships form over the course of the year between people who wouldn't otherwise interact. The community as a whole has gone through growth in inclusion of transgender friends in the past year or two, including writing a letter to Pacific Yearly Meeting, which was published in the winter *Interchange*.



The Young Friends have one standing committee and several that are filled ad hoc. The standing committee now called the Nuts and Bolts Committee (previously the Executive Committee) changed its name in an effort to be more accessible. The ad hoc Do Good Deeds Committee raised \$200 to send medical supplies to the Peruvian Amazon. The ad hoc calendar committee figured out dates and locations for conferences for the year. The Meetings for Business were particularly task-oriented this year, as issues needing discernment didn't come up. In the coming year, we will do discernment of issues outside of the community to ensure worship and discernment in Meeting for Business.

The Youth Programs Committee oversees these programs and supports the weekends through brainstorming content and serving as Friendly Adult Presences (FAPs). They planned and executed one FAP training session this year, and are pushing for online registration for the event. With the new website, it should be up and running by August. Most of their time was taken up with writing the JYF Program Assistant job description, which was approved by Interim Meeting in March and posted in April. The position should be filled in the next month. We sent out an evaluation form again this year and had fewer responses, but still overwhelmingly positive ones. There are improvements requested in the registration process, and we will always strive to do better in every way.

I continue to participate in the Vision Implementation Committee as staff representative. As a part of that committee, I visited five Meetings to discuss future work for BYM based on the Vision Statement. It was neat to actually spend time with a Meeting rather than being distracted on First Day after a conference. I also participate in the Youth Safety Working Group, which met once. I am happy to be a resource for doing background checks on various adults who work with youth in our Yearly Meeting.

I'd like to express my thanks to the Youth Programs Committee, its subcommittees, and all of its volunteers for their good work.

If you know of some children, Quaker or not, who you think might fit in the program, please give me a call!

# ATTACHMENT Q

## TREASURER'S REPORT

### STATEMENT OF ACTIVITIES FROM 1/1/2014 THROUGH 5/31/2014

(In Whole Numbers)	Current Year Actual	Current Period Budget - 2014 Budget
Revenues		
Apportionment		
Apportionment	180,583	440,000
Apportionment Adjustments	0	(8,800)
Total Apportionment	180,583	431,200
Unrestricted Contributions		
Contributions	35,205	165,500
In Kind Contributions	193	7,000
Bequests	5,000	0
Total Unrestricted Contributions	40,398	172,500
Restricted Contributions		
Restricted Contributions	5,160	50,000
Revenue to Fund	0	(50,000)
Total Restricted Contributions	5,160	0
Attendance Fees		
Annual Session	12,018	84,700
All Other YM Program	7,944	40,000
Combined Camp	645,165	725,800
Committee	155	0
Youth Programs	10,603	27,525
Total Attendance Fees	675,885	878,025
Sales		
Book Sales	606	12,520
Clothing Sales	0	7,340
Other Sales	5	600
Total Sales	611	20,460
Property & Vehicle Rental		
Property Rental Income	1,029	16,600
Vehicle Rental Income	2,450	1,200
Total Property & Vehicle Rental	3,479	17,800

Interest		
Interest & Dividends	356	1,200
Total Interest	356	1,200
Other Income		
Released Funds	0	139,742
Gain (Loss) on Sale of FA	0	10,500
Other Income	8,051	100
Total Other Income	8,051	150,342
Total Revenues	914,522	1,671,527
Total Revenues	914,522	1,671,527
Expenses		
Administrative	171,013	405,126
Annual Session	6,844	86,510
All Other YM Program	24,479	41,545
Combined Camp	202,335	909,388
Committee	0	7,950
Development	31,592	131,945
Youth Programs	22,755	67,393
Total Expenses	459,018	1,649,857
Total Operating Revenue Over (Under) Expenses	455,504	21,670
Total Revenue Over (Under) Expenses	455,504	21,670

**BALANCE SHEET**  
**FROM 1/1/2014 THROUGH 5/31/2014**

(In Whole Numbers)	
	Current Year
<b>Assets</b>	
<b>Current Assets</b>	
Cash & Cash Equivalents	801,359
Apportionment Receivable	326,881
Student Loans Receivable	95,437
Other Accounts Receivable	51,677
Inventories	3,801
Prepaid Expenses	46,924
<b>Total Current Assets</b>	<b>1,326,080</b>
<b>Long-term Assets</b>	
Property & Equipment	1,972,733
Long-term Investments	913,710
<b>Total Long-term Assets</b>	<b>2,886,443</b>
<b>Total Assets</b>	<b>4,212,523</b>
<b>Liabilities</b>	
<b>Short-term Liabilities</b>	
Accounts Payable	68,413
Deferred Revenue	277,242
Other Short-term Liabilities	35,814
<b>Total Short-term Liabilities</b>	<b>381,468</b>
<b>Total Liabilities</b>	<b>381,468</b>

Net Assets	
Beginning Net Assets	
Net Assets	
General Fund	502,088
Camp Prop. Resrvs. Designated	6,542
Bush Creek Fund	2,593
Fixed Asset Fund	1,931,744
Education Endowment Income	164,161
Fairhill/Greist Fund	73,099
Pre-College Fund	25,760
Sue Thomas Turner Fund	105,476
Carey Memorial Fund	2,696
Barry Morley Endow. Income	8,540
Indian Affairs Funds	12,706
SSMM Matthews Fund	53
Camp Property Fund	120,018
Cabin Fund	42,089
Meeting House Loan Fund	12,440
Consol. Education Endowment	86,312
Yearly Meeting Endowment	7,877
Barry Morley Endowment	271,355
Total Net Assets	3,375,550
Total Beginning Net Assets	3,375,550
Current YTD Net Income	
	455,504
Total Current YTD Net Income	455,504
Total Net Assets	3,831,054
Total Liabilities and Net Assets	4,212,523

## ATTACHMENT R

### DEVELOPMENT DIRECTOR'S REPORT

#### Fundraising To Date

	<b>2013</b>	<b>2014</b>
<b>Gifts- January - June</b>	\$40,617.00	\$63,145.80
<b>Pledges January - June</b>	\$0.00	\$26,000.00
<b>Fundraising Total</b>	<b>\$40,617.00</b>	<b>\$89,145.80</b>
<b>Number of Giving Units</b>	185	222

#### Development Activities

- Getting to know the Development Director, 4 group events with Bethesda, Adelphi, Stony Run and Charlottesville meetings. 3 additional are planned for June/July; FMW, Herndon and Baltimore.
- Planned Giving Informational Materials – Updated Planned Giving Information on the BYM website, BYM Planned Giving Informational Brochure at the printer. Director led a planned giving tutorial for the Development Committee.
- Grants Sub-Committee formed to draft a Grants Policy
- Campaign Sub-Committee formed to draft Greening Campaign Plan and Timeline.
- Spring Email Appeal – 4 differently designed emails were sent to a total of 5,789 email address with 2,259 opening the email, a 40% open rate.

#### Upcoming Development Activities

- Annual Session Donor Thank you Reception – Thursday 4:15-5:15 PM
- “Build A Cabin” annual session appeal during the week of Annual Session
- Brown Bag lunch discussions
- Visiting Camps
- Draft Stewardship Policy

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## ATTACHMENT S

### REPORT OF CHESAPEAKE QUARTERLY MEETING

### FRACKING WORKING GROUP

Report to Chesapeake Quarterly Meeting  
 From the Fracking Working Group  
 June 8, 2014

At the Chesapeake Quarterly Meeting on March 9, 2014, six of the eight Monthly Meetings in the Quarter shared their minutes that related to fracking and climate change. In addition, two Friends, one from Patuxent Monthly Meeting, presented a morning program about a

proposed facility in Patuxent Friends' community (Cove Point) that would liquefy natural gas and then sell it overseas. In a spirit-led response at the Business Meeting, the Quarterly Meeting united in worship to approve a minute opposing the expansion of the facility at Cove Point and calling upon Friends to join in taking steps to resist it.

CQM also established a Working Group to implement its opposition to Cove Point. The Friends who formed the Working Group, which calls itself the Fracking Working Group, had each been following a leading to work on environmental issues, fracking and Cove Point in particular, before this meeting. The Working Group has now brought us together to work. For that, we are grateful.

Since our formation, we have:

- Made a presentation about our minute at the Interim meeting on March 15, 2014 and asked BYM to endorse it, although unity did not come on that day
- Made contact with all Maryland meetings, including those in Philadelphia YM, to share our minute and make them aware of our work and give members and attenders information and opportunities to take action. We asked meetings to share our information within their meetings and to take action.
- Made contact with the Yearly Meeting's Unity With Nature Committee and other interested members and attenders within BYM
- Had a letter to the editor of the Baltimore *Sun* published
- Sent letters to our US Senators asking for their advocacy at strategic points in the Cove Point permitting and review process
- Sent letters to regulatory agencies pressing for denial of permits or the most stringent of studies, depending on the nature of the agencies' involvement
- Sent letters to Governor O'Malley about fracking in Maryland, which is related to Cove Point
- When we say we "sent letters," it should be understood that the letters were sent with contents and timing that made them part of campaigns, so that our voice as a Quarter has joined the voices of many organizations and individuals. Our efforts contribute to a large, vocal and ongoing resistance movement to Cove Point, and also to the fracking that it would stimulate across Appalachia and most likely begin in Maryland.
- Shared our minute with all of Baltimore Yearly Meeting's monthly meetings via the *Interchange*
- Presented an educational forum for Friends at Little Falls Meeting in Harford County on fracking and Cove Point
- Decided to use CCAN's guidance and strategies as primary sources of information and direction
- Collected signatures on multiple petitions and comment cards. This type of mechanism allows us to participate in resisting Cove Point. In one campaign to pressure the Maryland Public Service Commission, CCAN set a goal of 20,000 signatures. In fact, 40,000 people signed comment

cards. One of our members attended the delivery of the signature cards to the PSC office.

- Followed the progress of related bills in this year's legislative session in Annapolis, especially the fracking moratorium bill
- Attended the May 31 public hearing in Lusby held by the Federal Energy Regulatory Commission (FERC). This was a chance for the public to give verbal testimony against or in favor of Cove Point, and FERC has denied requests for more than just one. Sarah Bur, Clerk of Chesapeake Quarter, gave testimony; other Working Group members and other Friends were present. There were 105 testimonies given, of which 68 opposed Cove Point and 37 were in favor. At the hearing, some of us engaged in dialogue with Cove Point supporters (since we were color-coded, it was easy to find them). We also displayed our banner, "Quakers Against Cove Point" outside the building before the hearing.

The public comment period is still open to submit comments to FERC. We have comment cards here today for you to complete if you wish.

Our plans for the next few months include:

- Sending introductory letters to environment-focused groups that are working to oppose Cove Point.
- Attending Interim Meeting and BYM Unity With Nature meetings
- Attending a rally opposing fracked gas exports at FERC's Washington, DC office on July 13. We will hold Meeting for Worship before the rally; we encourage Friends to join us. We have a flyer for you to take today.
- Holding an interest group meeting at BYM's annual session in August. Such groups take place from 4:15 – 5:15 on Wednesday, Thursday and Friday. Interested F/friends will have to read the Daily Minute for our details, as they aren't published in advance. The Daily Minute is a daily schedule that is available in the dining room every morning at annual sessions.

One last thing we are planning is to take interested Friends on a tour of Cove Point today at the rise of business meeting. Anne Harrison, Patuxent member and Fracking Working Group member, will drive us around to see the territory that is the subject of this struggle.

In addition, we see a clear need to continue to educate Friends about Cove Point and fracking. We see that F/friends are at many different places on the issues, and listening to each other is an opportunity for learning. Our longer-range plan is to hold a large event for that purpose later in 2014. As a Working Group we have the opportunity to continue and deepen this spirit-led work. And this work is an opportunity for us to draw together Friends and new friends in unity.

We ask Chesapeake Quarter to affirm its desire for the Fracking Working Group to continue its work through the next Quarterly Meeting on September 28, 2014. The minute of March 9 identifies this work as opposing Cove Point and fracking in Maryland, and supporting the expansion of renewable energy use in Maryland. If the Quarter affirms that



desire, we also ask that you hold us in the Light as we continue this work. It has specific political goals, but it is also deeply important to our spiritual lives and spiritual formation.

Members of the Fracking Working Group: Sarah Bur (Homewood; CQM Clerk), Karie Firoozmand (Stony Run), Gary Gillespie (Homewood), Anne Harrison (Patuxent), Polly Heninger (Homewood), Toni Hudson (Sandy Spring), John McKuskick (Homewood), Ken Stockbridge (Patapsco), Tracey Waite (Little Falls)

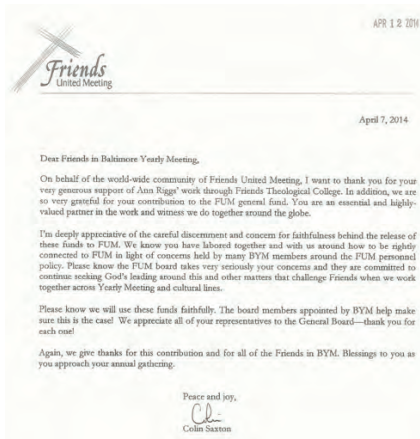
## ATTACHMENT T

### PRESIDING CLERK'S REPORT

June 21, 2014

We are all looking forward to the 343<sup>rd</sup> Annual Session of Baltimore Yearly Meeting August 4 through 10. I need to receive all requests for time on the agenda by **June 30!**

In April, we received the following letter from Friends United Meeting. It is addressed to all of us, so I am sharing it with you in this report:



Recently, I returned from the Friends United Meeting Triennial in Marion, Indiana. It was a blessed time, and we will hear a full report on the Triennial at Annual Session. Friends, as Colin Saxton's letter implies, the Spirit has been working among all of us in Friends United Meeting. The faithful service of our FUM Board members, our ministry of presence through the Intervistation Program, and BYM's corporate willingness to remain in fellowship with FUM all have been an important part of this work. At the Triennial, I sensed a refreshing atmosphere of spiritual hospitality. Toward the end of the session, the Triennial

Clerk disclosed that he was brought up as an Evangelical Friend and that his Yearly Meeting is dually affiliated with Evangelical Friends and FUM (the way BYM is dually affiliated with FGC and FUM). He said that some Friends in the Meeting where he grew up would think that some of the Friends present were not real Quakers; and he acknowledged that other Friends might think the same thing about Evangelical Friends. But there he was serving this diverse fellowship of Friends joyfully worshiping and committed together to FUM's work in North America and around the world. It truly was a blessing to be present.

Here are two nuggets of wisdom that I heard at the Triennial, and I just can't keep them to myself:

A Friend was speaking about outreach and said, "You don't get a harvest unless you plant some seeds."

Another Friends told a story about visiting with an Amish man. He asked the Amish man if he was a Christian, and the Amish man said, "I don't know, ask my neighbor."



Annual Session 2014 photography by Nony Dutton

**343RD ANNUAL SESSION**  
**OF**  
**BALTIMORE YEARLY MEETING**  
**OF THE RELIGIOUS SOCIETY OF FRIENDS**  
**FROSTBURG STATE UNIVERSITY**  
**FROSTBURG, MARYLAND**

**Tuesday, August 5, 2014**

*Do not be conformed to this world, but be transformed by the renewing of your minds, so that you may discern what is the will of God—what is good and acceptable and perfect.*

*Romans 12:2*

**Y2014-01 Opening.** Friends gathered in worship at 3:00 pm. Out of the silence, Presiding Clerk, Elizabeth “Betsy” Meyer (Sandy Spring) welcomed all to the 343<sup>rd</sup> Annual Session of Baltimore Yearly Meeting with a message introducing the theme “Transformation and Healing.” Projected on the screen behind the Clerk’s table was a 15<sup>th</sup> century painting of St. Sebastian by Antonio Pollaiuolo.

Welcome all to this 343<sup>rd</sup> Annual Session of Baltimore Yearly Meeting of the Religious Society of Friends. We gather this year around the theme of Transformation and Healing. For me, the theme evokes the image of St. Sebastian. There he is wounded by the many arrows that the archers are shooting at him. None of the wounds is mortal, but oh, how painful each and every arrow must have been. Like St. Sebastian, we are all wounded. Think of all of those slings and arrows of life that assault us constantly.

When we mention healing, we think of health concerns, of course, and some Friends from George Fox to Baltimore Yearly Meeting’s own Barry Morley have had the gift of physical healing through prayer. But healing does not always mean a physical cure. Rather, healing is being brought into spiritual wholeness, and Barry used to say that the final healing is death. Beyond health concerns, many other arrows wound us. Perhaps the most painful wounds come from those whom we love. But God’s love is greater and opens the door to forgiveness.

Our secular culture constantly launches arrows at us from all sides telling us that we are not good enough, not pretty enough, not rich enough. These are the arrows of cultural expectations. One of the most potent cultural arrows is the one that tells us that we need to succeed; we have to accomplish a lot or we are worthless. This arrow wounds us individually and as worshipping commu-

nities, bogging us down with endless busyness. I was struck by this paragraph from the recent Spiritual State of the Meeting Report of Annapolis Friends:

External pressures make it more difficult for us to flourish spiritually: time is short, modern life is complex, and daily activities leave us with less time for the spiritual. We need to be mindful that the worshipful focus of the Friends community is not lost in the busyness of projects and activities, within and outside the meeting, which distract us from the spirit.

Like St. Sebastian, as individuals and as a community, we may feel wounded by these many arrows, but the wounds need not be mortal because we have something deeper – a connection with the Divine Source, the Inward Teacher, the Inner Light, Christ, the source of all healing and transformation. As Paul wrote to the Romans:

Do not be conformed to this world, but be transformed by the renewing of your minds, so that you may discern what is the will of God – what is good and acceptable and perfect. – Romans 12:2

This week, let us recognize that all of us are wounded. Let us invite the Divine to work in each of us to heal our wounds as individuals and as a worshipping community, bringing us into wholeness, and transforming us as we discern together where the Spirit is leading our community.

**Y2014-02** *Introductions of Friends at the Clerks' Table and Facing Bench:* With the Presiding Clerk at the Clerks' Table were Helen Tasker (Frederick), Recording Clerk; Mary Campbell (Washington), Reading Clerk; Madeline Doll (Baltimore, Stony Run), Young Friends Assistant Clerk; Sylvia Beam (Frederick), Young Friends Blog Editor; David Fitz (York), Ministry and Pastoral Care. Holding our work in the Light from the facing bench were Steven Elkinton (Langley Hill) and Rebecca "Rep" Pickard (Homewood). Jason Eaby (Nottingham) managed the sound and technology.

Mary Campbell (Washington), a painstaking seamstress, spoke about her work on the modesty panel that adorns the Clerks' Table at Annual Session. Mary said that she incorporated an additional seven Local Meeting blocks into the modesty panel, adding to the 34 already there. Her work added to that of three previous seamstresses. She also noted that she improved the method of affixing the panel to the table by introducing Velcro! We thanked Mary for her work on the panel.

**Y2014-03** *Introductions of Past Yearly Meeting Clerks.* We acknowledged past BYM Presiding Clerks who were present: Katherine Smith (Maury River) and Lamar Matthew (York). Barbarie Hill (Charlottesville) is a past Clerk of Ohio Valley Yearly Meeting, and visitor Margery Post Abbott has served as Clerk of North Pacific Yearly Meeting.

**Y2014-04** *Introductions of Visitors.* We welcomed the following visitors: Rich Regen (Rochester Meeting, New York Yearly Meeting, sojourning at Martha's Vineyard MA Meeting, New England Yearly Meeting) Friends General Conference representative; Sue Regen (Rochester Meeting, New York Yearly Meeting) who serves as Presiding Clerk of Friends General Conference; Lu and Ken Harper (Rochester Meeting, New York Yearly Meeting), traveling as elders with Sue Regen; Sammy Letoole (Northern Kenya Yearly Meeting) Director of the Samburu Friends Mission; Robert Wafula (Kaimosie, Kenya) new Principal of Friends Theological College; Margery Post Abbott, (Multnomah Monthly Meeting, Portland OR, North Pacific Yearly Meeting); Julie Peyton (West Hills Meeting, Portland OR, North West Yearly Meeting) accompanying Margery Post Abbott as her elder.

**Y2014-05** *Recognition of First Time Attenders.* We recognized and welcomed Friends attending Annual Session for the first time.

**Y2014-06** *Opening Retreat.* We thanked Windy Cooler (Adelphi) and Eric Hanson (Takoma Park) for leading Friends in the Opening Retreat, *Bringing Differences into the Light*. The retreat provided opportunities for deep sharing around conflicts between individuals and within communities. Participants felt the healing power of sharing our stories, and affirmed that conflicts in communities can be opportunities for discernment and even transcendence. We thank Eric and Windy for a lovely retreat.

**Y2014-07** *Review of Agenda.* The Clerk reviewed the agenda for the week and spoke about the three levels of accountability and discernment we experience this week: (1) reporting; (2) receiving (or accepting); and (3) approval. Much of our work together involves reporting, including the Advance Reports. Each part of our worshiping community is expected to provide an Advance Report, and some of this information is highlighted throughout the week in our business sessions. This reporting provides an accountability function: we read and listen to these reports to learn whether our programs, committees and affiliated organizations are functioning in right order. A few items, such as the annual Spiritual State of the Yearly Meeting Report, are received or accepted. This happens when we entrust a certain group with particular work for us, such as assigning the job of articulating our Yearly Meeting's spiritual state to the Ministry and Pastoral Care Committee. As long as the Committee has faithfully carried out the task and the end product is acceptable, we receive their work. A deeper level of discernment is involved with matters that are brought for approval. Here we are seeking to unite together around particular words or actions in accordance with the leadings of the Spirit. Often two readings are needed to give Friends time for deeper consideration.

**Y2014-08** *Message from Program Committee.* Peg Hansen (State College) welcomed Friends on behalf of Program Committee. She spoke of how many Friends did the hard work of the Committee. She went over logistics for the week so Friends would know what to expect, and encouraged Friends to approach Program Committee members with questions and suggestions. She encouraged each of us to welcome new Friends, and seek out members of Ministry and Pastoral Care if we need support. She urged us to stop by the



information table and read epistles from around the world, and Memorial Minutes of BYM Friends. She also highlighted upcoming presenters and events for the week.

**Y2014-09** *Nomination of Epistle Committee.* The Clerk described the epistle as our prophetic message to Friends everywhere. The Clerk nominated Mark Cannon (Washington), Deborah Haines (Alexandria) and David Fitz (York) to serve on the 2014 Epistle Committee. The nominations were APPROVED.

**Y2014-10** *Recognition of Past Interim Meeting Clerks.* The Clerk noted that two Clerks—the Presiding and the Interim Meeting Clerks—serve BYM together, each with different emphases. The Presiding Clerk focuses more on nurturing the Yearly Meeting as a worshipping community, while the Interim Meeting Clerk is more concerned with BYM as an institution – nurturing the staff and committees. In addition, each is available to substitute for the other, if necessary. Both Clerks are needed and neither is more important.

She noted that Michael Cronin (Washington) was a past Clerk of Interim Meeting. The Clerk recognized the diligent work that takes place during Interim Meeting, noting her own past service as Interim Clerk.

**Y2014-11** *Report from Interim Meeting.* Margaret “Meg” Meyer (Baltimore, Stony Run), Clerk of Interim Meeting reported on actions taken by Interim Meeting on behalf of the Yearly Meeting in the past year. (Attachment U)

**Y2014-12** *Minute of Appreciation for Margaret “Meg” Meyer (Baltimore, Stony Run).* The Clerk introduced the proposed minute as follows: “In Matthew’s Gospel, Jesus said, “Take my yoke upon you” (Matthew 11:29). A yoke is for two animals who have to work together, neither one pulling harder or its own way. That is how I envision your two clerks, yoked together to serve our beloved Yearly Meeting. Meg and I have been compatible yokemates, and working together has been a labor of love for both of us. By the way, Meg and I are not related, but we certainly are sisters in the spirit.”

**Minute of Appreciation for Margaret Boyd Meyer,  
Interim Meeting Clerk**

Baltimore Yearly Meeting expresses its deep gratitude to Margaret Boyd Meyer for four years of faithful service as Clerk of Interim Meeting. Meg always presided at Interim Meeting with centeredness and aplomb even when discussions seemed to be generating more heat than light. Meg kept us grounded in the Spirit. We also are grateful for all the behind-the-scenes work that Meg took on for the Yearly Meeting as the Clerk of Interim Meeting. This work included serving on Supervisory Committee (and as its Clerk for many years) and working in the vision and vision implementation processes as well as countless hours spent visiting committees, and communicating with Friends by telephone and email helping to facilitate our process. Our deepest thanks to you, Meg, for your spirit-led servant leadership among us!

Friends APPROVED the minute with great appreciation.

Y2014-13 Supervisory Committee. The Clerk explained the function and necessity of the Supervisory Committee and asked the members to stand to be recognized. The Clerk explained that BYM has paid staff, and a lot goes on behind the scenes to make sure that the staff is ultimately accountable to BYM as a whole. The Supervisory Committee is made up of volunteers who serve you in this way. BYM's Supervisory Committee is committed to nurturing our staff, making sure that BYM treats its employees fairly while holding our BYM employees to high professional standards. Clinton Pettus (Baltimore, Stony Run) serves as Clerk of Supervisory Committee, which means that he is Riley's boss. Clinton Pettus described the role of Supervisory Committee as being that of coach, mentor, and encourager of the General Secretary and other staff members.

**Y2014-14 Staff Introductions.** General Secretary Riley Robinson (Washington) expressed gratitude for the work the staff does and acknowledged the two camp caretakers, Donald Frame at Catoctin and Jake Butler at Shiloh, who could not be here while the camps are in session. The rest of the staff briefly introduced themselves.

Margo Lehman (Sandy Spring), Comptroller, spoke of how complicated her job is for an organization that seeks simplicity, and outlined her work. She spoke of the intensity of the audit this year. She told us: "As you consider the vastness of what we, as a Yearly Meeting, have accomplished, and our hopes and dreams of what we might accomplish in the future, know that some part of it all will come across my desk. I hope that my efforts help sustain those hopes and dreams."

Wayne Finegar (Sandy Spring), Administration Manager, said that he had too many duties to enumerate, yet expressed how he feels privileged to work with so many Friends in various capacities. He thanked us for letting him do this.

David Hunter (Frederick), Camp Property Manager, said "It is a rare privilege for me to have the opportunity to work with so many Yearly Meeting members and in these beautiful places—stewarding the resources and asset that these places represent." He spoke of how he loves his work. He described the fundraising effort which will go toward building a new cabin at one of the camps in the coming year. Here at Annual Session a playhouse-sized cabin will be assembled with parts of the cabin being added as funds are raised.

Ann Venable, Development Director, spoke about how David Hunter led a workshop at Opequon Quaker Camp and campers created the playhouse-size cabin, then disassembled it and brought here. She said that \$3,510.50 in contributions has put the floor on the cabin. She said that we need \$5,000 to build one of the walls, and encouraged us to give what we can.

Jane Megginson (Frederick), Camp Program Manager, described her job as fulfilling the obligations that the various states put on the camps, and working to fill the camps with campers and staff, and volunteers.

Alison Duncan (Adelphi), Youth Programs Manager, spoke of her work with the youth of the Yearly Meeting and the rising attendance at the Junior Young Friends Conferences. She told us that the Young Friends Executive Committee renamed itself the Nuts and Bolts Committee to emphasize the kind of work they do. One Junior Young Friend (JYF) said to his Mom that every middle-schooler in America should be able to go to JYF retreats! Then he realized that wouldn't work because there wouldn't be enough Alisons! So an assistant has been hired to help with her work.

Riley Robinson (Washington), General Secretary, then gave this heartfelt and historically inspired staff report:

It is wonderful to be gathered here and feel the warmth of our Quaker community coming together.

But Quakers also are, and have been, cool – very cool! What do I mean by that?

Well for one, on a subject very near and dear to our hearts, Jacob Fussell was very cool. Jacob was a member of BYM's Little Falls Meeting. He was one of many inventive, entrepreneurial Quakers of his day, and he changed all of our lives. Back in 1851, the average American ate just one teaspoon of ice cream per year. Today, the average person indulges in over 23 quarts per year! Friend Jacob is known as the "Father of the Ice Cream Industry" largely because he opened the first large scale ice cream factory in the U.S. in Baltimore, Maryland.

And another example is Willis Haviland Carrier, whose mother was a Quaker Haviland. The results of his work surround you right now. He designed what became recognized as the world's first modern air conditioning system in 1902 and followed through over the years with a series of advancements. The company still bears his name, and produces some of the most advanced equipment.

We thank these two for their good work. Why am I telling you this today?

A few years ago we did an energy audit at the BYM office building in Sandy Spring. We then installed a white-shingled roof and new insulation, and sealed up leaks, all of which lowered our energy consumption. We then began to become concerned about the aging heating and air conditioning equipment. As of now, there are two 22-year-old oil furnaces and two 17-year-old air conditioners. Vendors have told us that oil furnaces are not getting any more efficient in design over time, even though the equipment is quite expensive, and that as much as a third of the heat goes up the chimney along with the steady dosage of carbon.

We asked Sandy Spring Friend and architect Miche Booz to come over and



look at the building, as we wondered about various new types of heating systems we'd heard about. He recommended a new generation of heat pumps, far more efficient than older ones, and less expensive than some other green systems.

We researched this with vendors, including our own oil heat vendor, and with another architect and BYM Friend, Eli Fishpaw from Maury River, who specializes in green architecture.

We have just signed an agreement to install the latest heat pump equipment at the Yearly Meeting office, which will save substantially on energy costs as we move forward.

This would not have been possible without the support of a **generous BYM member** who cares about the environment and wanted to see the Yearly Meeting office set an example for other Friends and for everyone. We are extremely grateful to this inspired and inspiring supporter who agreed to make a donation to cover the entire amount, and to Development Director Ann Venable for her part in this.

But that's not all. For some time we have been working with an interfaith co-op to be part of a buying group for solar panels for the office. This would supply most of the electricity for the building. Some of the paperwork has already been reviewed, and the rest may arrive today. There are far more, easier and less expensive options to obtain solar equipment than ever before from an array of vendors.

These are the key parts in moving our humble office building in the direction of zero-carbon energy consumption. It could happen in a few years.

And your house, or Meeting house, might be able to do it, too. Here in BYM we have the talent and the inclination, and were gaining the knowledge.

A few years ago Betsy Cazden was our plenary speaker, talking about Quakers and slavery. She was moved to talk about slavery as an energy issue, about lives and living conditions being minimized for the purpose of industrial and agricultural production. She asked us to look at our lives today, dependent as we are on fossil fuels, and consider alternatives to the harm we see. These alternatives are much more readily available now than they were a just few years ago. Let's move forward inventively!

And a word to this week's plenary speakers – be careful what you say to us, because we just might do it!

**Y2014-15 Reading.** The Reading Clerk read the following:

[At the time of early Friends] Most people took the inner light to refer to a

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capacity for thought or discernment, what we would otherwise call reason or conscience. The Quakers differed, though, in saying that “the true light within” was a capacity to see things as they are, to see reality, and that was beyond their normal capacity to think or discern. Human reason was too biased in favor of the self for authentic discernment. They needed a source outside their normal self. Moreover, they needed a source that challenged their normal self and enabled them to get beyond it. It had to be a light of God.

The people of the time understood the Quakers well enough on this point. What they found very difficult were the implications. It required them to give up their familiar sense of self and trust a source within them that was apparently beyond their control. This was worrying. It was particularly worrying for those in power, since it challenged the hierarchies of the church and the society on which their power was based. ...

[W]e moderns are still inclined to look beyond ourselves to find the truth we need to live by, even though we insist we each have the right to decide things for ourselves. We claim to be independent, but in fact, we depend a great deal on others. We do not have the rigid hierarchies of the seventeenth century world, but we do have structures of power, less visible perhaps, that determine how we live, and we look to authorities of a different kind, experts or teachers or even celebrities, to tell us what to think. We want to be shown what to believe, what values to take on, rather than to consider for ourselves how reality is and how we should respond to it. Do we need to recover that immediate sense of reality?

**THE LIGHT WITHIN THEN AND NOW** by Rex Ambler, Pendle Hill Pamphlet 425 pp. 23-24 (2013).

**Y2014-16 Treasurer's Report.** Treasurer Thomas C. Hill (Charlottesville) discussed the 12/31/2013 Balance Sheet and 2013 Statement of Revenues and Expenditures that the BYM Office provided; the progress of the CPA firm's audit of our 2013 financial statements, and the interim financial statements through June 30. Tom helped us see the various stories that the numbers tell. He said accrual accounting shows Friends that we plan to keep our promises. He pointed out that the statement of Revenues and Expenses shows, in our accrual accounting system, where our priorities are, and what needs to be spent if we are to meet our goals. He demonstrated this by talking about how camp expenditures reflect improvements for the camps. He spoke of how the interim reports help staff and committees make decisions based on these projections for the remainder of the year. He also explained how apportionments are accrued throughout the year. He added that some generous donations and bequests have come in since June, and are not included in these reports, but amount to nearly \$110,000. One donation was for Camp Catocin and one is to pay for the new HVAC system at the office. He asked Friends to join him in thanking the donors.

Friends thanked the Treasurer for his work and the donors for their generous contributions.

**Y2014-17** *Second Reading of Manual of Procedure changes.* Clerk of Manual of Procedure Committee Susan Kaul, (Bethesda) presented the proposed changes to the *Manual of Procedure*. She began by reviewing items that are presented here for the second reading.

### **March Interim Meeting Approved**

Allowing Trustees to take under their care the *Youth Safety Working Group*, even though Trustees are not technically a standing committee (see page 21).<sup>1</sup>

Adding the dates of incorporation of both Friends House, Inc. (1966) and Friends House Nursing Home, Inc. (1968) to their respective entries in the *Manual* (see page 25).

Using language to define substantive and non-substantive changes rather than simply citing a particular edition of the *Chicago Manual of Style*: “substantive changes are those that change the meaning of the *Manual of Procedure* and require approval. Non-substantive changes, which do not alter the meaning of the passage, do not require approval” (see page 29).

Friends APPROVED these changes to the *Manual of Procedure*.

### **June Interim Meeting Approved**

Adding the clerk of Trustees to the list of persons expected to attend Interim Meetings (see page 5).

Language describing the Youth Safety Policy Working Group, and who constitutes its members, and added this to the *Manual* as Appendix E.

Reflecting actual practice of how committees meet: “All committees are expected to meet at least once annually, either in person or using modern technology such as voice- or video-teleconferencing, and are expected to report annually” (see page 5).

Friends APPROVED these changes to the *Manual of Procedure*.

**2014-18** *First Readings of Manual of Procedure changes.* Clerk of Manual of Procedure Committee Susan Kaul (Bethesda) outlined other proposed changes to the *Manual of Procedure* which were finalized after the June Interim Meeting at State College Friends Meeting. This will be the first reading of the revised description for the Peace and Social Concerns Committee and the new entry for Friends Meeting School.

### **Peace and Social Concerns Committee**

Chip Tucker, Clerk of Peace and Social Concerns Committee, brought forward a concern that the entry for this committee was overly large with a lengthy description of the Right Sharing of World Resources Working Group. Manual of Procedure Committee recommended, and Chip agreed, that we pare the Right Sharing of World Resources paragraph down as follows:

<sup>1</sup> All page numbers refer to the 2013 hard-copy *Manual of Procedure* of Baltimore Yearly Meeting.

The Right Sharing of World Resources Working Group is under the care of the Peace and Social Concerns Committee. It seeks to challenge the Yearly Meeting and other Quaker groups to simplify our lives and work for a more equitable distribution of global resources.

This matter was HELD OVER for a Second Reading on Friday.

Susan then read the proposed addition of the description of Friends Meeting School.

**Friends Meeting School**

Friends Meeting School was taken under the Spiritual Care of BYM during the 2009 Annual Session (Y2009-61), but due to a variety of issues, no entry was made to the *Manual*. Manual of Procedure Committee has been working with the school and is now hopeful the following entry will meet your approval.

Friends Meeting School, Inc., established in 1997, is governed by a Board of Trustees consisting of between 4 and 21 persons: two named by the Yearly Meeting for approval by the FMS Board of Trustees, the remainder by the Board itself. The School is located in Ijamsville (Frederick County), Maryland. Trustees must be at least 21 years of age. Terms normally begin on July 1, and run for three years. No Trustee may serve more than three consecutive terms.

Friends Meeting School was formerly under the spiritual care of Seneca Valley Preparative Meeting and in 2009 also came under the spiritual care of Baltimore Yearly Meeting. When Seneca Valley Preparative Meeting was laid down in 2013, the spiritual care of Friends Meeting School became the responsibility of Baltimore Yearly Meeting. Baltimore Yearly Meeting seeks to ensure that at least two Trustees are serving as its representatives at any time, but without burdening the Nominating Committee.

When a Yearly Meeting appointed vacancy occurs, it will be the responsibility of the remaining BYM representative to forward to the Baltimore Yearly Meeting Nominating Committee the names of one or more Friends suitable for nomination. Although terms normally begin in July, representatives of Baltimore Yearly Meeting may be nominated in August, for a term beginning in September. Nominations are to be forwarded to the Clerk of the Board no later than mid-August, so that nominees can be interviewed and their nominations considered at the September meeting of the Board.

The Board of Trustees meets once a month, normally on Sunday afternoon. Each member of the Board is expected to participate on a Board committee. Representatives of Baltimore Yearly Meeting serving on the Board are expected to keep Baltimore Yearly Meeting informed about the programs and spiritual condition of the school, including submitting an annual written report.

This matter was HELD OVER for a second reading on Friday.

**Y2014-19 Working Group on Racism.** David Etheridge (Washington) presented a minute for which the Working Group on Racism seeks approval. The minute is designed to help officials take note of the inequality and injustices directed to incarcerated persons. This was the first reading.

#### **Minute on Punishment of Offenders**

Members of Baltimore Yearly Meeting of the Religious Society of Friends (Quakers), gathered at Frostburg State University in Frostburg, Maryland, on August 7, 2014, believe that the life of every person is equally precious regardless of color, economic status or other circumstances and conditions. Therefore, we urge officials at all levels of government to

- ensure that laws are just and effective;
- ensure that laws are enacted and enforced in a consistent manner;
- respond to all who break laws with the priorities of protecting the safety of other citizens and assisting offenders to heal and be transformed into healthy and productive citizens; and
- reconsider the role of retribution and support restorative practices for both offenders and victims.

David said that the intention of this minute is to help Friends bring this issue to the attention of government officials.

This matter was HELD OVER for a Second Reading on Thursday.

**Y2014-20 Ministry & Pastoral Care – 1st Reading of Proposed Minute on Inclusion.** Don Gann (Baltimore, Stony Run) co-Clerk of Ministry and Pastoral Care Committee, told us that this minute arose from a concern from the Camp Program Committee, which was brought to Ministry and Pastoral Care Committee. Don Gann presented the following minute:

#### **Minute on Inclusion**

Baltimore Yearly Meeting affirms the right of all individuals, including transgender, genderqueer and questioning young people and adults, to understand and express themselves with authenticity and integrity, both inwardly and outwardly. We affirm a policy of compassion and inclusion in all programs sponsored by BYM, including the Youth Program and Camping Program.

Camp Program Manager Jane Megginson (Frederick) spoke of how this minute is necessary not only for the Youth and Camping Programs, but for every facet of the Yearly Meeting.

This matter was HELD OVER for a Second Reading on Thursday.

**Y2014-21 Closing.** Mary Campbell (Washington) shared an icebreaker for Friends. She suggested we ask each other what we forgot to bring with us for this week. After announcements, the meeting concluded with silent worship.

**Wednesday, August 6, 2014**

*I had heard of you by the hearing of the ear, but now my eyes see you.*

*Job 42:5*

**Y2014-22 Opening.** Friends gathered in worship at 9:30 am. Out of the silence, Presiding Clerk Elizabeth “Betsy” Meyer (Sandy Spring) opened this session with the following message of healing and transformation.

You may have noticed that I find inspiration in the arts. This morning, I want to show you the paintings that opened art as a spiritual practice for me. In 1990, a Titian exhibit came to the National Gallery in Washington, and with the assistance of the accompanying recorded narration, Titian spoke to my spirit.

[Projecting *The Flaying of Marsyas* by Titian] The first painting that got me was *The Flaying of Marsyas*, painted around 1570, which depicted a scene from classical mythology. The satyr Marsyas found a flute that had been invented and then discarded by the goddess Minerva. Marsyas was so impressed with his own ability to play this flute, that he challenged Apollo to a musical contest. Of course, Apollo won the contest, and Marsyas’s penalty was to be flayed alive. So there is Marsyas hanging upside down while Apollo slowly and painfully removes layers of his skin. This gruesome painting spoke to me of spiritual transformation and suffering.

Like Marsyas, I had thought of myself as gifted and talented, and I felt entitled to a charmed life. So when life’s disappointments happened, I felt wronged: “Why me? I’m a good person; bad things shouldn’t happen to me.” But at this time in my life, especially with the help of the Spiritual Formation Program, I was undergoing a transformation. I was being transformed from the person I thought I wanted to be – a false self --into the person that God wanted me to be – my true self. Like the removal of layers of Marsyas’s skin, I felt God working through some painful experiences I was undergoing at the time. I felt like the Spirit was removing from me layers of false self, transforming me, slowly and painfully. This painting helped me understand what John Woolman meant when he wrote in his journal of being refined by his afflictions.

Then I came to this Titian Annunciation. [Projecting *The Annunciation* from Chiesa di San Salvador, Venice] Here is Gabriel announcing to Mary that she would bear a child, called the son of the Most High. Luke 1:26-38. And there is Mary lifting her veil, willingly, even eagerly, receiving the Holy Spirit. Now I saw the result of the transformative process. Each of us has a Mary within -- a part within us that is so pure that it can receive the Divine message, a part that is willing to do God’s will. But this part is buried under many layers of unwillingness. To find the Mary within, we have to undergo a spiritual transformation which may feel like a slow, painful flaying.

Of course, I don't think that God sits in the sky raining down painful experiences hoping that we might be transformed. But we all suffer in one way or another; it is the human condition. If we cling to our false sense of self in our suffering, we become bitter. But if we invite the Divine to work through our suffering to transform us, to remove layers of false self, we can discover that Mary within – the pure willingness lifting her veil to receive the Holy Spirit. This is true healing: to discover the true self within; to become the whole person that God wants each of us to be.

I left the exhibit with a new sense of openness to spiritual transformation, inviting the Divine to work within me. And God is not finished with me yet.

[Projecting William Blake's illustration of *Job's Theophany*]

This brings me to Job, a book which poses that old conundrum: why do bad things happen to good people? The book never answers the question. But when Job in his suffering calls upon the Lord demanding an answer, he encounters the Divine. It is no longer important to understand why he is suffering. God is immediate and present, and that is enough. Before, God had been distant and theoretical, but no longer. Job says, "I had heard of you by the hearing of the ear, but now my eye sees you." Job 42:5.

Welcome Friends to this meeting of the 343<sup>rd</sup> Annual Session of Baltimore Yearly Meeting, where we invite the Divine to work among us and transform us as we worship with attention to business today.

**Y2014-23** *Introduction of Friends at Clerks' Table and facing bench.* Presiding Clerk, Elizabeth "Betsy" Meyer introduced Friends at the Clerks' table: Helen Tasker (Frederick), Recording Clerk; Evangeline "Vonnie" Lynn Calland (Charlottesville), Reading Clerk; Meghan Donovan (Baltimore, Stony Run) Youth Programs Committee, Youth representative; Amrit Moore (Maury River) and Gobind Moore (Maury River) co-Clerks of Young Adult Friends; Frances Schutz (Charlottesville), Ministry and Pastoral Care Committee. Amy Schmaljohn (Gunpowder) and Harry Tunis (Herndon) held our process in the Light from the facing bench. Managing the sound and technology was Jason Eaby (Nottingham).

**Y2014-24** *Introduction of Visitors.* We welcomed the following visitors: Jean Smith (Kai-mosie Monthly Meeting, Kenya); Sarah Northrop (West Richmond IN Friends Meeting, New Association of Friends), Program Director of Right Sharing of World Resources; Steve Newsom (Fayetteville Meeting, North Carolina Yearly Meeting (Conservative)), Quaker House co-Director; and Patricia Kidd Selmanoff, a resident of Friends House.

**Y2014-25** *Tuesday Evening Program.* Sue Regen (Rochester Monthly Meeting, New York Yearly Meeting) shared a moving message at the Tuesday evening plenary session "Forgiveness as a Spiritual Practice." It is a practice because we are not perfect, and we have many opportunities to practice forgiveness in our lives. Forgiveness is about shifting energy from victimhood to release of pain and suffering. It is giving up all hope for a better past. Sue led us in her "arms of God" meditation, inviting us into this healing practice.



**Y2014-26** *Report from the Camping Programs.* The Clerk explained that today's presentation is one of the ways our Camping Program is accountable to the Yearly Meeting. We will hear a full report on the Camping Program at Fall Interim Meeting, including statistics of number of campers and financial results for the summer. So the financial accountability comes in the fall after the program-year is completed. Today we have the opportunity to hear from the Camp Directors about the spiritual life of the camping programs – the spiritual accountability.

Camp Programs Committee co-Clerk Natalie Finegar (Sandy Spring) introduced Sara Brigham (Durham NC Meeting, North Carolina Yearly Meeting (Conservative) and Piedmont Friends Fellowship), co-Director of Opequon Quaker Camp. Sara joyfully reported that the camps are continuing to thrive, and spiritual growth is happening. She shared that staff has been working on affirming each other and the campers, and this practice has been spreading throughout all of the camps. Spiritual empowerment has been a theme at Opequon Quaker Camp, and that has been encouraged in many ways, including 38 workshops, and various fire circles in which queries were posed and considered. She spoke of Art Walks and other activities as evidence of the empowerment that takes place at camp. Sara spoke of one night when campers greeted late-comers after a trip, with drums and music which put smiles on the weary campers' faces. Sara expressed that the new building is a life-changer, providing space for an office, storage, and laundry facilities. Sara shared how Camp Property Manager David Hunter (Frederick) led a workshop in which the campers built the "tiny cabin" which is being used here at Annual Session as a fundraising measure for the new-cabin project. She expressed her gratitude for the opportunity to work at the camp, and thanked us for all the support that enables the camps to run. She thanked Ann Venable for visiting the camps, and invited other camp directors to help her lead us in song "Let Life Move Me." Camp Catoctin co-Directors Dyresha Harris and Kathryn Gilbert joined her as we learned the following song.

Let Life Move Me

I'm gonna let life move me  
I'm gonna let life stir me deep  
I'm gonna let life wake me  
From this ancient sleep

I'm gonna laugh all my laughter  
I'm gonna cry all my tears  
I'm gonna love the rain as deeply as  
The sun when it clears.

Pictures from the Camping Program were projected during this report. We thanked the Camp Directors for the report.

2014-27 Report on Friends United Meeting Triennial. Georgia Fuller (Langley Hill) reported for Baltimore Yearly Meeting's representatives to the FUM Triennial in Indiana. She spoke of the laughter that she experienced there as perhaps the most important work. (Attachment V) We thanked our representatives to the Triennial and to the FUM Board for their work.



**Y2014-28** *Update from Ann Riggs on Friends Theological College (FTC).* Ann Riggs (Annapolis) updated Friends on her final year of service at Friends Theological College in Kenya. Sammy Letoole, Director of Samburu Friends Mission, expressed gratitude for our welcoming him to this gathering. The new Principal of FTC Wafula expressed that FTC needs our shoulders (“the shoulders of giants”) on which to stand in the future. He spoke of the banana tree—which was planted outside the school, and which has grown and continues to bear fruit—as a symbol of the relationship between BYM and the school. He encouraged us to keep watering the school with our support. Ann spoke of a how she was encouraged when a proposed change to the school, which would have changed the nature of school, was not adopted by the board. Pictures of FTC students and of the campus were projected during Ann’s presentation. (Attachment W)

**Y2014-29** *Minute closing the embrace of ministry of Ann Riggs.* The Presiding Clerk asked Friends to consider the following minute of closure and gratitude:

**Minute Closing the Embrace of the Ministry of Ann Riggs**

At Interim Meeting on Sixth Month 18, 2011 (I2011-33), Baltimore Yearly Meeting embraced the ministry of Ann Riggs as Principal of Friends Theological College in Kaimosi, Kenya. Ann has reported to Baltimore Yearly Meeting and has otherwise been accountable to BYM in good order, and BYM Friends have been enriched by the opportunity to participate in Ann’s ministry by embracing it in this way. The embrace of Ann’s ministry has been carried out in good order and now has concluded. Baltimore Yearly Meeting minutes its gratitude to Ann Riggs for her work as Principal of Friends Theological College and for involving BYM in the work by inviting us to embrace it.

Friends APPROVED the minute with great gratitude.

**Y2014-30** *Message from Friends General Conference Representatives.* Some of BYM’s Friends General Conference Central Committee representatives reported on some of the many services FGC provides to Friends.

Elise Hansard (Roanoke) expressed joy that Clerk of Friends General Conference Central Committee Sue Regen (Rochester Monthly Meeting, New York Yearly Meeting) was with us at Annual Session. Elise introduced the *You are Welcome Here* booklet of learnings from Quaker Quest. Elise also told us about the Quaker Speaker Videos, which are part of the Quaker Cloud.

Deborah Haines (Alexandria) expressed her excitement about the FGC New Meetings Project, which provides support for Friends starting new worship groups. There are dozens of requests for this kind of support.

Arthur Boyd (Baltimore, Stony Run) described the Quaker Cloud and its many capabilities with delight, and encouraged all of us to make use of it.

J. Michael Boardman (Baltimore, Stony Run) invited Friends to the 2015 Summer FGC Gathering, July 5-11, at Western Carolina University, in Cullowhee, N.C. The theme will be “Seeking Wholeness.”

Nominating Committee member Byron Sanford (Washington) invited Friends to talk to him about opportunities to serve as a BYM representative to FGC Central Committee.

**Y2014-31 Reading.** Evangeline “Vonnie” Lynn Calland (Charlottesville), Reading Clerk, read the following from John Woolman.

In the course of a few weeks it pleased the Lord to visit me with a pleurisy; and after I had lain a few days and felt the disorder very grievous, I was thoughtful how it might end. I had of late, through various exercises, been much weaned from the pleasant things *of this life; and I now thought if it were the Lord's will to put an end to my labors and* graciously to receive me into the arms of his mercy, death would be acceptable to me; but if it were his will further to refine me under affliction, and to make me in any degree useful in his church, I desired not to die. I may with thankfulness say that in this case I felt resignedness wrought in me and had no inclination to send for a doctor, believing, if it were the Lord's will through outward means to raise me up, some sympathizing Friends would be sent to minister to me; which accordingly was the case. But though I was carefully attended, yet the disorder was at times so heavy that I had no expectation of recovery. One night in particular my bodily distress was great; my feet grew cold, and the cold increased up my legs towards my body; at that time I had no inclination to ask my nurse to apply anything warm to my feet, expecting my end was near. After I had lain near ten hours in this condition, I closed my eyes, thinking whether I might now be delivered out of the body; but in these awful moments my mind was livingly opened to behold the church; and strong engagements were begotten in me for the everlasting well-being of my fellow-creatures. I felt in the spring of pure love that I might remain some time longer in the body, to fill up according to my measure that which remains of the afflictions of Christ, and to labor for the good of the church; after which I requested my nurse to apply warmth to my feet, and I revived. *John Woolman's Journal, 1770*

Out of silence, Friends lifted up the names of those to be held in the Light.

**Y2014-32 Development Report.** Development Director Ann Venable and co-Clerks of the Development Committee Liz Hofmeister (Bethesda) and J.E. McNeil (Washington) reported on the BYM's Development Program. J.E. spoke of a moving listening session held last fall in response to concerns raised at Annual Session last year. BYM Friends shared their hopes and expectations with the Development Committee before a new Development Director was hired, and these were taken into consideration in the hiring process.

Ann announced an interest group would be held for further information. She showed a power point presentation which outlined her work (Attachment X), and showed us the Development page on the BYM website. Ann summarized gifts so far this year. She ex-

pressed her hopes to get to each place in the Yearly Meeting this year, and how she feels privileged to be working in our community. She showed us a picture of the “tiny cabin” and explained how it will be used to inspire donations. \$3,600.38 has been raised thus far. Ann spoke about matching grants, and how they work, but encouraged each of us to give in ways we feel comfortable. She also spoke of a campaign for greening the Yearly Meeting office building, and various other green projects. She invited us to attend the interest group or workshop, or talk with her about development. J.E. re-iterated her welcome to Ann as Development Director.

**Y2014-33** *Working Group on Israel Palestine.* John Salzburg (Sandy Spring) presented the Proposed Minute on Boycott, Divestment, and Sanctions for a first reading.

**Proposed Minute on Boycott, Divestment, and Sanctions**

Negotiations between Israel and Palestine have ceased without reaching any agreement. The widespread initiative of Boycott, Divestment and Sanctions (BDS) can put needed pressure on Israel to negotiate fairly with the Palestinians consistent with international law. Thus, Baltimore Yearly Meeting (BYM) encourages Friends to individually consider whether they are led to boycott products made in the Israeli settlements and divest from corporations that are profiting from the Israeli-occupation of the Palestinian territories. As a corporate body, BYM will review its investments and divest from such companies, seeking guidance from American Friends Service Committee’s latest list.

BYM also encourages Friends to seek other ways in which they can support the worldwide campaign to end the Israeli occupation which has caused pervasive and severe human suffering, and to ensure the full human rights of Palestinians and Israelis, under international law.

John explained why the working group believes this minute is important for us to adopt. He explained:

“For Israel to be persuaded to agree to a resolution of the conflict in keeping with international law requires a change in the power relationships of the situation. A widespread and significant boycott and divestment movement may be key to changing that relationship. BDS is consistent with the Quaker Peace Testimony regarding non-violent resolution of conflicts. As Quakers we believe there is that of God in everyone and this leads to our testimony in support of equality and social justice.”

Malachy Kilbride (Washington), also from this working group, spoke of the history of this group and this minute, explaining it was drafted before the most recent Israeli/Palestinian actions. He encouraged Friends to attend the interest group to learn more.

This matter was HELD OVER for a Second Reading on Saturday.

**Y2014-34** *Memorial Meeting for Worship.* A Memorial Meeting for Worship was held to remember and celebrate the lives of all Baltimore Yearly Meeting Friends who died in the

past year:

Marjorie Akins (Washington)	William Blackburn (Sandy Spring)
Harry Blumenthal (Gunpowder)	Margot Brown (Sandy Spring)
Emma Byrne (Sandy Spring)	Thomas Byrne (Sandy Spring)
Robert Conklin (Richmond)	William Cousins (Washington)
Carol Edwards (Abingdon)	Ann Ellms (Sandy Spring)
Edith Ewart (Little Britain)	Carol Fisher (Gunpowder)
John Fowler (Sandy Spring)	Sue Gregg (Goose Creek)
Margaret Hancock (Sandy Spring)	Clifford Holloway (Deer Creek)
Miriam Holloway (Sandy Spring)	Nell Johnsen (Sandy Spring)
Frances King (Bethesda)	Dorothy Matlack (Nottingham)
Margaret Matthew-Miller (Gunpowder)	Thurla McCash (Washington)
Kathryn McClanen (Sandy Spring)	David McCormick (Hopewell Centre)
Ann Miller (Baltimore, Stony Run)	Doris Neumann (Baltimore, Stony Run)
Robert Nutter (Bethesda)	Jane Pratt (Goose Creek)
Ann Provance (Little Britain)	Sara Satterthwaite (Washington)
Barbara Scott (Hopewell Centre)	Gladys Swift (Charlottesville)
Thomas Taylor (Gunpowder)	Laura Tennyson (Charlottesville)
Lewis Walton (Little Britain)	Amy Weber (State College)
Maude Wilkinson (Alexandria)	Janney Wilson (Gunpowder)
Myra Wolcott (Sandy Spring)	Jesse Wood (Little Britain)

Memorial Minutes for the following Friends were read out of the silence: Marjorie Abbott Akins, Gladys Swift, Willard Janney Wilson; Myra Wolcott. (Attachment Y)

#### **Thursday, August 7, 2014**

*The days are surely coming says the Lord, when I will make a new covenant with the house of Israel and the house of Judah. ...I will put my law within them, and I will write it on their hearts. Jeremiah 31:31,33*

**Y2014-35** *Opening welcome.* Friends gathered in worship at 9:30 a.m. Out of the silence, Clerk Elizabeth “Betsy” Meyer welcomed Friends to this session with a message of transformation and healing as a spiritual community:

Yesterday, I spoke of individual transformation and healing. But the Spirit also transforms and heals us together as a worshipping community. [Projecting the Pillar of Fire scene from Cecil B. DeMille’s Ten Commandments]

My favorite story and visual image of transformation as a community is that of the Israelites wandering in the wilderness, following the pillar of cloud by day and the pillar of fire by night. This story is found in Exodus and Numbers. The Lord had brought the Israelites through the Red Sea and saved them from enslavement by the Egyptians. But the Lord’s people were not yet ready to enter the promised land; first they had to be transformed. They had to leave behind their Egyptian-slave mentality. Seeking the pillar of cloud by day and the pillar of fire by night, they wandered for forty years, not knowing when they would get to enter that promised land.

I feel that Baltimore Yearly Meeting was similarly wandering in the wilderness, several years ago, as we struggled to discern how the Spirit was leading us to respond to a Friends United Meeting personnel policy that we found abhorrent. On the one hand, we did not want to continue to fund this offensive policy, but on the other hand, we knew that disunity among Friends is unproductive and painful, and we did not want to cut ourselves off from Friends United Meeting. It felt like wandering in the wilderness as we struggled back and forth. There was no logical answer; we could not rely on old tried and true ways. The Spirit was leading us to put aside logical answers and old ways -- to go deeper. We discovered the power of the ministry of presence – to visit in love with no agenda. And after years of indecision, we felt the Spirit lead us into full participation as a dues-paying member of Friends United Meeting. The personnel policy has not changed yet, but we hope it will eventually. But the real benefit to us is that we have become a deeper worshiping community in the process. It is the journey rather than the outcome that has been important.

No archeological evidence exists for the Exodus; we don't know one way or the other if it really happened. All we know is the spiritual truth of the story because we have lived through it ourselves. There is a parallel story in the Hebrew Scriptures, and the archeological record is clear this was a historical event.

[Projecting a picture of the New York Metropolitan Opera production of the Exile's Chorus from Verdi's Nabucco] Around 587 BCE, the Babylonian Empire destroyed Jerusalem and its temple and brought the Judean leaders into exile in Babylon. It is from this event that we get the deep sadness and unspeakable anger expressed in Psalm 137: "By the rivers of Babylon -- there we sat down and there we wept when we remembered Zion . . ." But out of the sadness and anger, an amazing thing happened: the Judeans had to talk to each other about their faith. It was here among the exiles in Babylon that real monotheism was born. Before, worship had been about bringing sacrifices to their God who was in their temple, but now, with the temple destroyed, they found that God was not limited to the temple. The Divine presence was with them even in exile. The exile was a tragedy, but out of the sadness came spiritual growth and transformation for a whole community, a transformation to a deeper, more mature faith. They realized that if their traditions were to survive, they had to pull them together into a unified written work. This was the beginning of the Bible. I think of it as the first *Faith & Practice*.

In visiting with Friends over the past year, I heard disappointment, sadness and even some anger that the proposed *Faith & Practice* brought to us last year was not approved. I want to acknowledge this disappointment and lift it up for healing among us. I pray that the slower process, which began with the approval of a new Faith & Practice Revision Committee at Interim Meeting last March, will be an opportunity for us to really talk to one another about

our faith and our transcendent experiences. Just having these conversations together in a spirit of openness will be transforming.

In so much of what we do as a worshiping community, we are wandering in the wilderness together, seeking Divine guidance, or we are in exile together, struggling to articulate a common understanding based on our experiences of the Divine. We feel frustrated when we cannot see where we are going or agree on the end product. But we have to realize that the journey is more important than the destination. It is the journey together that makes us a worshiping community. And on the journey we are healed and transformed.

We are called to be a gathered people, each of us seeking and coming to know the Divine in our hearts and sharing our experiences with one another along the way. The Prophet Jeremiah's promise of a New Covenant, a favorite verse of early Friends, expresses this calling:

[T]his is the new covenant that I will make with the house of Israel after those days, says the Lord: I will put my law within them, and I will write it on their hearts; and I will be their God and they shall be my people. No longer shall they teach one another, or say to each other "Know the Lord," for they shall all know me, from the least of them to the greatest . . . Jeremiah 31:33-34

Welcome Friends as we live into the new covenant, opening our hearts to transformation and healing as a community.

By the way, the scenes that I projected to illustrate the Biblical stories – The Pillar of Fire from Cecil B. DeMille's *Ten Commandments* and the Exile's Chorus from Verdi's *Nabucco* – are from works that are *very* loosely based on the Biblical stories. That these stories have been taken and reworked in various art forms over the centuries demonstrates the power of the stories.

**Y2014-36** *Introduction of Friends at Clerk's Table and facing bench:* The Presiding Clerk introduced Friends at the Clerks' Table and facing bench: Helen Tasker (Frederick) Recording Clerk; Lamar Matthew (York) Reading Clerk; Liam Devinney (Goose Creek) Young Friends; Gobind Moore (Maury River) Young Adult Friend co-Clerk; Don Gann (Baltimore, Stony Run) Ministry and Pastoral Care. Frances Schutz (Charlottesville) and Walter Brown (Langley Hill) held the process in the Light. Managing the sound and technology was Jason Eaby (Nottingham).

**Y2014-37** *Introduction of Visitors.* We welcomed the following visitors: Eden Grace (Beacon Hill Meeting, New England Yearly Meeting) Director of Global Ministries for Friends United Meeting; Barbara Galloway (Sandy Spring) Resident Services Director at Friends House; Angela Hopkins (Nzoia Meeting, Elgon East Yearly Meeting, Kenya, currently sojourning in New England and New York Yearly Meetings). Later, Theo Sither, the Friends Committee on National Legislation Legislative Secretary for Peace-building Policy, introduced himself.

**Y2014-38 *Wednesday Afternoon Program.*** Friends of all ages had a wonderful experience of American Indian culture when Mark Wild Turkey Tayac and his son Naiche of the Tayac Territory Singers and Dancers showed us how singing, dance and storytelling pass on cultural history. We learned that drums represent the heartbeat of life, and that we are all members of the human family because we all have the same heartbeat. Naiche led all Friends 18 and younger in a snake dance, and couples were invited to do a love dance. Some of the elders of our tribe, including the chief (also known as the Presiding Clerk) were honored with the opportunity to demonstrate their bravery in a “war” dance, which really is very peaceful.

**Y2014-39 *Stewardship & Finance Committee: First reading of Apportionments, Operating and Capital Budgets.*** The Clerk pointed out that we are looking at a capital budget for the first time. This is an evolution to better financial planning—from good order to better order with our finances. Because we have a Development Program, we can plan ahead for capital expenditures, rather than waiting until an emergency arises and then passing the hat to raise money in order to make ends meet.

Claudia Hernandez (Bethesda), Clerk of the Stewardship and Finance Committee, explained the budgets and apportionments as follows:

Apportionment

The budget subcommittee of the Stewardship and Finance Committee suggested a 3% increase in apportionment to keep up with the increase of costs. The new amounts were distributed at the apportionment meeting back in April. About half of the monthly meetings saw their apportionment decrease and the other half either decreased or remained the same as 2014. I would like to remark that a few of the meetings whose 2015 apportionment decreased have expressed their commitment to maintain the same level of apportionment as in 2014, this will help to offset some of the apportionment shortfalls. In addition, we have allocated \$5,000 as allowance for uncollected apportionment which reflects a reduction of \$3,000 from the previous year in accordance with our more recent experience for the amounts that some meetings are unable to pay.

2015 Operating Budget

The Operating Budget includes income and expenses for each of the Yearly Meeting’s programs and events.

For 2015 we have a budget of \$1,764,000. The income items are Apportionment of \$453,200, minus an allowance of \$5,000 for uncollectable amounts; \$950,400 of programs fees, which reflects \$75,000 increase from 2014 due to the increase in camper fees and Annual Session registration fees; \$171,000 of contributions distributed between general fund, youth and camp programs, and \$194,400 of other income (such as temporarily restricted contributions released from restriction, interest on investments, books sales and property rental).



The expenses are \$491,400 of administrative and development expenses as well as \$1,196,300 of programs and events expenses. These expenses include among others, gross wages, payroll taxes, employee benefits, pension contributions for some employees and depreciation of about \$81,000. Additionally, we have expenses of \$25,800 for contributions to organizations and \$23,000 of gifts and grants such as The Sue Thomas Turner Fund, The Indian Affairs Fund and the Educational Grant Funds. Since these types of grants are backed by restricted funds, there is an income item called released funds that is equal to the amount of these grants. We have also Committee expenses of \$11,300 and transfers to reserves of \$16,200. From this amount \$6,200 is designated for staff sabbatical which cost for the Yearly Meeting may increase when eligible to take. Additionally, \$10,000 are going to increase BYM unrestricted reserves in accordance to our ongoing plan to increase the yearly meeting unrestricted reserves to \$390,000 by 2022. The \$390,000 amount represents a 25% of the total expenses budgeted in 2012 for the Yearly Meeting.

### Capital Budget

For the first time, this year we are presenting a capital budget. The overall capital plan includes the 2015 capital expenditures and expenditures for the four subsequent years. However, only the 2015 capital budget is presented before this business meeting for first reading and later approval.

The total amount of capital expenditures for 2015 is \$141,600 of this amount \$70,100 are for Catoctin, for the construction of one cabin and new bath-houses, as well as \$3,000 for contingency funds. \$18,300 for Shiloh and \$18,300 for Opequon, both for the construction of one cabin and \$3,000 for contingency fund each. In addition, we have \$5,200 for office expenditures which include a new fence for the back of the property, and electrical work on outlets inside and outside the office building. We also have \$17,000 for vehicles which reflects a 3-5 year replacement schedule for most vehicles. Finally, \$3,700 for other equipment, this includes the purchase of canoes that are on a three year replacement schedule.

The funds to cover the capital expenditures come from several sources. \$106,700 are funds released from restriction in 2015 as seen in the operating budget and additional \$140,000 restricted contributions that will be raised by development during 2015 restricted only for camp property. \$10,000 will be released from property resources which are timber sales. In addition, we use cash surpluses generated by depreciation and \$3,000 of interest earned on investments

Friends raised questions and concerns. Camp Property Manager David Hunter (Frederick) clarified that \$100,000 in the capital budget is for new camp shower and lavatory facilities which will replace the old facilities at Catoctin Quaker Camp. Claudia Hernandez clarified that the amount for capital reserves is the planned amount at this time, but will be reviewed as time goes on. One Friend expressed concern about not donating to the Virginia Council



of Churches as we are a member of that organization, in addition to being a member of the National Council of Churches and the World Conference of Churches to which we donate. A Friend suggested we decrease the amount of contributions we give to the two larger organizations and give those funds to the Virginia Council of Churches. Comptroller Margo Lehman (Sandy Spring) clarified that this can be done at the discretion of the General Secretary. A discussion also arose about other Interfaith and Religious coalitions, and it was suggested that we further explore connections with these kinds of ecumenical organizations.

One Friend asked for clarification about the \$1,000 each for Stewardship and Finance Committee and Trustees. The Trustees' item is meant to cover childcare expenses at Interim Meetings. The Stewardship and Finance amount is set aside for unanticipated expenses for committee initiatives, which the General Secretary may allocate throughout the year.

This matter was HELD OVER for a Second Reading on Saturday.

**Y2014-40** *Ministry & Pastoral Care Committee - Spiritual State of the Yearly Meeting Report.* The Clerk introduced the report with the following explanation:

The Spiritual State of the Meeting Reports that our Monthly Meetings have prepared serve a mutual accountability function. The BYM Ministry and Pastoral Care Committee reads all the reports to make sure that our Meetings are functioning in right order. The failure to send in a report may indicate that a Meeting is not functioning, requiring follow up by the Committee. The Committee also considers whether there are spiritual needs expressed in the reports that require attention from the Yearly Meeting, and these reports guide the Committee as it seeks to deepen the spiritual life of the Yearly Meeting. Finally, based on the reports, the Committee prepares a Spiritual State of the Yearly Meeting Report that is being presented now.

We receive the report (rather than approving it) because we have entrusted our Ministry and Pastoral Care Committee with this work. This is not just a rubber stamp – if the Committee brought us something unacceptable, we could refuse to receive it and tell the Committee to bring us something else at Interim Meeting. Nothing we do here is ever just a rubber stamp. With reports that we receive, as long as it is clear the Committee has done the work of reading the reports from the Meetings and discerning, we receive it.

Ministry and Pastoral Care co-Clerk Don Gann (Baltimore, Stony Run) presented the Spiritual State of the Yearly Meeting Report. Don acknowledged the hard work of Ministry and Pastoral Care Committee members who contributed to the report by carefully reading reports from the individual Meetings.

Friends gratefully RECEIVED the report.

**Y2014-41** *Ministry and Pastoral Care statement of concern.* Ministry and Pastoral Committee brought an additional concern about the urgent situation of child refugees at our

borders. Deborah Haines presented a statement that Ministry and Pastoral Care wrote:  
A concern has come to us from Homewood Meeting, about what is happening to the child refugees now crossing the U.S. border. They are children of God. We urge Friends to get under the weight of this concern, and to explore and share with each other ways that Friends in BYM can be of assistance.

Friends spoke with deep compassion to this concern. One Friend asked if we know of resources from Friends organizations that could help us address this concern, and Don Gann pointed us in the direction of the Friends Committee on National Legislation. He added that the American Friends Service Committee encourages us to write to our elected representatives. He explained that AFSC and FCNL have strengthened their relationship with each other and this is beneficial to all.

A Friend from Stony Run noted that after Seventh Month Meeting for Business there, a group of Friends has met weekly around the concern of refugee children. They have brought together many contacts including Friends in South Central and Inter-Mountain Yearly Meetings working along the border of Central America, Friends Peace Teams-Peacemaking in Las Americas, and in Maryland. The work of Central Maryland Ecumenical Council, which includes Friends, is noted. He offered to add Friends to the mailing list if they so desire. A Friend from Annapolis also expressed her desire to connect with other Friends on this as she works with children affected by this situation.

There was a sense that Friends felt led to embrace this as a concern. Ministry and Pastoral Care Committee will sit with this concern to see how way opens for us to proceed. They will also serve as the coordinating body for sharing information relating to this issue.

**Y2014-42** *Ministry & Pastoral Care Committee. Second Reading of Minute of Inclusion* – The Reading Clerk read the minute (unchanged from the first reading; see Y2014-19).

Friends APPROVED the minute with great joy.

**Y2014-43** *Reading.* Reading Clerk Lamar Matthew (York) read the following excerpts from Spiritual State of the Meeting Reports:

**From: 2013 Abingdon Friends Meeting Spiritual State of the Meeting**

Because of past disagreements, our meeting's members and attenders have been involved in an ongoing and energetic process to heal and promote "a vision of community that allows not just for loving acceptance, but also for loving challenge, growth, and transformation." Through monthly Quaker Process Discussions, we are fostering the idea of an inclusive Meeting Community that concentrates on listening to each person's truth and helping one another respond to God's Will. We are coming to realize that we are on a never-ending journey in which our personal spiritual experiences build a foundation for our faith and practice.

**From: Richmond Friends Meeting—Spiritual State of the Meeting 2013**  
2013 was a year marked by growth out of pain. Our community struggled with a traumatic event early in the year. This brought the Meeting together in a shared awareness of how we really care for one another. The bewilderment and the range of responses forced us to deepen spiritually, and re-build security in the community. In this way Meeting opened itself to being transformed. We sensed a deep and broad knowledge that should we develop a grave need, the Meeting would be there for us and hold us in the Light. There has been an awakening of sorts, a freshness and renewed energy.

**Y2014-44 Search Committee.** Clerk of Search Committee Kevin Caughlan (Sandy Spring) presented the following nominations:

First Reading for Nominating Committee - 3-year terms: Susie Fetter (Gunpowder) 2014-17; Keith Fullerton (Monongalia) 2014-17; and John Farrell (Patapsco) 2014-17.

This matter was HELD OVER for a Second Reading on Saturday.

Second Reading - 2-year terms: Tasha Walsh (Maury River) Interim Meeting Clerk 2014-16; Ken Stockbridge (Patapsco) Presiding Clerk 2014-16; Arthur David Olson (Takoma Park) Interim Meeting Recording Clerk 2014-16; and Sheila Bach (Langley Hill) Supervisory Committee 2014-16.

The nominations were enthusiastically APPROVED as each name was read out.

Rebecca “Rep” Pickard, who is on the Naming Committee, invited Friends to see her if they are interested in serving on Search Committee.

**Y2014-45 Nominating Committee.** Nominating Committee Clerk Karen Cunyningham (Annapolis) presented the First Reading of proposed nominations. She recognized the other Friends on Nominating Committee, and asked those present to stand. Karen spoke of how they are very active and deeply spiritual as they strive for discernment, and it has been a great joy to do this work. Karen also noted that we have more Friends willing to serve as Trustees than the *Manual of Procedure* calls for. The Presiding Clerk clarified that the *Manual of Procedure* follows policy; the *Manual* does not dictate the policy. Therefore, if we, as a community, discern that we needed more Trustees, we could make this policy change. Later, the *Manual of Procedure* would be changed to reflect the policy change. Karen pointed out there are still other positions available. She also noted that the Nominating Committee has been experimenting with conference and video calls as alternative ways to meet throughout the year. An interest group on using technology will be offered.

This matter was HELD OVER for a Second Reading on Saturday.

**Y2014-46 Working Group on Racism.** Patience Schenck (Annapolis) presented the second reading of proposed Minute on Punishment of Offenders (unchanged from the first read-

ing; see Y2014-18).

The minute was APPROVED.

Pat Schenck then urged us to share this minute with our elected officials. She pointed out that there is literature available, such as the pamphlet: *A Quaker Response to Mass Incarceration: What Can I Do? A Follow Up to the New Jim Crow* published by the Working Group on Racism.

**Y2014-47 Trustees.** Clerk of Trustees Harry Tunis (Herndon) reported:

Last summer, Trustees approved guidelines for Socially Responsible Investing that apply to our account with Morgan Stanley. The goal was to enable us to make decisions that reflected Friends concerns regarding the environment, health practices, peace and other important issues. At the Interim Meeting in Annapolis several people expressed interest in how these guidelines were holding up in practice. We did have a few opportunities to apply the guidelines, and have made some minor adjustments, which you see reflected in the revised policy that Trustees approved at our meeting in State College. This revised policy is included in the documents available on the Web for this meeting.

In terms of practice, we found that on some occasions our policy guided us not to purchase some of the more active higher yielding stocks because they are not reflective of our beliefs. We also did not invest in some appealing green companies because they did not generate the dividends that we need to support our programs. Newer companies also tend to be smaller and may not be sufficiently stable to help us conserve our principal.

I should mention that all investment decisions are made by the investment sub-committee of Trustees. Our broker at Morgan Stanley is not authorized to sell or purchase stock unless we request these actions. We actively monitor the progress of the account.

We approved a policy that provides a structure for Trustees and the General Secretary so that funds can be moved into the operating account in a timely manner in case of a shortfall in income. We approved a policy that identifies funds that can be released for investment.

Another area of concern for us is insurance and youth safety. The General Secretary with support from the Supervisory Committee worked on a risk management review across all aspects of the Yearly Meeting. The insurance subcommittee of Trustees spent many months carefully reviewing appropriate insurance coverage including such issues as driver safety and support of the medical personnel at the camps. We were guided by our desire to ensure the safety of participants and employees in all our programs. We are about to approve a new contract with Guide One. Using our Socially Responsible

Investment policy, we found that we do not own any stocks on the AFSC list mentioned in the proposed minute on Boycott, Divestment and Sanctions.

And lastly, we began informal monthly telephone calls to help the clerks of committees that have financial responsibilities to be sensitive to timely issues that have financial implications so that thoughtful decisions can be made by appointed committees. The following clerks are invited: Supervisory, Camp Property Management, Camping Program, Development, Stewardship and Finance, Interim Meeting, Yearly Meeting, and Trustees along with the Treasurer, Assistant Treasurer and BYM staff. I know these conversations have helped me understand the scope of Yearly Meeting activities as well as identify ideas for Trustees' agendas.

One Friend asked about the Friends properties for which we are responsible, such as Bush Creek Cemetery. Harry said all is in good order with these properties. The Clerk also asked Harry about adding an extra Trustee, and he explained that it could be helpful as much of their work is done in sub-committee.

**Y2014-48 Sandy Spring Friends School.** Tom Gibian (Sandy Spring), Head of Sandy Spring Friends School (SSFS), updated us on the state of Sandy Springs Friends School and thanked all who have served as Trustees of the School. Tom added that Sandy Spring Meeting has helped the School thrive. He encouraged parents of school-aged children to apply, and implied there are ways to help them financially. SSFS is committed to diversity; 40% of the students are people of color. The School is trying to be a good steward of the earth, generating 30% of its electricity from a ground-mounted solar array. SSFS is emphasizing the global nature of the school. Tom spoke of the importance of the question he often gets: "Why can't school be as transformative as camps?" Tom said that the idea of school as a transformative experience guides their work. While Tom spoke, a slide show of scenes from SSFS was projected.

**Y2014-49 Closing.** We learned that \$8,022.50 has been raised so far this week for the Cabin Project. The session closed with silent worship.

### **Friday, August 8, 2014**

*Though the Lord may give you the bread of adversity and the water of affliction, yet your Teacher will not hide himself anymore, but your eyes shall see your Teacher. And when you turn to the right or when you turn to the left, your ears shall hear a word behind you saying, "This is the way; walk in it."*  
*Isaiah 30:20-21*

**Y2014-50 Opening.** Friends gathered at 9:30 a.m. Presiding Clerk, Elizabeth "Betsy" Meyer (Sandy Spring) welcomed Friends of all ages by telling the story of Joseph from Genesis while projecting Gustave Doré illustrations accompanying the story.

Do you know anybody who is a smarty pants? Someone who brags about how smart they are or about how good they are at doing something? I want to tell

---

you about Joseph. You might have called him a smarty pants, except that this story was such a once upon a time ago that pants hadn't even been invented yet. But coats with sleeves were the new fashion and Joseph had one of these coats.

Joseph was gifted and talented, and he knew it. He was his father's favorite, and he knew that too because his father gave him that coat with sleeves. And Joseph was a tattletale, running to his father with stories about what his big brothers were doing wrong. Joseph had ten older brothers, and he used to brag to them about how someday he would be the boss of them all. So you can understand why Joseph's big brothers felt jealous and angry, but they did a very mean thing to Joseph. They sold Joseph into slavery, and they told their dad that Joseph had been killed by a wild animal.

Joseph was taken to Egypt as a slave and some bad things happened to him there, including that he was thrown into prison. You might think that Joseph would feel sorry for himself -- Oh, poor me, I am so gifted and talented, why is everybody so mean to me? -- and maybe he did feel that way at first. But he spent 13 years as a slave or prisoner, and over those years, Joseph changed. Joseph had faith in God, the Inner Teacher. That Inner Teacher taught Joseph that all the gifts and talents he had were to serve God, not to be bragged about.

When the Pharaoh of Egypt had some confusing dreams and heard about this gifted and talented person in the prison who could tell him what his dreams meant, Joseph was brought out of prison to interpret Pharaoh's dreams. Giving the credit for the dream interpretation to God, Joseph warned Pharaoh to plan ahead for a famine when there would be no food. Because Joseph was no longer the kind of bragging person you wouldn't trust with an important job, the Pharaoh recognized Joseph's talent, and put Joseph in charge of setting aside food now to save for the hard times ahead.

When the famine came, there was food in Egypt because of Joseph's good management. But Joseph's brothers and father lived in a different country, and they were hungry. They heard that there was food in Egypt, but they had no idea that Joseph was in charge of it. When the ten older brothers came down to Egypt to see if they could buy some food, they did not recognize that it was Joseph who sold it to them. Now you might think that Joseph would be angry with his brothers and would tell them to just go away and starve. But he didn't. Joseph knew that Inner Teacher had changed him over the years, and he wanted to see if his brothers had changed, too. Were they still the meanies who sold him into slavery? So Joseph set up an elaborate test for the ten older brothers to see if he could get them to give up their youngest brother into slavery. The ten older brothers had changed. They saw how their father suffered when he thought Joseph was dead, and they realized that they had done wrong. Now, they were not going to give up another brother into slavery.

Once Joseph saw that his brothers had changed too, he revealed himself to them all, and the family was re-united at last.

Even though Joseph's brothers had done a mean thing and Joseph suffered, the Inner Teacher was at work. God worked through Joseph's suffering to change him from a spoiled, bragging tattle-tale to the person that God wanted Joseph to be: the person whose gifts and talents saved many from starvation during a famine. God also was at work changing Joseph's brothers from the meanies who would sell their brother into slavery into people who knew right from wrong and considered the feelings of others.

If we open ourselves to God, the Inner Teacher, the Divine Light within, that Light will show us where we are going wrong and will work to transform, or change, us into the person that God wants us to be. This transforming force is so powerful that it works through everything. When bad things happen to us, and bad things do happen to everybody, instead of feeling sorry for ourselves, we can ask the Inner Teacher to work through our suffering to change us to the person that God wants us to be. And when we do something wrong, and we all do, instead of trying to justify ourselves (like saying the other person deserved it), we can ask God to teach us to do right. The Inner Teacher works to change us into the person God wants us to be, a spiritually whole person. This is healing, and it begins with seeking the Inner Teacher who always is with us. As the Prophet Isaiah said:

Though the Lord give you the bread of adversity and the water of affliction, yet your Teacher will not hide himself anymore, but your eyes shall see your Teacher. And when you turn to the right or when you turn to the left, your ears shall hear a word behind you saying, "This is the way; walk in it." – Isaiah 30:20-21

**Y2014-51** *Introductions of Friends at the Clerks' Table and facing bench:* The Clerk introduced the Friends at the Clerks' Table: Helen Tasker (Frederick), Recording Clerk; Katherine Smith (Maury River), Reading Clerk; Ana Phillips (Baltimore, Stony Run), Treasurer of Young Friends; Deborah Haines (Alexandria), Ministry and Pastoral Care. Sammy Letoole (Sumburu Friends Mission), Don Gann (Baltimore, Stony Run), and Mary Stratton (Maury River) held our process in the Light from the facing bench. Managing the sound and technology was Jason Eaby (Nottingham).

**Y2014-52** *Roll Call of Meetings.* Reading Clerk Katherine Smith called out the name of each Local Meeting as a group photo of each was projected behind the Clerks' Table. Friends from those Monthly Meetings, Preparative Meetings, Indulged Meetings, and Worship Groups stood to be recognized.

Abingdon Friends Meeting

Adelphi Friends Meeting

Takoma Park Preparative Meeting

Alexandria Friends Meeting

Annapolis Friends Meeting

Baltimore Monthly Meeting, Stony Run

Bethesda Friends Meeting

Blacksburg Friends Meeting



Carlisle Monthly Meeting  
Charlottesville Friends Meeting  
    Madison County Indulged Meeting  
Deer Creek Meeting  
Dunnings Creek Friends Meeting  
Floyd Friends Meeting  
Frederick Friends Meeting  
Friends Meeting of Washington  
Gettysburg Monthly Meeting  
Goose Creek Friends Meeting  
Gunpowder Friends Meeting  
Herndon Friends Meeting  
    Fauquier Friends Worship Group  
Homewood Friends Meeting  
Hopewell Centre Monthly Meeting  
Langley Hill Friends Meeting  
Little Britain Monthly Meeting  
Little Falls Friends Meeting  
Mattaponi Friends Meeting  
Maury River Friends Meeting  
Menallen Monthly Meeting  
    Huntington Worship Group  
    Newberry Worship Group

Midlothian Friends Meeting  
Monongalia Friends Meeting  
    Buckhannon Preparative Meeting  
Nottingham Monthly Meeting  
Patapsco Friends Meeting  
    South Mountain Friends Fellowship  
Patuxent Friends Meeting  
Pipe Creek Friends Meeting  
Richmond Friends Meeting  
Roanoke Friends Meeting  
    Lynchburg Indulged Meeting  
Sandy Spring Friends Meeting  
    Friends House Worship Group  
Shepherdstown Friends Meeting  
State College Friends Meeting  
Valley Friends Meeting  
    Augusta Worship Group  
Warrington Monthly Meeting  
West Branch Monthly Meeting  
Williamsburg Friends Meeting  
    Norfolk Preparative Meeting  
York Friends Meeting

**Y2014-53** *Junior Yearly Meeting.* Ellen Arginteanu (State College) presented the Junior Yearly Meeting Report (Attachment Z). 33 children from ages 2-1/2 to 13 have shared much with us during this Annual Session, including the candle labyrinth, and learning the lessons of transformation and healing. Ellen expressed gratitude and thanked the sensitive and caring staff for making this week happen. As she stated, it takes a village to raise a child, and introduced staff and volunteers who have made this village, by creating unity out of chaos. The children came to the front and, signing as they sang, shared with us “Spirit of the Living God.” Ruth Fitz (York) shared her gift of musical ministry with them throughout the week, and accompanied them on her guitar.

As the children left the room, we sang them out with the song “How Could Anyone Ever Tell You, You Are Anything Less Than Beautiful?” We settled into a brief period of silence.

**Y2014-54** *Thank you and Introduction of Visitors.* We expressed thanks to Anne Marie Moriarty (Adelphi) for her faithful work creating the *Daily Minute*, our bulletin during Annual Session. We welcomed the following visitors: Roy Taylor (Atlanta GA Meeting, Southern Appalachian Yearly Meeting and Association) Clerk of Earthcare Witness; Joshua Wilson (Patapsco) representing William Penn House.

**Y2014-55** *All-Age Celebration.* Our All-Age Celebration last night was an informal time to just hang out together. Our younger Friends decorated a playhouse-size cabin being



erected as we raise funds to build a new camp cabin. We also raised money for the Return to the Earth Project of the Mennonite Central Committee, which supports the burying of unidentifiable American Indian remains. A good time was had by all.

**Y2014-56** *Manual of Procedure*. Clerk of Manual of Procedure Committee Susan Kaul (Bethesda) gave the second reading of proposed changes to the *Manual of Procedure* that were presented on Tuesday.

The changes to the *Manual of Procedure* regarding the description of Peace and Social Concerns Committee were APPROVED, unchanged from the first reading (see Y2014-17).

The following revision (with modified language underlined) to the proposed description of Friends Meeting School was presented.

Friends Meeting School, Inc., established in 1997, is governed by a Board of Trustees consisting of between 4 and 21 persons: two named by the Yearly Meeting for approval by the FMS Board of Trustees, the remainder by the Board itself. The School is located in Ijamsville (Frederick County), Maryland. Trustees must be at least 21 years of age. Terms normally begin on July 1, and run for three years. No Trustee may serve more than three consecutive terms.

Friends Meeting School was formerly under the spiritual care of Seneca Valley Preparative Meeting and in 2009 also came under the spiritual care of Baltimore Yearly Meeting. When Seneca Valley Preparative Meeting was laid down in 2013, the spiritual care of Friends Meeting School became solely the responsibility of Baltimore Yearly Meeting. Baltimore Yearly Meeting seeks to ensure that at least two Trustees are serving as its representatives at any time, but without burdening the Nominating Committee.

When a Yearly Meeting appointed vacancy occurs, it will be the responsibility of the remaining BYM representative to forward to the Baltimore Yearly Meeting Nominating Committee the names of one or more Friends suitable for nomination. Although terms normally begin in July, representatives of Baltimore Yearly Meeting may be nominated in August, for a term beginning in September. Nominations are to be forwarded to the Clerk of the Board no later than mid-August, so that nominees can be interviewed and their nominations considered at the September meeting of the Board.

The Board of Trustees meets once a month, normally on Sunday afternoon. Each member of the Board is expected to participate on a Board committee. Representatives of Baltimore Yearly Meeting serving on the Board are expected to keep Baltimore Yearly Meeting informed about the programs and spiritual condition of the school, including submitting an annual written report.

A concern was raised about the ambiguity of the proposed language in that it may be read to mean that no one but BYM has any spiritual care for the School. Another Friend expressed concern that no BYM Committee is assigned the job of providing spiritual care.

Friends could not reach unity, and consideration of this proposed revision was HELD OVER to October Interim Meeting.

**Y2014-57 Youth Programs Committee.** Youth Programs Committee co-Clerk Laura Coleson-Schreur (Baltimore, Stony Run) reported on the state of our Youth Programs. She spoke of how her daughters thrived at camp, and at the Junior Young Friends retreats. With humor and delight she spoke of how BYM Youth Programs provide vitality for our children, a safe haven for stormy times, and a strong basis from which the children can grow. She spoke of the new Junior Young Friends Program Assistant, Jocelyn “Jossie” Dowling, the blessings of being a Friendly Adult Presence (FAP), and acknowledged those Friends present who have ministered to the youth with their presence at “Cons” (conferences) in the past. She expressed great gratitude for Youth Program Manager Alison Duncan (Adelphi) stating that when they asked young people what qualities they want in an assistant they said “another Alison.” Her remarks are included below:

First a story: I have twin daughters who are now 14 years old. Four years ago, one of them was brave enough to go off to camp for a week at Opequon, and was forever changed. Her sister Oona wanted to WANT to go to camp but was too scared and overwhelmed at the thought, so I worked hard to help her feel confident enough to go because I knew she would love it and thrive in it. This program was a big part of that work.

So, I went to Charlottesville to be trained as a FAP, and then took them to their first Con at Midlothian Friends meeting. We had to get up very early on a Saturday to drive from Baltimore and all the while she is growling and grumbling in the back seat. “We are just doing this because Isabel wants to, you’re making all these assumptions, this is wasting my whole weekend!” Isabel knew that this would be a bit like camp and so she tried to no avail to reassure her. She continued to regale us with her tirade for a good part of the drive. When we arrived she hesitantly walked in the door, made a friend within 5 minutes, and I hardly saw her the rest of the time. When it was time to go and the car was packed up, she got in and said “OK. you were right, I was wrong. And I’m sorry I was such a jerk about it.” The next day at school she struggled to explain what it was like to her friends at home, and I offered “was it like the best sleepover you’ve ever had?” And she said “YES!”

BYM’s Youth program continues to be a vital and important part of our community, our outreach, and ... our future.

It is a place where joy abounds for the young, but also the adults who are involved as well. If someone had told me years ago that I would be spending my weekends sleeping in a church basement, with a bunch of middle school kids

I would have said “I’d rather stick pins in my eyes,” but I am here to tell you, it’s much more fun than that.

Carol Seddon hit the nail on the head for me once when we were talking about people’s hesitation about working with teens. It’s that adolescence is a time many of us don’t want to revisit because of our own challenges during that time.

And that is what makes this program especially wonderful for our kids because during THEIR adolescence they get to have a safe haven of acceptance, of love, and of joy, in an otherwise potentially very stormy time. It’s a place they get to be themselves, take on leadership skills and responsibilities, play and be physically intimate within safe boundaries, and develop deep bonds with friends that carry them through these tricky waters of their youth.

This year we enjoyed the stability of a stronger program forged through the years by our youth program manager Alison Duncan and also the committees hard work.

The level of excitement is palpable before a con and the cries of NOOOOOO!!!! could be heard throughout the land when snow was on the horizon necessitating changes to the calendars for both JYF and YF cons.

The JYFs chose the theme of “Communication” this year, and various forms of communication were addressed in workshops for them. We had our largest numbers with 50 kids at two of the cons and 25 graduating and moving up this year.

This continued enthusiasm and growth has necessitated our considering hiring a dedicated assistant to attend all the JYF weekend cons, and we are proud and very excited to announce the hiring of Jocelyn or “Jossie” Dowling to fill this role. She has attended Adelphi Friends Meeting, Catoctin as a camper, Shiloh as a counselor, she graduated from Guilford College, and has just finished the Quaker Voluntary Service Program. We are sure the JYFs will welcome her as only middle school kids can!

This year the YFs had a great year with 5 cons averaging 65 kids at each. They wrote an impressive and moving letter to Pacific Yearly Meeting addressing their request for advice on sleeping arrangements and how they address gender issues. Which I hope you may recall reprinted in The Interchange. We have a few young people who are choosing different names, pronouns, and identities and the community has been extremely sensitive and welcoming to this transition. One of the YFs shared a story that exemplifies how we try to include everyone, and especially marginalized groups in a positive way: during an intense game of jugs outdoors, the self proclaimed “Cripple Club” of a few kids with physical issues at the time, instead, became engaged in a long

illuminating session of “lady talk” with some FAPs, which apparently touched on ‘everything’ and they found this greatly enriching.

The YF program is self governed by a committee that this year decided to change their name from Executive Committee or “Exec” , to the Nuts and Bolts Committee or “NBC” to be more egalitarian.

FAPs are an integral part of this program and put in many thousands of hours over the year. They are friends, role models, and mentors. They make chain-mail vests and play instruments, They lead, or follow in games and have a lot of fun while they are at it. They coach, and lead without controlling, or parenting, and in that can become important figures in the young peoples lives. JYF Grad Con has happened on Mother’s Day weekend the past two years when most Moms would enjoy a day off. I told my friends that I would be spending it with 50 middle school kids sleeping at a camp, and they thought I was crazy. This year my daughter made a Mother’s Day card that a number of kids also signed saying, ‘thanks for being like another mom to me.’ One kid wrote “Oona said I could be an honorary daughter to you and that is a moniker I can get behind! You have always been there for me, quietly checking in with compassion and guidance and for that I am so thankful.” Really, spending Mother’s Day at a camp with all these kids and that card was the best Mother’s Day I could have had. And, If you recall my earlier comment about those church basements, some of the FAPs enjoy this so much that we ended up with more than we needed at the YF Grad Con because they couldn’t imagine not seeing the graduating seniors off.

We created a beautiful brochure this year to continue to broaden our reach. And In response to the Vision implementation committee we are planning on visiting meetings with little or no representation in the Youth programs.

Lastly we are indebted to Alison Duncan for doing such a fine job. The kids adore her and so do we for her even-tempered leadership and fun presence. When the JYFs were asked what they would want in a JYF assistant what they said, aside from “NOT a parent!” was, “Another Alison.”

So those girls I mentioned at the beginning? They have been to every con since, have clerked business meetings, text these friends on a daily basis, thank me repeatedly for getting them involved in the Youth Program and say they are so glad that they are Quakers! I know as a parent it is a privilege that I do not take lightly that I get to be a fly on the wall to my kids lives, and I am grateful for the trust they have in me to do it. I am given the opportunity to not be so serious, and am reminded how to play and be playful, and feel young again. I have been given the gift of letting go these reigns of control we mistakenly think we have so tightly held as adults and parents, and I get to see these fledglings start to take it on for themselves. I am glad for the light my kids get to see me in, through their friends eyes too. “Your mom is so cool” &

“I wish I had your mom as my mom” is something any adult would be proud to hear, and sometimes even makes my daughter feel a little jealous thinking “but she’s my Mom!” And I know, it is by far, one of the best things I have done for my kids in their lives.

If you know kids who have been involved, we hope it has been meaningful for them. If you know others’ kids, or adults who would like to experience joy, albeit getting a bit less sleep in beautiful old meeting houses, we would welcome them.

During the presentation, a slide show of scenes from BYM Youth Program events was projected. Friends expressed joy and gratitude for this report and for the work of all involved in making BYM Youth Programs possible.

**Y2014-58** *Intervisitation Working Group*. Ken Stockbridge (Patapsco), Clerk of Intervisitation Working Group, which is under the care of Ministry and Pastoral Care Committee, reported for the group. He reviewed some history of this group. He spoke of the exciting work during this transitional time: doing the groundwork to prepare for future endeavors, creating the Working Group’s vision statement, welcoming Friends who visited here, and members of this committee visiting other Friends’ communities. Ken spoke of how the Working Group is living into an understanding of what and how to do its work. He spoke of the blessed “Ministry of Presence” as central to what the committee hopes to encourage throughout the Yearly Meeting, whether it is visiting within our Yearly Meeting or with Meetings in the wider family of Friends. Prayer and listening are central to this work.

**Y2014-59** *Discussion of minutes and morning session*. After minutes were read back, (improved and then APPROVED) as is our custom, Friends made the following comments: One Friend expressed the blessing of arriving late and experiencing the blessed depth of worship in this session. Another Friend wondered how we could include in our minutes the images which were displayed behind the Clerks’ Table. Yet another Friend commented on the need for simplicity in our reports and minutes.

**Y2014-60** *Reading*. We heard a track from Paulette Meier’s recording *Timeless Quaker Wisdom in Plainsong* with Paulette singing these words of Isaac Pennington:

Give over thine own willing, give over thine own running, give over thine own desiring to know or be anything, and sink down to the seed, which God sows in thy heart, and let that be in thee and grow in thee and breathe in thee and act in thee, and thou shalt find by sweet experience that the Lord knows that and loves and owns that, and will lead it to the inheritance of life, which is God’s portion.

--Isaac Pennington (1681)

**Y2014-61** *Young Adult Friends message*. Young Adult Friend co-Clerk Amrit Moore (Maury River) read a loving statement from the Young Adult Friends, thanking us for building relationships throughout the years and expressing their love for us.

**Y2014-62** *ad hoc Vision Implementation Committee.* Friends at the Clerks' Table shared reading the BYM Vision Statement.

Martha "Marcy" Seitel (Adelphi) spoke of how we each comprise this Yearly Meeting. She acknowledged the work of all committee members and asked those present to stand. Marcy oriented us to the ad hoc Committee's work that had its origins in the Vision Statement approved in 2011 at the 340th Annual Session (Y2011-50). The work of discerning how the vision could be implemented was then taken on by this ad hoc Vision Implementation Committee. This ad hoc Committee is now turning the work of implementing BYM's Vision Statement back to the body of the Yearly Meeting through recommendations that have been proposed for Monthly Meetings, BYM Committees, and BYM Staff. Through the next year, each of these bodies is asked to consider the recommendations and report their findings back to the Yearly Meeting in 2015, Monthly Meetings through the Spiritual State of the Meeting Reports and Committees and Staff through their Annual Reports. (Attachment Z)

Marcy advised us that if we look for the Light of God in each other, and even in our documents, we will have an easier time doing the work to implement this vision. She paraphrased Thomas Kelley, saying when the storm comes, we run into the house that we have (from the chapter, "Holy Obedience," of *A Testament of Devotion* by Thomas Kelly.) She explained that as we take care of our house, ourselves, so we are able to be active in the world as a community joined by the Spirit. She spoke to the areas of concern that are within the report, and explained that some of the Committee's recommendations could be used by each of us—as individuals, committees, and Meetings—to grow to be more wonderful in the Light.

Friends expressed great joy and appreciation for the work of the Committee. One Friend shared that we are known to others with whom we share this campus with as a "People who Make Peace." Another Friend spoke of the challenges and gifts that diversity brings to us. Another Friend spoke of the sadness he has that we will not be able to consider the report as a body, and of the possibility that some voices may not have been heard in this.

Friends received the report and APPROVED laying down the ad hoc Vision Implementation Committee as it has completed its work.

**Y2014-63** *Closing.* Among the closing announcements, we learned that \$10,146.50 has been raised so far for the Cabin Project!

**Saturday, August 9, 2014**

*The earth is the Lord's and all that is in it.*

Psalm 24:1.

**Y2014-64** *Opening and welcome.* Clerk Elizabeth "Betsy" Meyer welcomed us with a message for healing of the earth.

[Projecting Michelangelo's Last Judgment from the Sistine Chapel] This is Michelangelo's Last Judgment from the Sistine Chapel. It is a beautiful paint-

ing, but it may not speak spiritually so much to us. At the bottom is a scene from Dante's *Inferno*, which may remind you of the last time you tried to navigate an airport during a thunderstorm, but I doubt that too many of us here are moved by thoughts of eternal damnation.

But we can understand why Christians in the 16<sup>th</sup> century found the idea of a last judgment comforting. Living in a corrupt world where they could hope for very little justice here on earth, they found comfort in believing in a Divine reckoning in the hereafter. Today, we are led to work for social justice here on earth, feeling that God calls for justice here and now. We are more concerned with life before death, hoping to face death, when it comes, with a clear conscience.

Recently, however, this Last Judgment has been speaking to me in a different way. Scientists have given us humans clear warnings about the reality of climate change caused by a failure of human stewardship for our planet. If we humans do not work together to exercise proper stewardship, there will be a real judgment upon us, not in the hereafter but in the here and now. It will not be pretty; there will be weeping and wailing and gnashing of teeth.

[Projecting Michelangelo's Creation of Adam from the Sistine Chapel ceiling] But I take hope from another image Michelangelo painted at an earlier and more optimistic time in his life, *The Creation of Adam* on the Sistine ceiling. Of course, we love the iconic image of God's hand reaching out to give life to humanity. But look at the image of the Divine. God and the heavenly host take the shape of the human brain. To me, this is a message of hope. We humans have been given the gift of reason. But reason alone won't do it. Reason must work with transformed hearts. If we open our hearts and minds, the Inward Teacher can transform us humans into good stewards of the earth so that we may heal the planet. We are called to be stewards of this earth. For:

The earth is the Lord's and all that is in it. -- Psalm 24:1.

**Y2014-65** *Introductions of Friends at the Clerks' Table and facing bench:* The Presiding Clerk introduced Friends at the Clerks' Table: Helen Tasker (Frederick), Recording Clerk; Janet Eaby (Nottingham), Reading Clerk; Mary Stratton (Maury River), Ministry and Pastoral Care; Camilo Conde (Adelphi), Young Friends. Amrit Moore (Maury River), Young Adult Friends co-Clerk. Lamar Mathew (York) and Florence "Flossie" Fullerton (Sandy Spring) held us in the Light on the facing bench. Faithfully managing the sound and technology was Jason Eaby (Nottingham).

**Y2014-66** *Carey Lecture.* Margery Post Abbott of Multnomah Monthly Meeting, Portland, Oregon, North Pacific Yearly Meeting, spoke to us of Power Made Manifest. Margery shared deeply from her own experience of spiritual transformation. Though we may encounter damaging forces, there is a power that breaks the control of fear, greed and violence. "In knowing and being faithful to that Power we can live into the New Creation and



be among those who radiate compassion, step forward to act for justice and live humbly as one of a community of equals on this planet.” We thank Margery for this moving and inspiring message.

**Y2014-67** *Introductions of Visitors.* We welcomed Phillip Lord (Chestnut Hill PA, Philadelphia Yearly Meeting), Clerk of American Friends Service Committee. Later, Dominique Stevenson, Director of the Friend of a Friend Program Director, AFSC, South Region, and Eddie Conway (Baltimore, Homewood) of the AFSC Friend of a Friend Program were introduced and welcomed.

**Y2014-68** *Stewardship & Finance Committee.* Clerk of Stewardship and Finance Committee Claudia Hernandez (Bethesda) presented the second reading of Budgets and Apportionments. Changes reflect the concerns Friends brought forward after the first reading of the budget. A note clarifying the expense for childcare at Interim Meeting in order to comply with our Youth Safety Policy will be added.

Friends APPROVED the Apportionments, and the Operating and Capital budgets. We thanked the Stewardship and Finance Committee and the office staff for keeping our finances in good order.

**Y2014-69** *Search Committee.* Clerk of Search Committee Kevin Caughlan (Sandy Spring) presented the second reading for the Search Committee:

For Nominating Committee--3-year terms: Susie Fetter (Gunpowder) 2014-17; Keith Fullerton (Monongalia) 2014-17; and John Farrell (Patapsco) 2014-17.

Friends APPROVED the nominations. We thanked the Search Committee for its work.

**Y2014-70** *Nominating Committee.* Nominating Committee Clerk Karen Cunnyngham (Annapolis) presented the second reading of nominations.

The Presiding Clerk spoke to the situation of having more Friends willing to serve on Trustees than open positions. The Trustees felt that requests for additional members should arise from the particular committee rather than from Nominating Committee. Nominating Committee withdrew one of the names put forward for Trustees. The Presiding Clerk called this a teachable moment for us, and apologized to the person whose name had been brought forward and then removed. Other corrections were suggested from the floor, and Friends were assured that these changes would be made in the final roster. The nominations were APPROVED.

Karen thanked Friends for their service and participation. She especially thanked departing members Will Stratton and Laura Nell Obaugh for their dedicated service to this Committee. Karen also spoke of the careful listening and discernment process with which the Committee worked. We expressed thanks to the Nominating Committee.

**Y2014-71** *Faith and Practice Revision Committee report.* Katherine Smith (Maury River), Lamar Matthew (York), Linda Wilk (Hopewell Centre) and Michael Levi (Adelphi) read the Faith and Practice Revision Committee description from the *Manual of Procedure*.

The Committee realizes these paragraphs do not fully describe the work laid upon us. It is therefore our intention to record our methods so that one result will be an anticipated revision of these for the manual. It is our intention as we go forward to communicate directly with Monthly Meetings.

Friends, we have revisited the work of our predecessors; our work will begin with the document before us: *The Second Reading of Baltimore Yearly Meeting Faith and Practice* as printed and distributed in 2013. (*Yearbook*: 2013-56, last paragraph.) During these next months, we request Friends to refrain from lobbying us, either as your committee or as individuals thereof, so that we may clearly hear Spirit.

We thanked the *Faith and Practice* Revision Committee.

**Y2014-72** *Working Group on Israel-Palestine – Second Reading of Proposed Minute.* John Salzburg (Sandy Spring) and Helena Cobban (Charlottesville) presented the Second Reading of the proposed minute as changed:

Negotiations between Israel and Palestine have ceased without reaching any agreement. The widespread initiative of Boycott, Divestment and Sanctions (BDS) can put needed pressure on Israel to negotiate fairly with the Palestinians consistent with international law. Thus, Baltimore Yearly Meeting (BYM) encourages Friends to individually consider whether they are led to boycott products made in the Israeli settlements and divest from corporations that are profiting from the Israeli-occupation of the Palestinian territories. As a corporate body, BYM will review its investments and divest from such companies, seeking guidance from American Friends Service Committee's latest list.

BYM also encourages Friends to seek other ways in which they can support the worldwide campaign to end the Israeli occupation which has caused pervasive and severe human suffering, and to ensure the full human rights of Palestinians and Israelis, under international law.

Helena acknowledged other Friends on the committee. She expressed the urgency of this minute. Since the inception of this minute, the conditions in Israel-Palestine have worsened. She spoke of people whom she knows and how they have lost loved ones to the violence there recently. Helena spoke of the need to build up a non-violent, loving citizen cadre to send messages of support to suffering families of Israeli and Palestinian descent. She also spoke of AFSC's presence in the area since 1947.

Clerk of Trustees Harry Tunis (Herndon) told Friends that BYM has never invested in the companies on the AFSC's divestment list.

One Friend reminded us that people on both sides of this conflict must be remembered, because humans not only suffer as victims, but also act as perpetrators. Other Friends stated that we must stand up for all oppressed people.

Several Friends expressed that they could not stand in unity with this the minute. Friends reminded us that when this minute was written, current events had not yet unfolded, and thus the context since the minute's initiation has changed. One Friend spoke of how both Israelis and Palestinians have been victims of violence, and abandoned by the world. A Friend added that it is not only this particular context that is troubling, but that standing with one side does not express Friends tradition of compassion. She spoke of how Friends must always oppose violence, no matter who the perpetrators and victims are.

Several Friends stated that this issue is much more complicated than one minute can address, but we must show our support for all peoples. Helena clarified how Israel is still classified (according to International Law) as the Occupying Power, and thus the proposed minute speaks to that. General Secretary Riley Robinson (Washington) expressed that it would be helpful if Friends looked to the previous minutes BYM has approved concerning this issue in order to inform future discussion. Another Friend pointed out that along with consumer boycott and corporate divestment the international BDS movement includes campaigns for academic and cultural boycotts of Israel. Though not reflected in the proposed minute, such academic and cultural boycotts go against Friends' long-standing encouragement of dialogue between diverse groups.

Friends were not in unity with this minute, and it could not be approved. Helena expressed her gratitude to the Yearly Meeting for beginning a deeper discussion around the events and implications of these events so far away, yet so close to our hearts.

**Y2014-73 Reading.** Reading Clerk Janet Eaby (Nottingham) read the following:

From the Epistle of the Alaska Friends Conference  
Gathered in Annual Session September 20 - 22, 2013  
At the Dickerson Friends Center  
Wasilla, Alaska

Dear Friends Everywhere,

Over the fall equinox weekend, the Alaska Friends Conference gathered to address the theme Caring for Creation – How are we lead to address climate disruption? . . . The bright golds and reds of autumn, the crisp fall air, a moose walking through the camping area, the brilliant full moon – all of these remind of that we are stewards of a particularly majestic landscape.

We devoted our major theme session to a series of queries exploring our personal perspectives on right relations with the earth's resources, and our understanding of the related Quaker Testimonies. Jose [Aguto of Friends Committee on National Legislation] offered perspectives on the brokenness of our political systems, and the transformative importance of organized people to counter organized money. He described the work of FCNL in promoting bi-partisan dialogue in the Congress as a way to overcome the impasse. We

discerned a path forward to communicate with our Congressional delegation. Our letter notes the many examples of harmful effects of climate change in Alaska, lifts up our moral vision of right relations with the earth and caring for those who suffer the effects of climate change. We asked our representatives to step forward convening the dialogue with their colleagues.

As always, we extend our appreciation to Friends who remind us of the Light we lift up across the globe. We join you in this perpetual journey to walk lightly on the land, answering that of God in each person and in God's glorious creation.

**Y2014-74** The Presiding Clerk prefaced the following two items (name change of the Yearly Meeting and Unity with Nature Proposal) by explaining that we are being brought two matters for possible seasoning over the next year. For each matter, the only question before us today is whether we, as a worshipping community, are committed to labor in our Local Meetings and in our Committees with the issue over the next year.

**Y2014-75** *Langley Hill Minute on changing the Name of this Yearly Meeting.* Sheila Bach (Langley Hill) presented a minute from Langley Hill Friends.

**LHMM**  
**Fifth Month 11, 2014**  
**Meeting for Worship with a Concern for Business**

What's in a Name?

Baltimore Yearly Meeting (BYM) is made up of 42 Monthly Meetings and 11 Worship Groups/Preparative/Indulged Meetings. Within these meetings, there are 7256 members/attenders. Out of this number there are 590 who belong to the two Meetings in the city of Baltimore, or just 0.8% of the total in BYM.

Why then are we called Baltimore Yearly Meeting? We cannot say "Because it has always been Baltimore Yearly Meeting!" According to historical records, we have had several names over the years since George Fox came here for our first Annual Session in 1672, which was named as a *General Meeting for all the Friends in the Province of Maryland*:

*West River Yearly Meeting – 1672*

*Maryland Yearly Meeting – 1769*

*The Yearly Meeting of Friends held in Baltimore for the Western shore of Maryland and adjacent parts of Pennsylvania and Virginia – 1790*

*Baltimore Yearly Meeting – early 1800's*

In 1844 Virginia Yearly Meeting joined Baltimore Yearly Meeting.

When the name was changed in 1844, we were meeting in Baltimore. That has not been the case for over about 50 years.

In 1828, Baltimore Yearly Meeting divided into parts: Baltimore Yearly Meeting (Hicksite) and Baltimore Yearly Meeting (Orthodox), and the two remained so until 1968 when they officially rejoined and became one Yearly Meeting – Baltimore Yearly Meeting of the Religious Society of Friends. At that time the two Yearly Meetings had been meeting at the same time at Western Maryland College, now McDaniel College, in Westminster, MD.

When those of us who participate in the larger Friends organizations, AFSC, FCNL, FGC, FUM, FWCC, or just visiting other Meetings, and we are asked “What Yearly Meeting do you belong to?” the answer is Baltimore Yearly Meeting. The next question is “Where in Baltimore do you live?”

How does our name relate to the Testimony of Integrity?

Might it be closer to the truth, although not completely if we are called Chesapeake Yearly Meeting?

In 1999, Langley Hill Friends Meeting sent a letter to all Monthly Meetings asking them about changing the name of the Yearly Meeting. There were many positive responses and some non-committal. There was some concern that Floyd, Roanoke, and Blacksburg Meetings, and now Abingdon Meeting, are not in the Chesapeake Watershed. These Meetings did not have a problem with the proposed new name.

At Annual Session in 1999, there seemed to be favor of the change. One voice mistakenly said that her meeting could not unite since they were not in the Chesapeake watershed.

Are Friends willing to consider this proposal? Will it completely satisfy every person in Baltimore Yearly Meeting? Maybe not. Are those not satisfied willing to let it go forth?

Having a name that best describes us might best unite us.

Approved: 5/11/14

Mary N. Yeane (Clerk)

Langley Hill Monthly Meeting

The Clerk asked: “Are Friends willing to consider this matter over the next year?”

One Friend spoke of how using a name that embodies a natural geographic location might be helpful, rather than identifying ourselves with a political entity. Other Friends spoke of concerns with the lack of clarity that the name implies. Another Friend reminded us to be careful with how we use language in naming things.

While there was much energy around the matter, Friends agreed that this seems to be an issue that Meetings can consider, if energy so allows, but that this matter is not something

that we must labor with as a worshipping community at this time. With the mounting tensions and tragedies in the world today, some Friends felt that as a worshipping community we were not called to expend our spiritual energy on this issue.

**Y2014-76** *Minute of appreciation for Elizabeth “Betsy” Meyer.* Sheila Bach (Langley Hill) proposed the following Minute of Appreciation for the outgoing Presiding Clerk.

**Minute of Appreciation for Elizabeth “Betsy” Meyer**

Baltimore Yearly Meeting would like to minute its deep appreciation and gratitude to Elizabeth “Betsy” Meyer for her spirited and faithful work as Presiding Clerk of Annual Sessions. Betsy has shepherded us through some painful and tender times, and throughout it all she brought us back to listening to the Spirit to guide us. Her deep understanding of Quaker process, her incorporation of readings and timeless works of sacred art, her lightheartedness at just the right moments, and her visits to each one of our Monthly Meetings and Worship Groups has transformed our community as a Yearly Meeting body. Her ability to encourage leadership and affirm many gifts of ministry, has also helped us into a deeper community. We wish Betsy much joy and peace as she continues to share her gifts with Friends everywhere.

The minute was APPROVED.

Walt Fry (West Branch) and Ruth Fitz (York) led us in a song for Betsy, “My Shepherd Will Supply My Need,” which is based on the 23<sup>rd</sup> Psalm, selected because of the Clerk’s love of the Psalms.

**Y2014-77** *Unity with Nature Committee.* Ann Payne (Monongalia) of Unity with Nature Committee read the following texts to frame the concern:

Let love be the first motion (John Woolman)

The earth is the Lord’s and all that is in it Psalm 24:1

We are called to live in right relationship with all Creation, recognizing that the entire world is interconnected and is a manifestation of God. Quaker Earthcare Witness

Ann asked us to consider the following in silence:

BYM embraces the Unity with Nature request that each Monthly Meeting discern its response to the crises of global climate change, resource depletion and environmental degradation. We believe a mindful discernment process will lead us to hope, inspiration and strength we need.

The Clerk asked if we are willing to take this concern back to our Monthly Meetings. Friends APPROVED embracing this concern.

One Friend suggested that this concern be sent to our youth programs and camps. Another Friend encouraged Unity with Nature Committee to give Meetings documents that could help them in their discussions. Committee members said that they are committed to providing resources and visiting Meetings around this concern.

**Y2014-78 Epistle.** Deborah Haines (Alexandria), Mark Cannon (Washington), and David Fitz (York) read the first draft of the epistle, our prophetic message to Friends everywhere. The epistle will be brought before us for a second reading on Sunday. The Clerk noted that Friends may address suggestions to the committee.

**Y2014-79 Closing.** The session closed with silent worship.

### **Sunday, August 10, 2014**

**Y2015-80 General Secretary's Message.** Friends gathered in worship at 9:00 a.m. Out of the silence, General Secretary Riley Robinson (Washington) gave this heartfelt message:

Years ago, we were sitting in worship at Annual Session at Wilson College in Chambersburg, PA during a summer of drought. I slowly came to envision a wooden wagon wheel turning, then the whole wagon, rolling over a dry dirt road. I began to sense more immediately that a century ago Friends had so great a need for companionship in the Spirit and to respond to shared concerns that they had taken on far more risk, sacrifice and struggle to come to Yearly Meeting than I do now. It sunk in that this very motion of coming together had occurred a hundred years before that, and a hundred years before that. Interwoven was the Civil War suffering of Chambersburg, PA around us, and that of our entire region; of Friends seeking a way out of the slavery system over many lifetimes; of Friends seeking a presence among a now nearly vanished world of native Americans, who were living differently with nature than Europeans. I could only partly feel the immensity of this. There was great weight, and a great sense of beauty. It was not that Friends had always found a perfect unity "in a place just right," but it seemed that I could feel the Light of their seasoned truths in my life, and could feel the continuum of concerns in my world. I wondered if I had any of the qualities that past Friends had envisioned for those of us who now reside in their future. I tried to see how our own seasoned leadings might serve as sturdy vehicles carrying Light into the future as well. I may have gained a sense of how, although in our personal time we only have today to work with, there is an inner spiritual time when we find more resources to bring to bear. It can happen when we come together.

No startling revelation here. But much of the best of my Quaker pacifist experience has been truly anticlimactic in nature. Some meaningful, humbling understanding is found, I am forever changed, and life goes on, clarified and thus improved - sometimes, I realize later, fundamentally improved.

This image of the wheel came back to me recently when I attended a book talk at Friends General Conference Annual Gathering by Quaker author Douglas Gwyn on his new book, *A Sustainable Life*. That's because it was on the cover of the book. The sixteen spokes of Gwyn's wheel represent pairs of Quaker concepts that support each other by appearing opposite each other on the wheel. "Equality" is balanced by "community." "Ministers, elders, and clerks" is balanced by "group discernment." "Simplicity" is balanced by "sustainability." Suddenly these stopped being a fond list of comfortable old



virtues. I had to consider them as a set of dynamic interactions working in my life today. It was as if I were to lose touch with any one of them, I wouldn't be whole. I also noticed that the wheel did not include some of my most familiar supports, such as "my important opinion" balanced against "all of those other opinions out there."

Doug Gwyn is a scholar, and I am not. He thinks all the time, and I think occasionally when I get around to it. We don't always think alike. But here are some things that I find in his book.

- George Fox's vision on Pendle Hill was merely the beginning of Quaker spirituality coming alive amidst nature.
- Quakers continually employed natural imagery in spiritual writings. They were in the process of defining themselves as something beyond the control of what happened in great stone steeple houses. An awareness of nature opened us to an awareness of the infinite, consonant with our worshipping outside the box.
- We sought to be less rigid, more simple in order to be more responsive to the Holy Spirit.
- This has in our past helped make us more responsive to and appreciative of nature, but does not always do so now amidst the distractions of 21<sup>st</sup> century life - to our peril, both physically and spiritually.
- Friends, and the world, are facing a truly threatening environmental crisis. But Friends already have significant tools for meaningful change if we will use them

Implicit in Gwyn's wheel is that we need to balance our response to the many wake-up calls (and this book is certainly one of these) that we're getting about outer sustainability, with a questioning of how our own and our community's inner sustainability is doing as well. On Gwyn's wheel, "personal integrity" is balanced by "discernment." The word integrity commonly refers to honesty, but also to unity and cohesion as a whole. When these challenges come, what questions do we ask ourselves, and how do we respond, both individually and together?

For Gwyn, this wheel, this dynamic balancing of Quaker qualities, is the model for a Quaker Faith and Practice. It's very timely for BYM Friends.

Last year we gathered for a rich and meaningful discussion about our *Faith and Practice*. This core work continues. If you think that it's time to shake yourself up a bit and get a fresh view before we all dive in to our lovely old book and our many newer inspirations again, try this book now – we have already established that waiting and hoping that a committee will go off and resolve everything for us is not a winner.

This year we meet to find Transformation and Healing. I will refresh our memories of the queries that we were asked to consider for this week together,

and ask us to move forward with them in the next year:

- How can we learn to be “broken open” to the power of the Spirit?
- How can we use that power to change and heal?
- How do you accept healing, and how do you help to create ways for healing to happen with others in your life?
- What experiences have you had of this healing power?
- Have you felt transformed? Where can transformation lead?

I would now add:

- On what resources will we rely as a Yearly Meeting to have constructive dialogue with each other about the environment?
- How will we help heal society and its relationship to the natural world?

Next year we will meet at Annual Session to explore “Living Into Right Relationship,” with ourselves, our community, and the natural world around us.

I’m saying that BYM is a much-needed wheel on the wagon of Quakerism as it moves into the future. I’m saying that our (and I mean each one of us) balancing and centering in the midst of Quaker practices can be our true gift to the world. I’m also saying that being mindful requires a willing attentiveness to the road ahead for us. The energy for our movement forward comes from the Holy Spirit. I do not mean to see God embodied as a horse, but rather to caution myself and others that when we are not careful, the Holy Spirit can appear to us only as a means to an end, not as a greater partner in progress.

The other Friday night at Camp Catoctin, some campers circled rhythmically around the centered light of the fire and led everyone in song;

“We can’t return we can only look  
Behind from where we came  
And go round and round and round  
In the circle game” [Joni Mitchell]

Of course the best games are for fun, but they also increase our awareness and alertness. And we Friends are inevitably traveling on the wheel of life towards a greater spiritual destiny. What does this look like?

Recently many of us gathered at Goose Creek Meeting in the deep and rich silence to say goodbye to our calm and quiet Friend, Janney Wilson. There were Friends from many Meetings and also friends of many ages, including a host of grandchildren who spoke with depth and feeling about their loving grandfather and about what each of them had learned about Quakerism through his conscientious objection and resulting imprisonment, through his love of nature that included his farm for most of his life, and through his interest in them as people. Janney lived intentionally and fully through cycles of joy and suffering, which he bore with equanimity. I was drawn to recall being with Janney just a few years ago in a workshop, creating collage. He had signed

up for the workshop, but at the start openly expressed misgivings about his lack of experience with art and his unsureness of knowing what he was doing. He went ahead anyway, and through the weekend we would at times gather around his creations and find them truly beautiful. I was drawn to consider mysticism as the willingness not to be bound by our self-concept or even by our self-esteem, but rather to be open to possibility.

Gwyn says about the wheel:

The empty center represents the place of unknowing we experience as we live with these tensions and paradoxes. Here dwells the divine presence, the “I am that I am” who abides beyond all of our definitions, but who calls us into the life of communion-and-community, a stillness and action that embodies all these paradoxes. We never abide perfectly at the center . . . But as we remain patient with ourselves and with one another in faith and practice, the center keeps drawing us “in time, up to God, out of time, through time.” In other words, as we sustain faith with one another and with the practices we hold together in trust we find ourselves sustained by power that is beyond the sum of all these parts. (p.149)

So let me go back to the FGC Gathering where Doug was giving his bookstore talk. Late in the talk, a few Friends present confessed to feeling overwhelmed by it all. It was if they didn’t know where to start chipping away at the looming environmental crisis in a meaningful way. I spoke then about BYM’s recent experiences. “For our office, we are looking at a new generation of heat pump equipment to heat and cool our office more efficiently than ever before. BYM member architects have endorsed this equipment. We are working with an interfaith cooperative to make a group purchase of solar panels for the building. In a fairly short time we can see this building reaching zero carbon energy usage. Along the way, we’ve found that there are many companies willing to install solar panels on homes with advantageous deals with little or no money down. Our camps are designing their new structures with many green features.” I could have gone further about BYM’s role of introducing kids to nature, or as a custodian of green space. At that moment I saw the “wheel” of BYM moving forward, helping to support its corner of Quakerism along the road. When I finished, I worried, “I wonder if that made anybody feel any better?” But Friends over the centuries have demonstrated that grounding oneself in pragmatism can bring new Light.

Quakers have a rich history of inspiration and inventiveness that has truly changed society and the world for the better. Researchers are making it clearer over time how important Quaker faith and practice, developed out of suffering, work and worship together, has been in nurturing that transformation. As we become clearer with each other and with the Spirit about how we find our way together, about how we are to implement our vision, we can truly move ourselves and the healing of this world forward.

So Gwyn’s gift of a wheel of Faith and Practice is important for us to hold in our hearts, and to let inspire us. May we submit to the discipline of staying centered in a wheel of testimonies as we mind the wheel of our own life, and may we team together to allow the Spirit to move all our lives forward for real progress. That may start in finding our equilibrium with each other in reaching the deeper understandings that can only then be described in a Faith and Practice. That means we must rely on each other and “keep each other honest.” Mystics that we are, we, too, must be willing to become unbound by our self-concept or even by our self-esteem, but rather to be open to Divine possibility. Know that illusions will fall away and be rolled over as we move forward. Staying centered with our own Spirit and staying balanced with each other requires humility openly shared. It requires becoming very good at knowing love when we see it:

Gwyn quotes Beatrice Saxon Snell in Britain Yearly Meeting’s *Quaker Faith and Practice*:

“I had a salutary lesson in sober thinking when I was first asked to become an elder. The invitation appalled me . . . I read up the appropriate passages in [*Faith and Practice*] and felt still more appalled. Nevertheless I had been in the Society just long enough to know that the group often has a wisdom which can seldom be justified on logical grounds but which is, nevertheless, superior to the wisdom of the individual. I therefore went to consult a much respected elder of my acquaintance. She . . . let me talk myself out. When I had quite finished she inclined herself slightly towards me and said, “My dear, we have to take what we can get.” I have since been convinced that this is a text which ought to be framed and hung up over the bed of every elder in the Society; it ought to be hung over the bed of every Friend who is tempted to refer to the elders as “they.” (P. 88)

**Y2014-81** *Introductions of Friends at Clerks’ Table and facing bench.* Presiding Clerk Elizabeth “Betsy” Meyer welcomed all and introduced Friends at the Clerk’s Table: Helen Tasker (Frederick), Recording Clerk; Amrit Moore (Maury River), Young Adult Friends; Maddie Doll (Baltimore, Stony Run) and Meghan Donovan (Baltimore, Stony Run), Young Friends; Frances Schutz (Charlottesville), Ministry and Pastoral Care. Rebecca Bacon (Hopewell Centre), Bob Fetter (Gunpowder), Susie Fetter (Gunpowder), Gray Sandman (Roanoke), and Wafula (Friends Theological College, Kaimosie, Kenya) held the session in the Light from the facing bench. Managing the sound and technology was Sam Lohff (Frostburg State University).

**Y2014-82** *Coffee House:* Last night, Friends enjoyed a circus-themed coffee house variety show entitled *Cirque de Coffee*, hosted by Young Friends with Friends of all ages performing. With music, poems, jokes and much laughter, a good time was had by all.

**Y2014-83** *Roll Call of Committee Clerks.* The Presiding Clerk read the name of each committee, and Friends named the clerk from the floor. The list is as follows:

Trustees ..... Harry Tunis (Herndon)  
Search.....Barbara Thomas (Annapolis)

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Supervisory .....	Clinton Pettus (Baltimore, Stony Run)
Advancement & Outreach.....	Alexander Barnes (Adelphi)
Camping Program .....	Harry Scott (York) and Gary Gillespie (Homewood)
Camp Property Management .....	Alene Carteret
Development .....	Liz Hofmeister (Bethesda)
Educational Grant .....	Alex Bell (Bethesda)
Indian Affairs .....	Sue Marcus (Sandy Spring)
Manual of Procedure.....	Susan Kaul (Bethesda)
Ministry & Pastoral Care .....	Don Gann (Baltimore, Stony Run) and Peirce Hammond (Bethesda)
Nominating .....	Karen Cunyngham (Annapolis)
Peace & Social Concerns .....	Phil Caroom (Annapolis)
Program.....	Barbarie Hill (Charlottesville)
Religious Education .....	Marsha Holliday (Washington)
Stewardship & Finance .....	Claudia Hernandez (Bethesda)
Sue Thomas Turner Quaker Educational Fund.....	Rosalind Zuses (Sandy Spring)
Unity with Nature .....	Eli Fishpaw (Maury River) and Ann Payne (Monongalia)
Young Friends Nuts and Bolts.....	Johnny Doley (Shiloh) and Natalie Linden (Shiloh)
Youth Programs .....	Laura Coleson-Schreur (Baltimore, Stony Run) and Michael Doo (Baltimore, Stony Run)

Working Groups and Special Group:

Criminal & Restorative Justice Working Group.....	vacant
Intervisitation Working Group.....	Rebecca “Rep” Pickard (Homewood)
Right Sharing of World Resources Working Group.....	Karen Grisez (Washington)
Spiritual Formation Program Working Group .....	Amy Schmaljohn (Gunpowder)
Women’s Retreat Working Group .....	Carol Beigel (Adelphi)
Working Group on Israel-Palestine .....	Malachy Kilbride (Washington)
Working Group on Racism .....	David Etheridge (Washington)
Youth Safety Policy Working Group.....	Ken Stockbridge (Patapsco)
Young Adult Friends.....	Gobind Moore (Maury River) and Daniel Gillespie (Homewood)

Representative Conveners

FGC Central Committee .....	unnamed
FUM Board .....	unnamed
FWCC Reps .....	Judy Seaman (Buckhannon)

**Y2014-84** *Second Reading of the BYM Epistle.* Mark Cannon (Washington), David Fitz (York) and Deborah Haines (Alexandria) read the epistle to the body. After several improvements were suggested the epistle was APPROVED, and these Friends were thanked for their work.

**Y2014-85** *Young Adult Friends Epistle.* Jennifer Vekert (Sandy Spring) and Maggie Lorraine Dorr (Sandy Spring) read the YAF epistle which they described as an “extended

Haiku.” We agreed to send this out with our general Epistle.

**Y2014-86** *Young Friends Epistle.* Maddie Doll (Baltimore, Stony Run) and Meghan Donovan (Baltimore, Stony Run) presented the epistle from Young Friends. We also agreed to send this epistle out with the general Epistle.

**Y2014-87** *Junior Young Friends Epistle.* JYM co-Coordinator Kat Darnell (Frederick) and Robert Finegar (Sandy Spring) read the epistle from the Junior Young Friends. Friends also agreed to send this epistle out with the general Epistle.

**Y2014-88** *Women’s Retreat Epistle.* Helen Tasker (Frederick) read the Women’s Retreat epistle. Friends also agreed to send this epistle out with the general Epistle.

**Y2014-89** *Discussion concerning Epistles.* One Friend cautioned us to distinguish between epistles and reports, and asked if it is appropriate to issue Epistles from sub-groups within the body of the Yearly Meeting. If our Epistle is to be a prophetic message, he found our General Secretary’s message this morning to be more of a prophetic message than Epistles that were more like reports of events. Another Friend spoke of the prophetic message that is found in the ordinary. How we spend our time together sends an important message to Friends everywhere. Though they may seem mundane to our ears, reporting on our daily lives may be prophetic for Friends elsewhere. She spoke particularly of our Junior Young Friends’, Young Friends’, and Young Adult Friends’ Epistles as being important, as the reporting of things such as how service and caring for nature and welcoming persons in all stages of gender identity may be seen as prophetic by others. She advised us that Friends’ Epistles from elsewhere, which include information of their daily lives, may also be prophetic to our own hearts.

**Y2014-90** *Cabin Fundraiser.* Development Director Ann Venable reported on the progress we have made in building the “tiny cabin”, which reflects the amount raised toward building a new cabin at one of the camps. She thanked us, and stated that she is humbled by our generosity, noting that we are \$83.10 short of \$16,000. The Presiding Clerk expressed deep appreciation for all contributors, and noted we are all donors in many ways beyond the fiscal.

**Y2014-91** *Program Committee.* Peg Hanson (State College), out-going Clerk of Program Committee, thanked everyone on the committee, expressing gratitude especially to out-going members Susan Griffin (Washington) Mary Campbell (Washington), and Steve El-kinton (Langley Hill). She expressed thanks to Barbarie Hill (Charlottesville) for stepping into the clerkship of this committee.

**Y2014-92** *Minute of Appreciation for Peg Hansen, outgoing Clerk of Program Committee.* Barbarie Hill (Charlottesville) presented the minute of appreciation for outgoing Program Committee Clerk Peg Hanson.

**Minute of Appreciation for Peg Hansen, Program Committee Clerk**

We gratefully acknowledge Peg Hansen for her four years of service as Clerk of Program Committee. Peg honed her clerking skills as she capably oversaw

the myriad details that must be given attention in order to make our Annual Sessions successful. In the midst of a busy personal life, she managed to make many long drives from State College to the Washington area not only for meetings of the full Program Committee but also for subcommittee meetings and consultations in the Yearly Meeting Office. With unfailing good humor, she worked diligently with smaller groups of committee members to improve and document procedures for important aspects of Annual Sessions such as choosing the theme and speakers and publicizing the planned events to attract potential attenders. We appreciate Peg's commitment to the Yearly Meeting and the joyful energy and enthusiasm she brought to this work, and we look forward to her further service, as she is led.

Friends APPROVED this minute of appreciation for Peg Hanson. Registrar Sheila Bach (Langley Hill) presented Peg with a lighthearted certificate, offering her special privileges—such as sleeping late and not having to check each dorm room—of which she may take advantage at our next Annual Session.

**Y2014-93 Registrar's report.** Registrar Sheila Bach (Langley Hill) gave the registrar's report. 342 souls gathered for the 343<sup>rd</sup> Annual Session of Baltimore Yearly Meeting. The statistics are as follows: 286 were adults, 19 were Young Friends, 37 were in Junior Yearly Meeting. The oldest person in attendance was Margery Scott at 91, and the youngest was Dana Lorentz at 1+, not quite 2, with the average age was 48.47! We were down by 11 attendees, compared to last year. She urged those present to encourage others in our Meetings to come to this gathering.

**Y2014-94 Bookstore Manager's report.** Bookstore Manager Jenny Vekert (Sandy Spring) spoke gleefully of how this was an awesome year. She reported that \$1,333.00 was raised for BYM in general; \$1,067.20 was income for artists, and \$307.20 was income for authors. She also reported that \$645.60 was raised for BYM charities and \$1,916.00 was raised for Global charities. In all 462 books were sold.

**Y2014-95 Closing.** Clerk Elizabeth "Betsy" Meyer closed the Meeting with the following: Friends it has been my joy to serve Baltimore Yearly Meeting for the past 6 years --as Presiding Clerk for four years, and as Clerk of Interim Meeting for the two years before that. I leave you with this benediction, perhaps the most ancient words in the Bible:

The Lord bless you and keep you;  
the Lord make his face to shine upon you, and be gracious to you;  
the Lord lift up his countenance upon you, and give you peace.

We conclude the 343<sup>rd</sup> Annual Session of Baltimore Yearly Meeting of the Religious Society of Friends, purposing to meet again, God willing, August 3 through 9, 2015 at Frostburg State University.



## ATTACHMENT U

### REPORT OF INTERIM MEETING TO ANNUAL SESSION

#### SEVENTH MONTH 2014

The Interim Meeting acts for the Yearly Meeting when necessary in the intervals between Annual Sessions. This is the report of actions since August 2013.

Actions at Interim Meeting held in 10<sup>th</sup> Month 2013 at  
Hopewell-Centre Meeting, Clearbrook, Virginia

APPROVED a minute of appreciation to Marion Ballard for six years of service as Treasurer.

APPROVED an adjustment of the FY2014 budget to include \$30,000 in increased camp income from higher fees and \$30,000 in increased camp spending for higher staff salaries.

APPROVED the guidelines On Embracing the Ministry of Friends and asked that it be inserted in the Manual of Procedure.

Actions at Interim Meeting held 3<sup>rd</sup> Month 2014 at  
Annapolis Friends Meeting, Annapolis, Maryland

APPROVED designating \$26,100 for donation to Ann Riggs' Friends United Meeting Ministry account.

APPROVED designating \$15,000 of 2013 funds remaining for camp property management.

APPROVED moving the balance of any remaining 2013 surplus into undesignated reserves.

Actions at Interim Meeting held 6<sup>th</sup> Month 2014 at  
State College Meeting, State College, Pennsylvania

APPROVED a minute on changing the name of the Washington football team.

APPROVED a minute in appreciation of the work of Rebecca Haines-Rosenberg as Recording Clerk of Interim Meeting.

At Third Month meeting, the Interim Meeting heard a report from the Nominating Committee and APPROVED appointments of members to Faith and Practice Revision Committee and to Friends United Meeting Board and as Triennial representatives. In addition, the Interim Meeting appointed and heard reports from Search Committee which brings nominations to Annual Session for the Clerks, Interim Meeting Recording Clerk, and a member of Supervisory Committee.

At the Third Month and Sixth Month meetings, a report was APPROVED and some aspects were FORWARDED to Annual Session for a second reading from the Manual of Procedure Committee.

A report was heard at each meeting from the Intervisitation Committee, and minutes for traveling in the ministry were APPROVED in Third Month for Joan and Rich Liversidge and in Sixth Month for Jolee Robinson.

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**ATTACHMENT V**
**REPORT ON FRIENDS UNITED MEETING TRIENNIAL**
**“Mutual Respect and Collegiality”**
**Compiled by Georgia E. Fuller, Langley Hill**

The mutual respect among the staff and members of the General Board was evident at the 2014 Triennial Meeting of Friends United Meeting. This collegiality filtered through the Triennial as a whole. Among the many reasons for this collegiality has been the presence and work of our recent representatives to the FUM General Board, including Howard Fullerton and Riley Robinson. In addition, every yearly meeting and association in FUM North America and parts of East Africa have experienced the listening presence of Baltimore Yearly Meeting’s Intervisitation Program. As a grassroots organizer, I’ve often said that one of the greatest gifts we can give each other is the presumption of good intentions. This gift is now being exchanged among the various constituencies of FUM.

**Mutuality and Collegiality Produce Good Fruit**

The fruit of this mutuality was evident in the opening banquet and keynote speech. James Bryan Smith, author of *The Good and Beautiful God*, challenged us to examine our personal narratives about God. Friends who have a negative narrative about the Divine—stories of judgment and punishment—cannot produce good fruit, no matter how diligent their spiritual practice. In fact, Smith said that spiritual practices and disciplines based on a negative view of the Divine can be personally harmful and communally destructive. They will draw the person away from the God whom Jesus proclaimed.

The growing fruit cultivated by FUM was evident in many reports. Our Friends in Ramallah, Palestine are descendants of the very first Christians. Ramallah Friends Schools have been a lasting light of hope and peace in a region of distrust, division and violence. Our Friends in East Africa are a growing light of reconciliation and peace. The work at Friends Theological College on transformational mediation and peace-making has been a visible and calming presence during the recent elections. The ministry of David Zarembka and Ann Riggs to sustain Kenyan peace-making work, is also spreading the message and practice of reconciliation among the tribal areas of Kenya, Rwanda, the Congo and refugee camps. On Saturday night Mary Lord moderated a panel showcasing contemporary Friend’s peace work in Kenya, Cuba, and the US. The panelists explored the faith that underlies their witness. We also heard of work in Belize (formerly British Honduras) to address the needs of the wider community.

**The Roots of Hope, Reconciliation, and Peace**

The Quaker tree of hope, reconciliation, and peace needs good soil and strong roots. Mary Lord has worked on the roots, which was the FUM Restructuring Committee. First and foremost for us is that FUM affirmed that it is an association, not a denomination with centralized authority. At this Triennial we approved an Operations and Procedures Manual with two regional General Boards—one for North America and the Caribbean and one for Africa. We are working toward a Global Partnership, where each member pays their “fair share.” The phrase “fair share” is a loosely defined term that is not aimed so much at

Baltimore Yearly Meeting but at the African yearly meetings. The Southern Hemisphere is being encouraged to see itself as a giving partner, not just a receiving partner. FUM is building an infrastructure with modern technology for enhanced communication that is sustainable financially.

### **Nourishing the Soil**

The Triennial reviewed the 2012 audit report of FUM. It looks good, thanks in part to the work of J.E. McNeil and Rich Liversidge. An outside consultant feels that FUM is now healthy enough—in its leadership and membership and its structure and finance—to begin a comprehensive fund-raising campaign. With the FUM-only meetings declining in membership and the dual-affiliated meetings giving to both FUM and FGC, Friends United Meeting can no longer depend on yearly meetings for the majority of its financial support. The newly approved fund-raising is designed to increase endowments, fill capital needs, and increase funding for programs such as Friends Theological College. Walter Fry, newly appointed member of the Board of Trustees, will have a bird's eye view as this campaign unfolds.

### **Challenge in the Twenty-First Century**

Friends, Baltimore Yearly Meeting is known as a meeting that doesn't quit on inclusivity once we have experienced it. I feel privileged to represent such a stubborn and steadfast group of Quakers. Friends United Meeting challenges us with greater inclusivity. More than forty percent of the world's Quakers are in East Africa. One of the great movements of the Twenty-first Century will be the rise of the Southern Hemisphere. FUM is our oldest and strongest connection with Friends in Africa and Latin America. Now is the time to engage with Friends in the Southern Hemisphere—to learn, to share and to be partners in their rise. They, and we, are facing some painful and challenging times, but we have much to offer each other. The better we understand each other—the better we come to know each other in that which is eternal-- the more fully we can cooperate in carrying out the work of the Spirit.

FUM is evolving rapidly in response to these and other new challenges. It is offering BYM and our members the opportunity to do the same, for all of our futures. And next year, Riley Robinson rotates off the board, so YOU, TOO could have a chance to evolve rapidly! We, your recent and present BYM representatives to FUM, ask you to open yourselves to these new possibilities. Please feel free to talk with us at any time (before 10 o'clock at night).

Representatives to Triennial: Riley Robinson, Walter Fry, J.E. McNeil, Mary Lord, Mark Cannon, Elizabeth Meyer, Ken Stockbridge, Jolee Robinson, Ann Riggs, Rich Liversidge, Georgia Fuller.

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## ATTACHMENT W

### REPORT OF ANN RIGGS

*“If We Have No Peace It Is Because We Have Forgotten We Belong to Each Other”*

This is a “snap,” a snapshot, from the International Day of Peace 21 September 2012 at Friends Theological College. I don’t know who came up with that particular sign, whether the Turkana student on one side of me, the Samburu student on the other, the Maragoli, Luhya, man with us or someone else entirely.

Have we forgotten we belong to each other?

Before my five years as principal, what in the U.S. would be called president, of Friends Theological College in western Kenya, I had forgotten that we belong to each other. Perhaps you had, too.

Most students at that small pastoral training college are from Kenya, with a sizable minority from Tanzania and an occasional Rwandan, Ugandan or Congolese.

I have kept trying to get an American to study at FTC but have not managed to pull it off. We did have an Indian accepted recently but he didn’t appear when the school year started last September. A 4 year bachelor’s degree with provisional, but internationally recognized, accreditation from the Association for Christian Theological Education in Africa for about \$6000: that’s a bargain.

Kenyans and Tanzanians are very intentionally tribal in their self-perception. Friends at FTC who reject many elements of their tribal ancestors’ day to day faith and practical ways still might, for instance, have some of their children’s permanent teeth removed in the pattern that marks their tribal identity and is part of their tribal initiation, but take them to a professional dentist for the procedure. Such emphasis on communal identity can lead to the destructive “tribalism” that erupts in violence and undergirds the corrosive, pervasive corruption that damage well-being in Kenya and has led to genocide in Rwanda.

And some tribal identity practices seem unwholesome to some current tribal leaders. Sammy Letoole here with me is a recent graduate of Friends Theological College and the first ethnic Samburu to lead the Samburu Mission. He has a concern for his tribe to leave behind their historical practices of female circumcision through clitorrectomy. Sammy will be giving a workshop on healing and transformation at Samburu Mission on Friday. He’s here sponsored by Intervisitation Committee so you get to know him at the late evening Intervisitation room sessions and we’ll arrange an interest group with him as well. Sammy, would you like to briefly greet Friends?

I’m wondering if there are Baltimore Friends who might take a particular interest in supporting FTC’s satellite program at Samburu.

While there are potentials for destructive ethnicity, a tribal sense of identity can also be a rich reservoir and resource of meaning and security in a rapidly changing world.

Archbishop Desmond Tutu gave the more individualistic western world a way into understanding such a different human experience through the adage "I am because we are." Through your support you gave me and all of us in Baltimore Yearly Meeting opportunity to come to better understand and more deeply connect with the diversity of human experience. Thank you so much for your financial and personal support, for your thoughts, your prayers, your holding of me and the college is the Light.

Baltimore Friends have historically had less involvement with African Friends outside the specific concerns of peace making than is the case for some other North American yearly meetings. Peace-making, trauma healing and violence prevention are still very much needed in eastern and central Africa, through Africa Great Lakes Initiative of Friends Peace Teams, Dave Zarembka's organization, FUM's Friends Church Peace Teams and peace education at Friends Theological College. Don't stop your support.

But through your support of my needs and those of Friends Theological College in the past five Baltimore Friends have engaged much more widely with African Quakers.

Friends from Annapolis, Langley Hill, Adelphi, Patapsco, Sandy Spring Meetings and Friends Meeting of Washington have taught or volunteered other service at Friends Theological College. Did I miss anyone? Some have stayed only for a day or two as part of wider visit. Some have stayed for several months or returned repeatedly. Michael Newheart, Adelphi, has been thinking of moving to Kaimosi for a substantial teaching period after his retirement from Howard University School of Divinity. Joan and Rich Liversidge and Molly Finch are not here today, but would others of you who have volunteered at FTC stand or wave. Thank you so much for your service.

My successor as principal, Robert Wafula - he prefers to be addressed as Wafula - is here with us this week. He's in the process of raising support for his salary and the expenses of travel and communications. He's eager to talk to you about his support needs in that group or in informal conversations. I'm sure he would be eager to talk to anyone who would might be interested in future service. Wafula, would you like to briefly greet Friends, now? Wafula has an interest group scheduled later today.

If you explore volunteer opportunities at FTC, you'll connect, as well, with FUM's Director of Global Ministries, Eden Grace. When I first went Kenya the position of global ministries director was unfilled and Eden was fellow on-the-ground worker from another of dually affiliated yearly meetings, New England. Samburu and Friends Theological College sites are not the only international activities to which Baltimore Friends can connect through FUM. We'll arrange an interest group with Eden, as well. She will arrive here at Frostburg this evening.

While I was at FTC, your support made possible many positive developments.

One of FTC's programs is a collaborative one with 8 to 10 other institutions across Kenya and beyond. The grades for this program are moderated across all those institutions.

They use a different marking system in eastern Africa than here. The desired class average is 60-62. When FTC joined this program in 2005, our class averages were 52. They had moved up to 55-56 by the time I arrived in 2009. They now make the desired 60-62. We have a few teachers who routinely get averages more like 66 or 67. The teacher who is most successful in getting high performance from students in this program gives us even more to be proud of in that he was a member of the second class to receive a bachelor's degree from FTC, 2010. A member of the first bachelor's class, 2009, has received a Rotary International scholarship for his doctorate in peace and conflict resolution studies.

I've talked about the continuing importance of tribe in Kenyan life. Some clans are traditionally in conflict with others. The Kaimosi area was originally chosen by the British authorities for Quaker mission activity because it was an open area between two groups in frequent armed conflict. Until quite recently, the overwhelming majority of Friends were from the Luhya tribal cluster. Last year, for the first time, the head student of the college was a member of a different tribe. In fact, from the tribal cluster, Kalenjin, with whom those who became the first Kenyan Friends were fighting. This coming year, for the first time, the head student is a widow. In Kenya widows frequently have a really hard time. This woman had to remove herself and her children from her husband's family land because one of his brothers expected to inherit her and she couldn't face that arrangement. I was with her when she called another widow who recently graduated from FTC to share about her new leadership role. It's clearly a powerful symbol of achievement for others, as well.

When I arrived, students were graduating unable to explain Quaker faith and practices. Some had the impression they had been taught that Quakerism is wrong. One important task was to refocus the curriculum on Quakerism and insist that teachers understand Quaker heritage, while also making sure that students from other churches are also getting adequate preparation to minister effectively in their churches and programs. When I arrived, yearly meetings were not eager to encourage students to attend FTC and sometimes refused to hire them when they graduated. The morning before the most recent meeting of the FUM general board in Africa, I had representatives of four yearly meetings in my office with requests for either a satellite FTC program in their yearly meeting or a formal relationship of affiliation, guidance and support for their yearly meeting pastoral studies education. These satellite programs are all at the most introductory level. In addition to signaling a transformed relationship between the college and the yearly meetings and a higher quality of resulting ministries in the yearly meetings, these relationship programs are now more likely to become feeder schools for FTC's upper level programs.

There are more than 1200 Quaker schools in Kenya. These are different from Quaker schools here in the US in that they are staffed by teachers and administrators paid by the government and most of the curriculum is nationally mandated. However, each is expected to provide spiritual and social guidance through a school chaplain. A chaplaincy program

at FTC had been planned for several years but did not open its doors until I was able to launch it.

The original mission at Kaimosi was an “industrial mission”. It was intended to lead to a self-supporting Quaker body. Students at FTC in the 1970s had to qualify in an income-generating area before they could graduate from their theological studies. Somehow the underpinnings of an education that would prepare students to help impoverished members of their meetings or others in the local community and not be impoverished themselves were removed from the curriculum later. During my time as principal, they were restored.

I insisted that everyone needed to know how to use a computer, send email and engage in the wider world of electronic communication. The many previously used laptops that Baltimore Friends have donated were a tremendous help in this effort. A special thank you for that assistance.

Of course, this development has been primarily achieved through and by others. In my view one of the most important decisions I made was to put real life performance within the yearly meetings and on campus, and demonstrated potential for further growth, ahead of paper credentials in hiring and work assignments. FUM has a mission priority of leadership development, I saw development of existing staff and talented and qualified new graduates as serving this FUM goal. We have been well-rewarded by that choice.

When I arrived in Kenya there was a disturbingly high level of conflict on campus among the staff and among the students. In my own assessment my predecessor was a victim rather than a cause of it. It was changing the dean of students, changing the chaplain, changing who we put in the classroom that made for a positive transformation.

Last December I arranged to spend a bit of time in the archives at Earlham. I saw that in the earliest years of what was to become Friends Theological College more than 50% of its operating funds came from Africa, from local meetings and agricultural and industrial income of the mission. To move from provisional to full accreditation the college will have to restore this pattern. Our accreditation body requires at 50% African operating income. Movement from an extremely high level of dependence on outside funding has led to a very low funding situation. The Kenyan economy is struggling at this time. Our students owe a huge cumulative sum to the college and that means real suffering for staff whom we have been able to fund at desirable levels. Wafula will have a big task in taking the renewed enthusiasm of African Friends for the institution from good will to partnership and ownership - to remembering that North American supporters of the college and African Friends belong to each other. I will be so grateful if your support of me during these past years blooms into an ongoing support of the college, through gifts to the FTC general fund, support of FTC businesses, support of the FUM comprehensive campaign and funds for staff development. Georgia’s gifts in this last area have been crucial to the academic development of the college. Thank you all.

Last, I report on a particularly important task completed. At the FUM general board meeting preceding the recent Triennial adoption of a new constitution for FTC was completed.



In recent memory FTC has been an institution primarily serving students of modest or very modest means rather than the well-heeled. Archival research shows this was the origin of the institution, as well. The first students walked dozens, even hundreds, of miles to get there. They slept on the ground in grass huts. Over seven decades FTC has provided a chance for learning to people unlikely to have had any other chance. We have continued to be that. Students who couldn't afford high school get a chance to make up their deficits and excel. Students who could never manage the costs of the government universities get bachelor's degrees that are as well regarded by international standards and get a chance to work their way through their studies.

It's my impression that this is why North Americans give to Friends Theological College. It's certainly why I gave five years of my life to the institution. Such a visible return of enthusiasm for FTC on part of African yearly meetings from so many different areas of East Africa as well as strong nurture of the college by African leaders from many Quaker Men groups and the United Society of Friends Women, Kenya suggest that this is what the overwhelming majority of African Friends want FTC to be.

Yet there is a small group of more affluent Friends, who have waged an on-going campaign to take the college away from these roots, and away from FUM, transforming it to primarily serve the affluent, who already have strong Kenyan institutions available to them.

The new constitution makes it impossible that such a change can be made without the consent of the Trustees of FUM, as was not previously the case.

I faced tremendous pressure to bow to the desires of people who wanted to be served rather than serve the needs of others. I do not doubt that Wafula will be faced with the same pressures. He'll need our support to continue bringing high quality Quaker higher education to the "least" and "last", who the Bible claims are first in the Peaceable Kingdom. He'll need our support.

Before I conclude I have a few pictures to share. . . .

I hope we can continue remembering that we and Friends at FTC belong to each other for a long time to come.

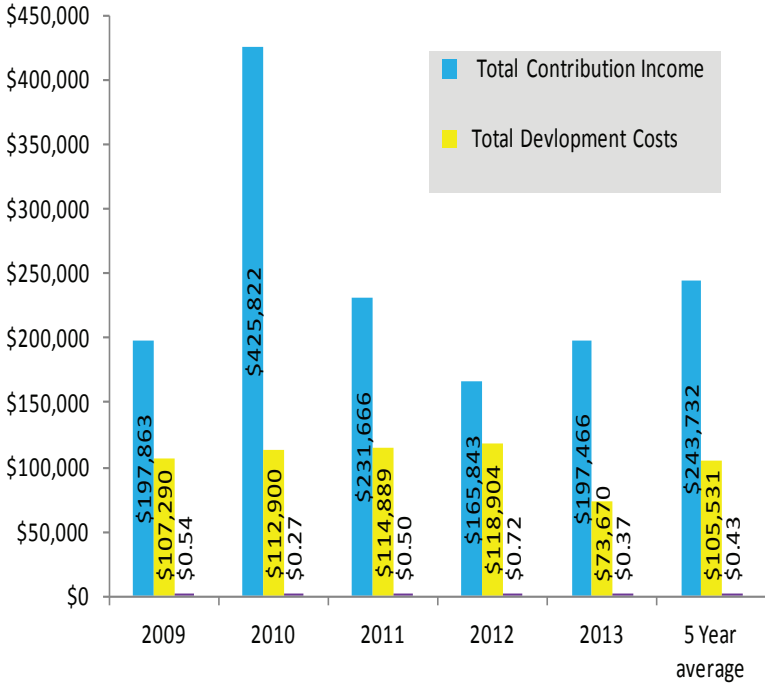
Ann Riggs  
BYM sessions 6th day, 8th month 2014

# ATTACHMENT X

## DEVELOPMENT DIRECTOR'S REPORT

### 2013 RECAP

- 2013 Highlights
- Gifts, Donors and Cost to raise a \$1



- Committee

## 2014 TO DATE RECAP

- Informational Materials

- Planned Giving Website:  
<http://www.bymrsf.plannedgiving.org/bymrsf/giving/1.html>

- Planned Giving Brochure



- Monthly Auto Donor Brochure



- Vision Statement/BYM Information Card



- Gifts, Donors and Visits

- To Date (August 2014) Gifts: \$78,390
- To Date (August 2014) Pledges: \$42,000
- Families and Individuals who have given: 228

- Visits:

Catoctin Quaker Camp, Shiloh Quaker Camp, Opequon Quaker Camp, TA, Atlantic City, Baltimore, Charlottesville, Winchester, State College, Frostburg, Philadelphia, DC, Broadmead, Sandy Springs Friends School and Friends Community School... so far

## AND BEYOND....

- Annual Session Fundraising
  - The story of the Little Cabin project
    - An Idea
    - A proposal
    - An Adventure
      - Thank you David Hunter and the campers at Opequon
  - \$5,000 Matching Challenge
    - \$2,500 for the cabin project
    - \$2,500 for the Barry Morley Endowed Scholarship Fund
- Greening Campaign introduction
  - \$26,000 pledge for new energy efficient HVAC at the BYM office
  - Solar at the BYM Office



*Tiny Cabin photograph by Ann Venable*

## ATTACHMENT Y

### MEMORIAL MINUTES

#### MARJORIE ABBOTT AKINS (OCTOBER 22, 1927—MARCH 31, 2014)

Marjorie “Marney” Abbott was born in Brooklyn, NY and grew up in Warwick, New York. Her father was an attorney, and in this household communication was key. Her sister, smiling, said, “In our house, we heard, ‘If you don’t have something to say, don’t waste words proving it to everyone.’”

She graduated from Rockford College (now University) in Rockford, IL in 1948. Marney noted that pioneer social worker Jane Addams was one of its first graduates. She greatly respected both Addams’ idealism and her pragmatism. Marney then went on to earn a Masters degree in Russian Studies at Harvard.

In the summer of 1950, Marney worked with an American Friends Service Committee (AFSC) work camp in Finland and Germany. For two more years she worked with the World Council of Churches in Europe in refugee settlements. On an ocean journey home in 1952 she met James Akins.

Marney then worked at AFSC’s International Student House (ISH), located near and supported by Friends Meeting of Washington (FMW), as Jim awaited a Foreign Service posting. Marney carried fond memories of ISH, founded by Quakers in 1936. Refusing to despair at either world events or local racial segregation, they had sought to make a contribution to peace and a better understanding among young adults of diverse national backgrounds. Now independent, it has succeeded to this day.

Marney and Jim married in Warwick, NY on May 22, 1954. She was now a Foreign Service wife, a position that Washingtonians knew meant an often unacknowledged, and even more often underappreciated, role in the process of diplomacy. In the next two years the Foreign Service took the Akins to Rome, Paris and Strasbourg. Marney arranged for moving and for regularly entertaining guests, understanding that entertaining was the lifeblood of informal diplomacy. One had to be a quick study on food, culture, politics, certainly, but these needed to be underpinned with an awareness of religion, economics and social issues, always knit together by the common humanity of the individuals at the table and respect for the peoples whom they represented. Shared understandings and strong relationships would build toward peace.

This life was not all about conversations, however. In 1956 the Suez conflict reverberated internationally, and Jim was called to Syria. Marney was not allowed to go for a year. They then served in Lebanon, followed by Kuwait, when son Tom was adopted, and then in Baghdad, Iraq, when daughter Mary Beth was adopted. In Iraq they endured the violence of a government takeover, sheltering in the inner rooms of their home.

1965 brought them back to Washington for several years. The family joined Friends Meeting of Washington in March of 1966 by transferring from the Meeting at Brummana Friends School in Lebanon. Also transferred to the United States was a remarkable collection of archaeological pieces discovered on weekend expeditions into the desert while in Iraq. This passion for archaeology stayed with them always. For Marney, who volunteered to work on pieces like these at the Smithsonian Institution, they were far from just shards – they had lessons, contexts, and meaning for us today. Said one Friend, “She really was a teacher.”

While in Washington, Marney and Jim entertained many guests, and attended cultural events regularly. However, Friends knew Marney for her service on the Religious Education Committee for six years, including serving as its Clerk. The FMW history notes that in 1968 there were “120 pupils with 29 teachers and aides.” Marney quietly recalled aloud having to rent classroom space near the Meeting House, but the work went far beyond that. Friends may recall that this was still a time when sharp distinctions were made: men had “professions” and women had “activities.” Some of these “activities” provided the backbone of support to then-larger Quaker Meetings.

A note to the Meeting dated September 6, 1973, simply says, “We expect to be moving to Saudi Arabia in early October, so I must regretfully resign from the Overseers Committee.” Jim had been appointed as the U.S. Ambassador to Saudi Arabia. He held this post until February, 1976. During this time, one of the many guests Marney hosted was Patricia Nixon, wife of the United States President, in 1974. Within a year, both Quaker husbands would be removed from their positions amidst very different controversies. In Jim’s case, it was a difference with his boss, Secretary of State Henry Kissinger, who was suggesting U.S. dominance over Mideast oil production by use of force, if needed.

From 1976 on, the Akins were based in Washington, with Jim no longer part of the Foreign Service, but instead a consultant for corporations. Marney was now freer from “wife of” duties, but she continued to extend hospitality to friends from all over the world. Cultural events were a vital part of the couple’s lives. Grandchildren were much beloved. Marney and Jim still traveled.

Friends were the beneficiaries of much of this newly-available time. At FMW she served on Overseers and Nominating Committees, as Recording Clerk, and was a regular volunteer at the Meeting House. She performed historian’s duties, including preparing materials to be sent to the Swarthmore archives. She served on and helped manage the process for the Yearly Meeting history project for the 1993-2003 volumes. She worked to make Quakerism visible locally in organizations such as the District of Columbia Historical Society, providing Quaker historical content for some exhibits.

About her role as a Recording Clerk, a former FMW Presiding Clerk recalled: “. . . that period of shared service remains one of the highlights of my time at Friends Meeting of Washington. Marney was steeped in an understanding of and appreciation of process and ‘right order.’ I have rarely worked with any person who understood the importance of precision and clarity in preventing misunderstandings arising at some future date. Marney

had a practice of pre-writing minutes of sections of a Meeting for Business where she believed that the action proposed was uncontroversial or routine. Yet she was willing to drop even the most elegantly expressed pre-written minute when she realized that what had occurred was no longer accurately reflected in her original words. Marney's minutes exhibit the art of the Quaker minute. Spare in expression, nothing important was omitted and the views of Friends struggling with a controversial issue were captured with an open heart and attention to the inner music that explains so much of how Friends conduct their affairs. When planning for Meeting for Business, Marney had a valuable instinct about the ordering, timing and phrasing of issues. Unknown to most Friends, the fact that Meetings for Business managed to cover enormous ground and yet were sufficiently open to permit time and space when needed, owed a great debt to her feelings for the rhythm that went into a well-run meeting."

"Beyond her key role as an exemplary Recording Clerk," a Friend recalls, "Marney was a virtual welcoming committee for Friends Meeting of Washington . . . A newcomer would stand to introduce himself or herself following the rise of Meeting, and you could count on the fact that Marney would hone in on the visitor, talking about where they came from, people they might know who had an FMW connection, and demonstrating an inclusive delight in new people. Dozens of Friends recall their first introduction to Friends Meeting of Washington came when Marney would come talk to them and they would find themselves invited to come to her home that very day for lunch and to get better acquainted."

Marney is fondly remembered for her attendance at Baltimore Yearly Meeting (BYM) Interim Meeting Days and Annual Session in August each year. Through a period of 15 years or more in the 1980s and 1990s, Marney served on the Education Funding Resources Committee, as BYM Recording Clerk, and on the BYM Records and Handbook Committee, including four years as Clerk of the Committee.

In the early 2000s, Marney and Jim moved to the Collington retirement community, some distance from the Meeting. Marney regularly attended a Friends worship group there. Jim died July 15, 2010. After Jim's death, Marney's stamina was not the same as before.

Missing from present memories are Marney's recollections of the Foreign Service during the McCarthy era, or living through the 1968 riots in Washington, or how the long, wounding years of the Viet Nam War affected FMW. In quiet conversation, after her service as a diplomatic wife, it could be almost unsettling to hear how calmly Marney could think the unthinkable. Faced with a difficult situation, this warm, gracious Friend would step back and calmly look ahead with strong compassion, without much sentimentality, and start evaluating the possible opportunities at hand. One Friend recently noted Marney's frequent gift at Memorial Meetings: As Friends recalled all that had been offered in the life now past, Marney would stand and say, "Who will take up the work that this Friend has laid down?"



## GLADYS SWIFT (1922—2014)

Gladys Swift was born November 28, 1922, in Baoding, North China, the daughter of missionaries, Hugh and Mabel Ellis Hubbard. She grew up observing her parents do community organizing work, forming cooperatives and founding schools in rural China. In later life she wrote, “spiritual motivation which led to social action has been a guiding principle of my life.” She attended high school at the North China American School in Tunghow, near Beijing, before her parents sent her to college in the United States to keep her from suffering under the Japanese occupation. She attended Oberlin College, graduating in 1944 with a degree in sociology.

At Oberlin, she attended her first Quaker meeting. Gladys met Lloyd Balderston Swift at Oberlin and they married in June 1943 on the condition that he serve with her in China. They signed up with the Congregational Mission Board and were assigned as English teachers to the Chongqing area in Sichuan, China, in 1948. Gladys’ ambition to spend her life in China in mission work was thwarted by the political situation under communist rule, and in 1951 she chose Turkey, where her grandparents had earlier served as missionaries, for her next assignment.

Gladys performed community work for six years in Turkey and Lebanon, raised four sons, and supported Lloyd’s teaching work. Two-thirds of those years were spent in “hardship posts” first in the small town of Talas in the central highlands and then, after a furlough year in Richmond, IN, they continued mission work for two years in Mardin, a small fortress town on the edge of the Syrian plain. They returned to the United States in 1959 when Lloyd took a position in Washington with the State Department.

Gladys and Lloyd were founding members of Bethesda Friends Meeting as part of a small group of families from the Friends Meeting of Washington who, in the early 1960s, began meeting for worship in one another’s homes in the Bethesda area. Eventually the group found space in the Lynbrook Elementary School in the neighborhood near the Swifts’ home; the Swift’s basement was used for the pre-school children. This worship group became Bethesda Friends Meeting in 1963. Gladys and Lloyd provided valued leadership in Bethesda Friends Meeting throughout the subsequent decades.

Gladys served Bethesda Friends Meeting on the Peace and Social Concerns Committee, Advancement and Outreach, Ministry and Worship and other committees. One Friend recalled Gladys’ generous spirit, inviting her and her children to meeting activities. Two other Friends have fond memories of sharing their love of hymn singing with Gladys. Another Friend, now an adult, remembers being in First Day School as a 9-year-old and having her conceptions of who God might be, or might look like, opened up by a drawing that Gladys made while teaching the class.

Working with others, Gladys undertook as an outreach project the production and sale of “Quakers are Friends” tee-shirts, which she designed. Proceeds from sale of the shirts, and

later tote bags, provided support for various Quaker projects, including a \$1,000 contribution to the Soweto, South Africa, Meetinghouse construction project.

Gladys had returned to social services when her sons were old enough and worked as a family case worker in Montgomery County from 1965 to 1974 and, later was a social work supervisor in Prince Georges County in the adolescent and family care program from 1977 to 1988. She earned a Master of Social Work degree from Catholic University in DC in 1977. She also trained for a year at the Family Therapy Institute and worked part time as a family therapist in the DC Area “A” public health clinic. She retired from full time work in 1988.

Gladys strongly opposed war, U.S. hegemony, and social injustice. After the Prince Edwards County, VA, schools were shut to thwart racial integration in 1959, Gladys invited an African-American teenager to live with her family for a year and attend the Bethesda schools. She opposed the War in Vietnam in many demonstrations in Washington, DC; was arrested in Congressman Virgil Goode’s office in Charlottesville, VA, in 2003, protesting the funding of the Iraq war; and as recently as 2009, traveled to Fort Benning, GA, to protest the activities of the School of the Americas.

Her hobbies included playing tennis, sculpture and painting, and gardening, and, of course, the production and sale of the “Quakers Are Friends” items.

Gladys never abandoned her love of China and founded a newsletter for alumni of the North China American School called Tungchow Re-collected, serving as its editor from 1983 until 2008, and organizing and chairing several of the annual reunions of its readers.

A great irony of her life is that the Communist takeover of China forced her to leave what she considered her homeland; yet she noted in her “Spiritual Journey,” shared with Bethesda Friends Meeting members: “My parents and we talked often of the Communist doctrine to ‘serve the people’ and much of [the Party’s help of] the poor, rather than the rich, found echoes in Christianity.”

After Lloyd’s death Gladys moved in 1994 to Charlottesville, VA, near the home of her son Larry, and for a number of years was active in Charlottesville Friends Meeting. In 2005, she moved to Friends House Retirement Community in Sandy Spring, MD, and there attended nearby Sandy Spring Friends Meeting.

Gladys’s vocal ministry enriched us, and the way she lived Quaker testimonies inspired us. Community? We remember the charming tee shirts and tote bags she designed and sold that proclaimed “Quakers Are Friends.” Simplicity? She exhorted us to prepare for a simple exit by buying a plain pine box that could double as a coffee table until it was needed as a coffin. Peace? She joined a group occupying her congressman’s Charlottesville office on the eve of the Iraq War. As they were being marched out, under arrest for trespassing, a local television reporter asked the sweet-looking grandmother why she was there. “Why, to stop the war, of course!” was her answer, in a tone that implied, “Where else would I be at such a time?”

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Gladys was a faithful attender of Baltimore Yearly Meeting Annual Session and served on many BYM committees including Advancement and Outreach, Peace and Social Concerns, Unity with Nature, Ministry and Counsel, and Program Committees. She served as a BYM representative to Friends General Conference, and was a counselor for the BYM Counseling Service. Gladys also served on an ad hoc Committee to consider our Mutual Responsibility to Aging Friends.

Gladys's gentle spirituality and lifetime of good works will not be forgotten by those of us who knew her. She truly let her life speak.

## **WILLARD JANNEY WILSON** **(OCTOBER 22, 1930—JUNE 15, 2014)**

Janney Wilson grew up on his family's dairy farm called Hillandale, just west of the town of Purcellville, Loudoun County, VA. He was born in Takoma Park, MD. Janney was the middle of three sons born to Curtis and Willa Wilson, both of whom were Quakers going back many generations.

Seven generations of Wilsons lived in the same farm house, originally a two room house. Samuel Wilson acquired the original house with 50 acres in 1785. Over the years the farm expanded to 500 acres, and the house expanded as well. The north end was built in 1799. Two other additions were completed after the Civil War.

Janney was passionate about his life on the farm, and even more passionate about his devotion to peace and social concerns, environmental issues and his identity with Goose Creek Friends Meeting in Lincoln, VA. This was his meeting as a young child and for much of his adult life.

We think of Janney as being a life long Quaker; however, there was a period in his early teenage years when his father withdrew him and his older brother from Goose Creek Friends Meeting to join the local Baptist church.

In the fall of 1947, he went away for his junior and senior high school years to George School, a Quaker boarding school in Newtown, PA. It was here, Janney writes, "that I learned to appreciate Quakers and 'Young Friends,' especially the small mid-week meetings, some of which were out-of-doors."

During the summer of 1949 he was part of a George School sponsored work-camp in Dusseldorf, Germany, working with German students to repair their local school from the ravages of World War II.

It has been said by many, "This is a man who lived his convictions." In the fall of 1950 he entered Earlham College, Richmond, Indiana. These were happy years, but led to a major crisis in his life, causing him to prayerfully seek the "light within" and live in accordance with those values and beliefs that were deep within him.

While still a student at Earlham College, his conscience led him at the time of the Korean war to not only be a conscientious objector but to refuse to comply with the Selective Service Act, thus receiving a three year sentence and spending a year's time in Petersburg Federal Reformatory, VA. He liked to tell people, " I was in with all the moonshiners." While there, he was visited and corresponded with Lois Forbes Sexton and a group of six 'Young Friends.'

After his release from prison he returned to Earlham in the middle of a semester but did not do well and decided not to return for his senior year. In the summer of 1954 he joined an American Friends Service Committee group called "Interns-in-Industry" in West Philadelphia with David Ritchie as the project leader. This was followed by being a student for one year at Pendle Hill, Wallingford, PA. It was here that he met and married his first wife, Emily Calhoun. They had one daughter, Jeannette Hope Wiedenmann, born in 1963 who now lives near Athens, GA, with her three sons.

Janney received a B.S. degree with honors with a major in Agricultural Economics and Rural Sociology from Penn State University in January 1959.

The major part of Janney's life revolved around working for the family farm and his Goose Creek Meeting community. He tried different careers for short periods -- social work at the Philadelphia State Hospital and machinist work in Atlanta, GA, but kept returning to the farm.

He was very active with Quaker committee work, both at Goose Creek and at Baltimore Yearly Meeting (BYM). He served many years on Peace and Social Concerns, Unity with Nature (now called Quaker Earthcare Witness), and Ministry and Oversight.

During the Vietnam War, he was involved with the Loudoun County Citizens for Nuclear Disarmament. Following in the footsteps of his father, who helped to integrate the Purcellville Public Library in the 1950's before the Civil Rights Act, Janney was a member of the NAACP. Every year he brought his truck to help with the setup for the Martin Luther King, Jr. Day march from the Leesburg Courthouse to the Douglass Community Center.

After the dairy operation closed down in 1981, he did custom farming in Loudoun and drove the bread truck for the monks at the Holy Cross Abbey in Berryville, VA until they stopped baking bread in the early 90's.

In September 1991, Janney and Jean Martindale Brown were married at the Friends Meeting of Washington, D.C. Together they had many happy years at Hillandale and with the Goose Creek community, and with the wider Quaker world. Often they traveled to gatherings of Friends General Conference, Baltimore Yearly Meeting and the Friends Conference on Religion and Psychology.

Janney continued his tractor and bush-hogging work and looking after the beef cattle in his pasture. Twice a week he delivered Meals-on-Wheels which he really enjoyed. "He

wouldn't just drop it off," Jean said, "He would stay and talk to people." He knew everyone in the area and he was a person that everyone liked.

Janney's warm smile and gentle nature carried him a long way in life. His love of farming, working with animals, and riding his tractor were a way of life that he dearly missed after his move to Broadmead, a CCRC just north of Baltimore, in January 2005. He and Jean found Gunpowder Friends Meeting, another beautiful, old country Quaker meeting, where they have been worshipping for the past nine years. Janney was one of the charter members of Gunpowder's "Spirit and Nature" committee.

He felt dearly loved and supported by the Gunpowder community. His last meeting for worship was in late May, with everyone sitting outdoors on benches facing west, looking out over the cemetery and the farm lands beyond.

Janney is survived by his wife, Jean M. Wilson, his daughter Jeannette Wiedenmann, her three sons, Will, Daniel and Michael Wiedenmann, three step children, Peter Brown, Elizabeth O'Donoghue, Michael Brown, and five step grandchildren; Sarah, Devin, Keelin, and Emma O'Donoghue and Samantha Brown, and his former wife, Suellen Beverly.

## **MYRA WOLCOTT**

**(SEPTEMBER 21, 1929 - NOVEMBER 18, 2013)**

Daughter of Isaac E. and Bertha Nelson Weber, Myra was born in Luton, England. With the outbreak of World War II the family relocated to the United States, their ship crossing the dangerous North Atlantic in 1941. They settled in New Rochelle, New York. Myra earned a bachelor's degree in Child Development from Cornell University and a graduate degree in Childhood Education from Bank Street College in New York City. She married Roger Wolcott in 1952, and the couple later settled in New Wilmington, Pennsylvania where Roger was on the Faculty of Westminster College and Myra worked in special education. Myra later became head of the Lawrence County Office on Aging. Myra and Roger relocated to Friends House following his retirement from Westminster.

Aside from raising four children and her professional work, Myra was known for her commitment to voluntary public service and her personal and financial support of many charitable organizations, particularly those involving children and the elderly. Myra served Baltimore Yearly Meeting as a representative to Friends General Conference Central Committee. She was a faithful participant in Annual Sessions Spiritual Formation and the Women's Retreat.

**ATTACHMENT Z****REPORT OF AD HOC VISION IMPLEMENTATION COMMITTEE****REPORT, RECOMMENDATIONS, AND PLAN****AD HOC VISION IMPLEMENTATION COMMITTEE**

For Annual Session 2014

**Summary and Outline**

The Ad Hoc Vision Implementation Committee took on the task of examining all of BYM, or as much as we could, in light of BYM's Vision Statement, approved in 2011 (a copy of the statement is on the last page of this document for reference). After more than two years of exploration and conversation, we have devised several sets of recommendations that we ask the Yearly Meeting to consider. Approval is not needed. We hope that the Yearly Meeting, Monthly Meeting, BYM Committees, and BYM Staff will find it helpful to consider the recommendations and then report back to Annual Session in 2015

Although we took a long time to take a long look at our Yearly Meeting, we did not get to everything, even some very important things. These will be listed with information about moving forward on some of these.

All our conclusions and recommendations are based on our direct experiences of BYM. We began by sharing our experience of being part of a Monthly Meeting and serving on committees of the Yearly Meeting. We then began to listen to the experience of others within our Yearly Meeting – over time we visited committees and Quarterly Meetings, created gatherings for people to talk about topics of interest, and visited almost all of the Monthly Meetings. We heard reports from some committees, and heard individually from a number of you. All of this experience serves as the base from which our recommendations arise.

As we did our work, certain concerns were articulated a number of times and in a number of different situations. We paid attention to these, and sought to understand them further. These concerns form the basis of many of our recommendations.

As you will see, this report does not go line for line through the Vision Statement. Instead, we suggest ways that the Yearly Meeting can realize the whole Vision Statement more fully.

The areas of concern that kept arising are part of many of our recommendations:

- Strengthen BYM Committees and enhance committee life overall
- Develop better practices within each entity of BYM
  - Reach beyond the borders of any part of BYM that we are in, and connect meaningfully and in an ongoing way with other parts of BYM
  - Reach out in a proactive way and not just be available when called upon or when we desperately need help

- Use what we have more brilliantly.
  - Make better use of electronic resources, including websites and documents – go search for these and ask for help in the search
  - Call on experienced Friends to provide information or leadership in specific situations
- We need to provide introductions, trainings, mentoring in all phases of BYM and Monthly Meeting committee work, business process, and other essential parts of our life together.
- We need to knit all age groups into the life of Monthly Meetings and our Yearly Meeting because we need the experience and wisdom of each age group.

An outline follows for the following report, recommendations, and plans:

- A. Report on Our ad hoc Committee's work
  - a. Our Process
  - b. What we learned from our process
- B. A look at the Vision Statement of 2011
- C. What do we mean by BYM?
- D. What we learned about BYM
- E. Concerns we did not take on and pass to the body of the Yearly Meeting
- F. Recommendations for the Whole Yearly Meeting
- G. Recommendations For Monthly Meetings
- H. Recommendations for all BYM Committees
- I. Recommendations for Specific Committees
- J. Recommendations for Staff
- K. Next Steps
- L. In Closing
- M. Vision Statement of Baltimore Yearly Meeting

### **A. Report on Our ad hoc Committee's work**

**a. Our process.** The adventure of the visioning process has continued for three years after the approval of the 2011 Vision Statement of Baltimore Yearly Meeting. Our committee was formed in the fall of 2011, a few months after the Vision Statement was approved at Annual Session. On the advice of the Ad Hoc Visiting Ministers Committee, who drafted the vision statement, a committee was formed to

“ . . . study the implications of the vision statement upon Yearly Meeting activities, structures, staffing (both paid and volunteer) and finances. This ad hoc committee would then make recommendations to the Yearly Meeting through Interim Meeting or in Annual Session for implementation of its findings” (Minutes of 2011 Annual Session of BYM).

The following report explains our work and suggests next steps for how the work of implementing BYM's vision should continue. If you would like to know more about the work on visioning that came before our ad hoc committee's work, please see the minutes of 2011 Annual Session in the supporting documents section of this report.



Presiding Clerk, Betsy Meyer, and Clerk of Interim Meeting, Meg Meyer, together selected the members and Clerk for this committee. Fourteen Friends were selected with a goal of having a group diverse in geographical distribution, age, professional background, and experience in BYM. Those chosen were Betsy Meyer (Sandy Spring) and Meg Meyer (Stony Run), two staff persons, Riley Robinson, General Secretary (Washington) and Alison Duncan, Youth Program Manager (Adelphi), and a former Clerk of BYM, Katherine Smith (Maury River). Others Friends selected were: Jenifer Brooks (Sandy Spring), Andrei Israel (State College), Rich Thayer (Stony Run), Brad Ogilvie (Washington), Mary Ellen Saterlie (Little Falls), Betsy Tobin (Frederick), Rich Liversidge (Sandy Spring), Ellen Massey (Sandy Spring), and Marcy Seitel (Adelphi), who served as Clerk of the Committee.

Since our first meeting in February 2012, our committee met in person fifteen times, and one time in a conference call. Between meetings we accomplished significant work. To begin, we looked at some of the major activities of BYM – the camps, religious education, and Friends witness in the world. We also looked at the interconnections within BYM – how the Yearly Meeting and Monthly Meetings work together and how Monthly Meetings interact with one another.

Through our discussions of these topics, we shared our experiences of working on various committees of BYM and within our Monthly Meetings. We came to see that our committees sometimes do wonderful work that really serves our Meetings and Yearly Meetings, but at other times committee work is frustrating. And more seriously, some work does not get done because the committee is weak, which affects the vitality of Monthly Meetings and of our whole Yearly Meeting. We began to look at what needs to happen to help committees do the work charged to them year to year, without significant low periods. In our visits with BYM staff, we explored ways staff persons can help committees keep on track through the year, keeping everyone aware of deadlines, opportunities, and good practices of committees.

As we worked, we began to reach out beyond our own committee to organize gatherings of Friends to prayerfully discuss issues. We found this to be a powerful way to implement BYM's vision. First we gathered five committees to look at issues related to the camping program. In an all-day event with lunch, we heard a director of a non-BYM camp talk about bringing operational and financial success to an independently-operated camp based in Quaker principles. Fees, scholarships, outreach, and staffing were also discussed. This was a significant time for representatives of all the committees that oversee the camps to be together in one room, discussing issues that crossed the lines of their committees. While we raised more issues than we could answer that day, it was very good to hear issues clearly stated and new ideas considered.

Another kind of gathering we organized was for Monthly Meetings. The “Connecting Monthly Meetings” discussion groups that we planned for Annual Session in 2013 with the Program Committee, centered on issues important to the life of Monthly Meeting, proved very successful. Our ad hoc committee organized two similar events during the year. The format for all of these was the same: a seasoned Friend led each discussion group, much

time was given for Friends to share their knowledge and experience, and notes were taken. The topics of these events were issues facing those involved in Pastoral Care in their Meetings, and Quaker faith witness in the world today. As a committee, it was important for us to hear the issues that Monthly Meetings face. This would be true of any committee in the Yearly Meeting whose work supports Monthly Meetings. The events brought fresh knowledge that could be taken back to the Monthly Meetings.

Our Yearly Meeting has many thoughtful, knowledgeable, experienced Friends, and when we gather, we are able to help, empower, and spiritually support one another. This is an important way to support Monthly Meetings and invigorate our whole yearly meeting. This kind of event can easily be organized by BYM committees with the help of the staff. Some programs are already doing this, and can serve as guides for how to do this.

In our second year, we visited all the Monthly Meetings within BYM. The Visiting Ministers in 2012 recommended that visiting on behalf of BYM continue, and our committee was able to fulfill this. The Faith and Practice Committee had visited Meetings the year before, so we were the third round of visitors to go to BYM's Meetings. For our committee, it was essential to see the diversity among our meetings – in religious education, welcoming newcomers, caring for property, and so forth. We agree that visiting is important – it helps us see in real time how the bonds within a Meeting and within our yearly meeting are kept strong. It takes great commitment; we learned that visiting should take place at a pace that supports the rest of the committee's work.

We also visited the Young Adult Friends (YAF's), and heard from them about their growing community that spiritually supports one another. We learned how older adults can be more supportive toward young adults. A co-clerk of YAF then wrote a piece for the *Interchange* that was helpful to many.

We visited the BYM Staff two times, and, among other things, discussed ways that staff can strengthen their support of committees and ways that the camps could be used to support adult spiritual nurture. We visited the Women's Retreat, and sat in on a number of committee meetings, Quarterly Meetings, and the Blue Ridge Gathering.

The report we present to you is grounded in our prayerful searching, our experiences with BYM, and all we learned from all of you, our Yearly Meeting.

**b. From our process we learned** that it is important to look at the Yearly Meeting all at one time. Visiting Monthly Meetings is a wonderful practice that brings home how important each Monthly Meeting is to the vitality of the whole Yearly Meeting. While visiting is always worthwhile, visiting with the goal of knowing how the whole Yearly Meeting is doing is an important practice to institutionalize.

Similarly, we learned that talking with Friends in person is very important, even in this age when so much electronic communication is used. Hearing from Young Adult Friends directly, hearing from the staff directly, from committees, seeing Quarterly Meetings in action, talking with Friends at Monthly Meetings – each time we came away with the sense

of knowing a lot that we simply didn't know before we visited. While most of our visits were nurturing to our own spirits, some were more challenging. But we came away knowing important things about our Meetings and Yearly Meeting.

Even though most experiences with BYM are enriching, some Friends bear hard feelings about past events that were not resolved in satisfying ways. We heard these on our visits, and in one case, the feelings were so strong that the visit was not successful. It seems that the Yearly Meeting and Monthly Meetings do not have processes in place, or that members are not aware of how to use these processes, to work through conflicts to a resolution, or to encourage friends to do the personal work of acceptance and peace.

We learned that different people have different ideas about what BYM is. It can mean the staff, committees, an annual event, and so forth. So it is always important to be clear what part of BYM one is referring to. We are trying to practice this in this report. Also, not everyone feels equally connected to BYM. Those involved in BYM committees or on the staff see everyone as part of BYM, Monthly Meetings and committees, associated organizations, and everyone involved in these entities. However, some Friends don't know much about BYM or don't feel any particular connection. Even the involvement of a small number of Friends in BYM activities can bring resources and perspectives to a whole Monthly Meeting.

What Friends long for is in most cases very attainable. We have great resources within our Yearly Meeting, but have not found ways to know about and use these easily. There are Meetings who have overcome challenges that other Meetings are still facing – there are important ways for us all to be resources for one another. As a worshipping community, we are strengthened when we share our journeys with one another, even if the part of the journey is on the surface quite mundane.

It is an awesome task to pull together all we have learned and also to see within the Yearly Meeting the ways to fine tune practices so that we can grow together and live more nearly our Vision Statement.

### **B. A look at the Vision Statement of 2011**

Very simply, the Vision Statement is a statement that describes our vision of who we are, not just individually, but corporately. It is reflection of ourselves when we are at our best, expressing our beliefs and testimonies. The Vision Statement establishes that we are a worshipping community, not a membership organization, and describes the things that are most important to us, now at this time in BYM's history. The last statement of our togetherness was made in 1968 when the two Baltimore Yearly Meetings were brought back together into one organization, after being separated for over a hundred years. This statement is still true of us. It has been suggested that BYM needs a Mission Statement, such as Friends Committee on National Legislation has, or a list of goals to strive for in the next few years. We encourage Friends to take on the initiative of creating more statements as they are led to do so.

For now, this statement is concise, and can help newcomers get to know a Meeting and our Yearly Meeting. It could serve as an introduction to Faith and Practice and other much longer documents that describe Quakerism and our Yearly Meeting. It is only since 2011 that the Yearly Meeting has had such a statement. We find that Friends are still learning to use it, and even to make sense of why we have such a statement. We have found the statement to be a good guide, to be used as a sort of spiritual map to help us search ourselves and our togetherness in the life of the Spirit.

### **C. What do we mean by BYM?**

#### *A short course for newcomers, a refresher for seasoned Friends*

**A decision-making body – a governing body.** Friends from the forty-two Monthly Meetings that are part of BYM meet four times a year to do business: at Annual Session and three Interim Meetings. The decision-making body speaks for the Yearly Meeting on social issues and as the Yearly Meeting relates to other Yearly Meeting and umbrella Quaker organizations.

**Series of entities.** Monthly Meetings, Quarterly Meetings and other regional gatherings, committees, programs, staff, and relationships. It is important to specify which entity one is speaking of when saying BYM.

**Sets of relationships.** Our relationships with one another, the ties that bind us, are what keep our Yearly Meeting together. Volunteers and staff working together keep BYM committees and camps vital, and keep our Yearly Meeting a community.

**People.** Friends who are of all ages, abilities, backgrounds, stages of life – we are people who are actively seeking the Spirit’s presence in our lives, in our life together, and we are changing through our lives. Friends belong individually to BYM, not just through their Monthly Meetings.

**A place on Planet Earth.** Our Yearly Meeting includes Meeting Houses, though it does not own them, along with burial grounds and camp properties, which the Yearly Meeting does own. The camp properties are our most sizeable properties. There are schools, retirement homes, and Quaker organizations within the geographic area of the Yearly Meeting that are associated with BYM but not directly part of it. Caring for all this property is a major concern of the Yearly Meeting and its Monthly Meetings. It is also the way that many people in our region know about Quakers in the world today.

**Part of a historical process.** Our Yearly Meeting has been meeting for over 300 years. We have come through slavery and the war that ended it, along with other wars and many innovations to improve our lives and bring peace. BYM has had its own division over a century ago, and a reuniting just a few decades ago. “The Spiritual Basis for Unity,” approved in 1964, is the statement that describes the united Yearly Meeting, and gives a beautiful description of who we are (see Manual of Procedure). Today, we are part of all the history of BYM that has come before us.

**A non-profit organization.** It is the staff and volunteers who make the work of serving over 7000 Friends in BYM possible. Unlike most other non-profits in the US, BYM has no board of directors - it is the body of the Yearly Meeting that governs the organization. Still BYM meets the requirements of a nonprofit organization in our country and has a budget of over a million dollars. The staff has six full-time and three part-time employees, and many more employees seasonally for our camps. The number of volunteers is in the hundreds.

#### **D. What we learned about BYM**

**About our Camps and other Committees.** The biggest part of our Yearly Meeting's property, budget, and efforts is in our programs for young people. The camping programs and properties bring the greatest number of resources, and pull the greatest resources from, the Yearly Meeting. The other programs for youth are also a major program of BYM. These programs serve as the primary way that many people interact with BYM. They are BYM's way of bringing Quaker faith, practices, love of nature, and nurture of young people into the world. These goals are close to the hearts of all of us in BYM.

Our camps are very much embedded in the Yearly Meeting. Some other camping programs in time become independent organizations. There is no suggestion within BYM to move in this direction. The camps are a spiritual program, at home in, and embraced by, the Yearly Meeting.

Questions were raised about our camps, though, that would be good to answer, and might bring together our Yearly Meeting more around the camps. Some of these have to do with how BYM reaches out to young prospective campers in our Monthly Meetings, fees for BYM children, and other such topics. Working on these questions would help clarify the relationship of the camps to the Yearly Meeting.

The committees and programs of BYM that do not have a regular annual goal to accomplish, such as a camping program, programs for youth, or Annual Session, tend to be smaller and are more diffuse in purpose. Yet the contribution of these committees is vital to the well being of the Yearly Meeting and the Society of Friends. These committees have times of being strong and accomplishing a lot of work, and then at other times are quite weak, lacking the needed membership numbers, inspiration, or leadership to accomplish things.

Every committee within BYM is essential to the vitality of the Yearly Meeting as a whole. Finding a way to strengthen committees so that their work stays on an even keel is much needed, allowing more good work to be done and helping committee members feel more effective.

#### **About our structure and our ways of communicating**

BYM is nonhierarchical but might be called multi-channeled, at the Meeting and Yearly Meeting levels. When people reach out, it can be unclear about where to turn because there are different options – contact a friend, call the Yearly Meeting Office, call the clerk of a committee, and so forth. The strength of this is that there are multiple channels at any given time, and there is likely to be one that feels comfortable to the person seeking information or help.

We have the possibility of having more information at our fingertips now than ever before. We can keep track of the concerns and programs that Meetings are undertaking, and share it electronically with other Meetings. We can create lists of resources and make them available online. More of our work can be done electronically and more efficiently. We are only midway in making use of these processes.

Friends do not yet fully utilize the information available to us. Much information is put into the Interchange, the BYM website, and monthly emailed announcements. Information is provided for new committee clerks. It seems that there is a step missing – the information is available, but people do not fully make use of it. It will take intentional, mindful work to learn best ways to gather and share information, and to retrieve and make use of it.

### **About the relationship between Monthly Meetings and our Yearly Meeting**

Friends in Monthly Meetings are looking to the BYM staff and committees to help them be well grounded in Friends practices, help them provide nurture and guidance to all of their members and attenders, and help them solve problems in timely way when they arise. When facing difficulties, Monthly Meetings are aware that they need to reach beyond themselves. When a meeting struggles with Meeting for Worship, Meeting for Business, or any other aspect of meeting life, Friends would like to turn to the Yearly Meeting and find help in a timely way, and they would like to be part of gatherings where they get to share their concerns about their Meeting. A mix of electronic resources and in-person conversations may help further this work along in ways not possible before.

Monthly Meetings would like the Yearly Meeting to reach out to them. While everyone knows that BYM is a resource, Meetings would like to have regular contact from people who represent BYM. Being visited by representatives of BYM, staff or volunteer, has been important to Meetings. Other kinds of contact are important as well.

Monthly Meetings seek to be linked together by the efforts of the BYM staff and committees. Monthly Meetings do not always know how to link up with other Monthly Meetings to share their knowledge and experience and find fellowship, and they would like the Yearly Meeting to take the lead in this.

### **Who we are and who participates**

Many Friends within our Yearly Meeting are new to Quakerism, and new Friends often want to become active quickly in their new Meetings. But our way of doing things is usually very different from what people have experienced before in a place of worship. We want to be open and welcoming, and affirm each new person for the special gifts and experience they bring to the community. And we also want to keep the integrity of Friends practices and honor the beautiful, powerful tradition of which we are all part.

Newcomers to our Meetings and Yearly Meeting can be any age; age and experience do not always go together. Some older Friends are new to Quakerism, and some young Friends may have extensive experience with Friends business practices even though they are only 18 or 20. Our camps and Youth Programs offer much guidance, mentoring, and experience

with Friends practices, a kind of education that adults entering our Meetings and Yearly Meeting cannot readily find.

Most people who are members of committees, and/or attend Annual Session and Interim Meeting, are Friends over 40 years of age, or 50, or 60. There is a sense that we are not including everyone when we meet for Yearly Meeting business. Our processes take a lot of time – a week in summer, a half-day in various locations during the year for Interim Meeting. Our children and youth program at Annual Session provide the childcare that parents need to attend business meeting and other activities, but our Interim Meeting days do not provide the same kind of well organized program.

With some exceptions, our Monthly Meetings are usually low in the number of Young Adult Friends. And Meetings long to have this age group better represented in their Meetings. The Young Adult Friends group of BYM has been growing in recent years, and seek to be a strong group of their own while also participating more in committees and business meetings of BYM. This year, YAF's provided guidelines that can help older Friends speak with them in ways that will bring more understanding and closeness between younger and older Friends.

Meetings differ in how many children they have. Larger Meetings tend to have a vibrant children and youth First Day School program. Some smaller Meetings long for more children and have different strategies in place to try to draw young families. Sharing this knowledge with one another might help support these meetings.

Membership seems to be a sensitive area for Friends Meetings. Some active Friends remain attenders for years, while for others seek membership quite soon after beginning to attend Meeting. Young Adult Friends often feel more at home in their group of YAF's and less connected to a Monthly Meeting, yet the Monthly Meeting remains the unit in which attenders become Friends, become members of the Yearly Meeting and the Religious Society of Friends.

Individual concerns and leadings are important to Monthly Meetings and the Yearly Meeting. Usually a small number of Friends have a concern for something and devote themselves to it, such as participation in peace and social justice events, participation in Yearly Meeting committees, programs, activities, and other things. Some Meetings formally embrace a member's ministry, and sometimes bring forward to the Yearly Meeting embracing of the ministry (see Guidelines for Embracing Friends on website). Meetings are called on to provide clearness and support for these Friends, a meaningful undertaking for those seeking support and those giving it. Other work is done in an ongoing way, such as participating in Yearly Meeting events serving on BYM committees, or representing BYM in a Quaker Organization. The whole Meeting is enriched when Friends report back to the Monthly Meeting and let everyone know of their work

### **Geography - a gift and a problem**

Within our Yearly Meeting, Friends are spread far and wide. Much of the population of the Yearly Meeting is in the Baltimore and Washington area, yet Friends live as far south as

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Abingdon, Virginia, and as north as State College and Grampian, Pennsylvania. Attending committee meetings, singing days, workshops, Quarterly Meetings, the Blue Ridge Gathering, and other yearly Meeting events usually will involve a great deal of travel for some of those who attend. While in a sense this is a fact of life for a regional organization such as BYM, we might be able to find more creative ways to meet, convey information, and otherwise gather together.

### **Physical care of Meeting Houses**

Taking care of a Meeting House and its property, along with one or more burial grounds for some Meetings, takes a lot of work. How much time, money, and attention to give to the physical premises is something that Friends need to engage, and in most cases, struggle with, no matter the size of the Meeting House or the group of Friends who worship there. Maintaining burial grounds is a major concern for some meetings, and it takes a great deal of time. Meetings have sought to become environmentally more sustainable. A number of Meetings are seeking to become more accessible for people with handicaps. Meetings are also working on being more welcoming to a wider group of potential Friends of a variety of cultural and economic backgrounds.

### **E. Concerns we did not take on and pass to the body of the Yearly Meeting**

- The problem of our geographic spread. Our Yearly Meeting covers such a wide area and this makes equal participation in important events impossible. There are steps that could be taken to ensure that everyone through the Yearly Meeting can benefit from talks and workshops given in one place, such as by repeating events or creating ways for Friends to participate electronically so that obstacles of physical distance could be overcome.
- The question of whether we provide the education and nurture needed to develop spokespersons for the Religious Society of Friends, people who can readily speak publically about Quakerism in the face of national and international issues. How to do this could be further explored.
- The diversity of individual beliefs within our Yearly Meeting can often lead to Friends feeling different and distant from one another, and not trusting. It would be good for a committee to explore how Friends can talk about their worship experience safely and truthfully when Meetings have a wide diversity of beliefs.
- Our heritage as Friends is based in Christian belief, yet Friends today vary greatly on their view of Christianity. The Faith and Practice Revision Committee will work on this topic, and other Friends are invited to consider how our Yearly Meeting expresses our corporate understanding of Jesus and the Inner Christ, and the way that this connects us to earlier Friends.
- A retreat center, one that is open and accessible all year, is something our Yearly Meeting would greatly benefit from. It could be a sort of Pendle Hill or Powell House, and provide nurture and support for the adult spiritual journey.

- NOTE: A concern we did not take on but Supervisory Committee is taking it on: We found that there are many issues to explore before getting to questions of staffing and finance. The Yearly Meeting had asked us to look at these areas. We had thought that we would get to these after we explored everything else, but we did not have time. It may be that we were not the right body to do this. Many organizations hire outside consultants with expertise and a bit of distance for handling these areas. Our ad hoc committee hopes that by doing the exploring that we did, the way will be clearer for those who explore questions about staffing and finance.
- NOTE 2: Do we need a stronger executive function within BYM? A number of needs were identified that might be better handled by a committee serving in an executive role. A number of years ago BYM's Supervisory Committee provided some of these functions, but it has become more explicitly a personnel committee. In addition, some activities which were not previously needed are needed now and will continue to be needed in the future. However, it might be that these tasks can be given to committees that already exist, and to staff. We recognize that having an "executive" sort of committee is uncomfortable for Friends who treasure the equality among Friends and the strength of the worshipful business meeting of the body of the Yearly Meeting. On the other hand, Friends do want the organization of BYM and our work to function well on a day to day basis.

The following needs were identified:

- Respond to needs in a timely way
  - In general, some issues arise that should be handled more quickly than they are currently being handled.
  - Between Interim Meetings and Annual Session there are some long stretches of time, especially between October and March meetings.
- Provide a place for Presiding Clerk and Interim Meeting Clerks to talk through what actions are needed – there is no place to do this now
- Strengthen Interim Meeting
  - Help in planning Interim Meeting agendas
  - Help in planning Interim Meeting days – to include a component for children and youth similar to the work of Junior Yearly Meeting and Youth Programs Committee
- Support organizational growth of BYM
  - Look at the whole organization and see how the organization can function best
  - Do long-term visioning

### **F. Recommendations for the Whole Yearly Meeting**

*The recommendations are presented here to show how different parts of the Yearly Meeting can work together to make important things happen. These recommendations will appear again in later sections, under the recommendations for Monthly Meetings and BYM Committees. There is a purpose in this apparent redundancy!*

## 1. Strengthen BYM committees

- Give more support to committees that do not have staff persons in a continuous, active way, which also includes discovering what kind of support is really needed. Staff support would be helpful in the areas of supporting a new clerk in terms of making minutes and documents available and providing information about the life of the committee, helping a committee to use more fully the resources available within the Yearly Meeting, following through on plans made, and helping committees to reach out more regularly to Monthly Meetings through contact, visits, and gatherings.
- Review the charges of each committee and offer changes for the Manual Procedure as they are needed. It would be helpful to new and seasoned Friends if committee descriptions specified the mission of each committee with language that would help newcomers to BYM and to the committee.
- Prepare new members for service on this committee and help all members feel satisfied about their committee service. This might include providing written materials or brief presentations/workshops on the skills needed for committee service in general, and for the particular work of some committees. We do things differently within BYM and understanding what these differences are and how to work effectively in Friends practices is important to convey to people new to Friends.
- Develop practices for clarifying the work of committees and of the staff that support them so that tasks can be accomplished in a timely and satisfying way. Goals and/or milestones can be set each year and reviewed through the year. This may help volunteers and staff avoid unnecessary work and find more satisfaction in all we do.
- The Interim Meeting Clerk could assess what is needed to strengthen the work of overseeing the wellbeing of the committees, perhaps including work with the Nominating Committee to create a plan for working with volunteers overall, a plan for helping committees function more effectively, and to work with the Manual of Procedure Committee to ensure that missions and goals of committees are clearly made known to others.

## 2. Respond to needs of Monthly Meetings in a timely and meaningful way

- Develop a Visiting Ministers/Resource Friends program. This would involve creating and maintaining a list of Friends who have expertise in particular areas that can be helpful to Monthly Meetings. These Ministers/Friends could be available to talk with members of a meeting, provide a workshop, visit and lead a discussion, or in any way provide help that is needed.
- Create a kind of list and conceptual map for finding needed information to help address problems, a list of resources and where they might be available, including which members of BYM's staff could be helpful on certain topics. There could be a list of printed material, websites, links to offerings of other Quaker organizations, and other things.

- Connect Meetings with one another to share experiences and information

### 3. Establish more proactive and intentional contact with Monthly Meetings in an ongoing way.

- Committees could initiate contact with Monthly Meetings individually – a phone call or email to ask about how a committee is going and finding out vital information about the committee and how it relates to the rest of the Monthly Meeting
- Committees organize an event every year or two related to an issue that is of concern to Monthly Meetings
- Committees should plan to visit Monthly Meetings or ask others who wish to visit to do so on behalf of their committee – just the committee could be visited or the whole Meeting
- Staff should find ways to keep up with what is happening in all of the Monthly Meetings, even if they do not personally know or work with people in some meetings.
- The BYM Ministry and Pastoral Care Committee could work more proactively with the information they receive from Monthly Meetings about specific difficulties or needs they discuss in their annual Spiritual State of the Meeting Reports. M and PC could convey that information to the Yearly Meeting committee that works in the area of concern so that specific, timely and appropriate help could be given.
- The Presiding Clerk, with the Intervisitation Working group, should oversee the visiting of Monthly Meetings, help it to happen, and help find visitors so that visiting Monthly Meetings by some part of BYM takes place every year (or two if necessary).

### 4. Support newcomers

- Provide opportunities for newcomers to gain the skills and knowledge needed to be full active participants in our community business meetings, while also finding ways to express the unique gifts and knowledge that they bring to us.
- Expand our idea of religious education so that it is much more comprehensive, including what people need to know to be part of the spiritual community of a Monthly Meeting
- Provide support for the specific kind of involvement that newcomers need to begin to serve on a committee or otherwise take part in meeting life
- Provide the spiritual nurture that each newcomer needs as he or she comes to be part of the Meeting
- Encourage membership in the Meeting and find ways to do this comfortably.

### 5. Encourage and enhance the participation of Friends of all ages in our Meetings and Yearly Meeting

- In all parts of the Yearly Meeting, begin a dialogue with Young Adult Friends who are connected with the Yearly Meeting and with Monthly

Meetings. Build on the relationships we have and share the wisdom we have. Begin by reading Amrit Moore's article in the Winter 2014 *Interchange*.

- Set aside time to hold this concern as a Meeting or Committee, strengthening the efforts already underway.
- Business meeting and committee meetings are encouraged to have Friends of all ages share their knowledge and experience of Quaker business processes
- Make use of resources available from other Friends organizations, such as FGC's book, 'Build It: A Toolkit for Nurturing Intergenerational Spiritual Community'
- Perhaps there will be those with gifts for helping in this area who will come forward and can be supported.

### **G. Recommendations For Monthly Meetings**

Monthly Meetings are entities unto themselves and at the same time part of BYM. When BYM functions well, Monthly Meetings are strengthened, even if only a small number of people in a Meeting actually take part in BYM activities. And when Monthly Meetings function well, the Yearly Meeting is strengthened. Committee service, mentoring, problem solving, spiritual depth are possible in the Yearly Meeting because these things are strong in the Monthly Meetings.

#### **Recommendations:**

1. Provide and encourage spiritual nurture and guidance in all aspects of the life of the Meeting.

- Provide the preparation, guidance, and/or training needed to take part in Friends business processes and community life. Adult religious education hours, book groups, time spent during business meeting, etc. are possible times.
- Prepare newcomers for participation in the full community life of the Meeting, clarifying what it means to participate in a faith in which every participant is considered a minister and together cover the responsibilities of clergy.
- Help each committee understand its charge and discern the work it should do during the course of a year.
- Offer guidance and mentoring for the learning of skills for committee work
- Be aware of the stages of life of Meeting members and attenders, and seek speakers and counselors who may bring a deepening of spiritual experience to those in particular life stages, such as young adults, parents, people caring for aging or ill family members, etc.

2. Have separate committees for the religious education of adults and of children or otherwise take special care so that both programs will be vital within the Meeting.

3. Reach beyond the boundaries of the Meeting to strengthen Meeting practices and share the wisdom the Meeting has to offer.

- Become part of a group of Monthly Meetings, such as a Quarterly Meeting or a regional association
- Develop informal relationships with other Monthly Meetings as they handle circumstances that are similar to one another's
- Reach out to the BYM staff and/or to other Monthly Meetings when facing a challenging situation so that others can share your burden and offer insight and support
- Recognize the strengths and gifts of your Meeting and be ready to share your experience with other Meetings

4. Seek ways to bring more young adults into the life of the Meeting in meaningful ways by staying in touch with, having dialogues with, and being willing to change committee and other work so that it will be more meaningful to young adults.

5. Discern how to create a greater diversity of Friends in the worshipping community and to foster an atmosphere of welcome for a wider variety of people.

6. Designate a committee to develop a path to membership for your Meeting or take time to encourage membership in the Meeting for those who have begun to attend regularly and show they are interested in forming a deeper commitment to the Meeting.

7. Offer care and support for Friends who are serving as representatives to Quaker organizations. This may include logistical support and/or encouragement

## **H. Recommendations for all BYM Committees**

*There are also recommendations for individual committees*

1. Develop good practices for committee work that can be sustained over time.

- Be proactive about getting to know the resources available to support the work and wellbeing of committees from the Yearly Meeting office at the start of the year and throughout the year.
- Clarify the work that a committee will take on each year so that goals can be known and shared, and committee members can know what is expected of them individually and as a group.
- Prepare, even train, new members for service on committees generally in BYM, and specifically for the work on a particular committee, introducing the knowledge and processes that will be needed.
- Practice corporate spiritual discernment and otherwise welcome the search for the Spirit in the course of our committee work.
- Deepen our knowledge of the Society of Friends through history, and how our committee's work relates to this history.
- Offer spiritual nurture through committee's work. An annual retreat, a spiritual check in before each meeting, or other such practices can bring spiritual nurture to committee members.

2. Reach out to Monthly Meetings.

- Offer an event every year or so to connect Monthly Meetings with one another so that Friends can share the knowledge, experience, and concerns related to a specific topic important to Monthly Meetings. While we hosted gatherings in person, it may be that online gatherings, webinars, and other forms would work as well.
- Visit Monthly Meetings in an ongoing way and when there is a special concern. Committee members could visit a handful of Meetings each year to hear firsthand how things are going in the Meeting, and to share the knowledge and experience of the committee.

3. Each year, identify several Friends with gifts in areas related to your committee's work who could serve as Travelling Ministers, Friends who travel to or otherwise are in touch with Monthly Meetings to help them solve certain problems and/or deepen the life of the Monthly Meeting.

4. Have ongoing contact with other committees to keep up with what others are doing and coordinate our work when needed. Perhaps one committee member can be given this task. Perhaps before each Interim Meeting, Committee Clerks could make a quick list of items their committee is working on, and then circulate the list to other Committee Clerks. This would facilitate mutual help and finding out quickly if Committees are overlapping in their work.

5. Build diversity on the committee by being aware of ways that the committee's work might be less comfortable or less possible for some BYM members.

- Draw more younger and/or older members
- Develop other kinds of diversity on our committee, including geographical, theological, heritage, and work in the world.
- Help with logistical support to members who need such help

## **I. Recommendations for Specific Committees**

### **Religious Education**

Encourage and support Meetings to create programs in which Friends of all ages are reached with RE programs.

- Serve as a resource for RE resources for all ages, children through adults; keep up to date on what is available and help Meetings get to know these resources
- Reach out to Meetings so everyone knows that the committee is serving as a resource
- Plan gatherings or forums of electronic communications in which Monthly Meeting share their experiences with Adult Religious Education programs and activities
- Provide guidelines to Monthly Meetings for what to teach to different age groups, including
  - A list of significant Friends for our children to know about
  - Ways to approach Bible study



- Guidance in helping children talk about their faith with other Friends and in the outside world
- Broaden idea of what to teach to include skills for community life in a Meeting, history of Friends business practice, and other knowledge about the spiritual underpinnings of our tradition and life together

### **Advancement and Outreach**

1. Deepen conversation about outreach in Monthly Meetings by asking Meetings to consider broad topics such as

- How a Meeting wants to be known in the wider community
- How a Meeting 's outreach efforts could be affected by fears or worries within a Meeting community about the Meeting growing larger, and how to initiate discussions and clearness on this topic
- How Monthly Meeting could make connections with other Monthly Meetings with similar demographics so that members can share their outreach approaches and concerns. This might include Meetings located near a college or university, near a military installation, rural Meetings, etc.
- How the spiritual nurture extended toward Meeting members and attenders can be made known to and extended to newcomers

2. Guide Monthly Meetings in using the resources of Quaker organizations such as FGC.

### **Ministry and Pastoral Care**

1. Make better, more specific use, of the information related to the committee each year through the Spiritual State of the Meeting reports. In addition to writing the Spiritual State of the Yearly Meeting Report, the committee could also:

- Transfer the information in each report to the Yearly Meeting committee and/or staff that care for the area of concern. For example, if growth in or problems with the religious education program of a Meeting is mentioned, then the concerns and the name of the Meeting with the concern could be transferred to the BYM Religious Education Committee.
- Look for trends in the experiences of Monthly Meetings, and report to the Yearly Meeting about what these trends are, and then plan workshops, speakers, visitors, and other sources of support for these Meetings

2. Work with the BYM Staff to create and maintain a list of Visiting Ministers/ Resource Friends, Friends who have expertise in particular areas that can be helpful to Monthly Meetings. These Ministers/Friends could be available to talk with members of a meeting, provide a workshop, visit and lead a discussion, or in any way provide help that is needed.

3. Create an advisory group who can specifically look at ways that Monthly Meetings and the Yearly Meetings can better deal with conflicts internal to these groups so that Friends can experience the spiritual growth that conflict brings and so that these precious communities can remain strong.

### **Faith and Practice Revision**

Support the strengthening of committees by including a section on best practices for committees in the new Faith and Practice. Consider using this document's Recommendations for all Committees as a resource for this work.

#### **Grant giving committees**

Help younger and older Friends find the support that is available to them through our Yearly Meeting by working together to

- Create a common index and webpage for the funds that are available. Some are available to Meetings and schools, others to young people for education or service projects.
- Create a web page or website to show the funds available, who qualifies, what funds are for, and other vital information, along with online applications.
- Reach out especially to Young Friends and Young Adult Friends through personal interaction and social media to help connect funds and young people
- Offer encouragement and support to Young Adult Friends who often feel uncomfortable about asking for funds from BYM, and take steps to help YAF's become comfortable with asking for funds.

### **Peace and Social Concerns**

As the committee implements interactive electronic ways for Monthly Meetings to connect on specific social issues and actions their Meetings are taking, it could also help Monthly Meetings to foster and maintain a strong spiritual basis in all of their work.

- Facilitate discernment processes within each Meeting around which actions they are led to take in terms of peace and social concerns. This could be a series of queries or guidelines that are posted and otherwise made available for Meetings to consider, led by their own Peace and Social Concerns Committees. Discernment would include discernment around taking up an issue, how the work should be done, and in time laying down the issue and its work.
- Encourage and guide Meetings in maintaining a spiritual grounding in all of their work on peace and social concerns, and to support one another as this work is carried out
- Facilitate Monthly Meetings sharing their experience of carrying out the work of peace and social concerns
- Link Monthly Meetings with specific concerns about things happening in the world to the Quaker Organizations that deal with that concern.

### **Program Committee**

- Continue "Connecting Local Meeting" gatherings at Annual Session each year
- Continue to provide space for Monthly Meetings to share photos, minutes, documents, and other things in a visual way at Annual Session by

- providing space for Monthly Meetings to highlight their accomplishments and events
- Consider how to prepare and support newcomers for participation in the Business Meeting of Annual Session. This might include providing a workshop or discussion group, in addition to the orientation that is already given, and that could be held early in the week of Annual Session. It also could mean providing mentors who could be available during business meeting to answer questions or otherwise help a newcomer feel more comfortable with what is going on. The committee could consider how this kind of preparation and support could best be given.
- Consider how to make known to Monthly Meetings the good content that is available at Annual Session – the speakers, workshop leaders, and so forth.

### **Stewardship and Finance**

- Build on the progress that was made in defining and circulating information about apportionment and the nature of the apportionment process
- Find ways to reach out to Monthly Meetings with clarifying information about the finances of the Yearly Meeting and apportionment. This could be through visiting, speaking with Monthly Meeting clerks, or the Monthly Meeting's treasurer or Stewardship and Finance Committee, or otherwise making contact with Monthly Meetings each year.
- Network with other Committees that have financial responsibility for the Yearly Meeting in an ongoing way, including Trustees, Camps, and the Development Committee

### **Supervisory Committee**

- Work on clarifying the relationship between staff and committees and let the Yearly Meeting know best practices for staff and committees working together now, in 2014-2015, considering electronic communication and information dissemination.
- Clarify the kinds of supportive tasks that staff can offer most committees that empower and equip committees with what they need
- Work with staff to develop a plan for improving preparation of volunteers for committee work and improving overall the experience of volunteers
- Supervisory Committee brought forward two recommendations for their work:
  - The general secretary should formulate and season (with BYM staff and volunteers) a staffing structure that is pragmatic and consistent with the vision of the Yearly Meeting.
  - Supervisory Committee, working with Trustees, should appoint a small (three to four members) ad hoc Committee to look at staffing recommendations from the general secretary and to study the governance structure of the Yearly Meeting. These members should be BYM Friends who have extensive experience with Quaker and/or other organizations, but they should not currently be serving in

BYM leadership positions. This ad hoc Committee will take a fresh look at staffing recommendations from the general secretary and at BYM's governance, and will make findings and recommendations. The Supervisory Committee and the Trustees will consider these recommendations, acting on them as discerned by these committees.

### **Representatives to all Quaker organizations**

Friends who are appointed as representatives to Quaker organizations should report back to the Yearly Meeting and Monthly Meetings about their experience and the organization's accomplishments. This can be done through the Interchange, report to Annual Session, etc. This lets other Friends know what is happening in the wider Quaker world, and gives an opportunity for Friends to support those who have served as representatives.

Monthly Meetings should give the care and support needed for those in their membership to become representatives to Quaker organization, and so Friends who are or would like to be representatives should know to let their Monthly Meetings know of their service as a representative, and should ask for their Meeting's support. This may include logistical support, a support committee, or simple encouragement at various points in the time of service.

### **Unity with Nature**

Help the Yearly Meeting and Monthly Meetings be good stewards of all our properties, and help BYM speak with one voice in taking steps to be more in Unity with Nature.

- Compile a list of the significant steps that Monthly Meetings have taken to upgrade their buildings to be more in unity with nature, and make this list available to everyone in BYM
- Serve as a resource to help Monthly Meetings share their experiences in improving their Meeting Houses and the life of their meetings in the context of Unity with Nature
- Serve as a resource to help Monthly Meetings educate each other about what they have done to improve their meetings and the life of their meetings in the context of Unity with Nature
- Initiate and facilitate dialogues with camps and other committees as appropriate to show connections between Unity with Nature and the concerns of the committees to help make more conscious our witness as a Yearly Meeting of being good stewards

### **Manual of Procedure**

Support the strengthening of BYM Committees.

- Initiate contact and follow up support for committees as they reconsider their charges. This work is not obvious, and support will likely be needed.
- Review the charges of committees and make sure that the language used is clear for people new to BYM and committee work, and tells clearly what the specific work of the committee is.
- Consider whether any recommendations given in this document have implications for materials that should be included in the Manual of Procedure

**Nominating Committee**

Work with the staff and the Clerk of Interim Meeting to further develop practices for working with volunteers within BYM, especially those serving on committees.

**Youth Programs**

Continue to reach out to Meetings that have few children and teens by visiting and otherwise being in touch with those Meetings so that they will be aware of the programs of the Yearly Meeting that are offered to youth.

**Camps**

## 1. Deepen relationship with BYM

- Serve as a role model for accomplishing committee work that is done according to an annual schedule while providing spiritual nurture for its members
- Encourage and prepare campers to share their experience of camping in the Yearly Meeting and each camper's Monthly Meeting.
- Increase outreach to BYM children and youth
- Make personal visits to Monthly Meetings to encourage young people to sign up
- Encourage Meetings without many children to find ways to support campers within their towns and regions

## 2. Explore increasing outreach to BYM adults

- Consider recasting work days for adults so that the spiritual nurture of these events is clearly stated
- Consider creating camping programs for adults

**J. Recommendations for Staff**

## 1. Grow as a staff

- Continue working to create statements and otherwise develop structures that will help staff members better define their work, know when work is satisfactorily completed, and make decisions about future work. This recommendation comes from the staff retreat in 2013.
- Develop a plan for working with volunteers, especially with a possible growing number of volunteers who are retiring from their paid jobs, using some of the many resources available on developing a strong body of volunteers in a religious organization.
- In ways that are not invasive but are helpful, quantify the number of hours that non-camp staff members use on work with the camps and with other programs, as well as the amount of office resources devoted to the camps and other programs. This could help everyone make more informed decisions about future staff and volunteer needs.

## 2. Enhance support for Monthly Meetings

- Become more proactive in working with Monthly Meetings so that knowledge of significant problems and great triumphs of Monthly Meet-

ings can be known as these things happen, and not after the fact.

- Develop practices for keeping up on what is happening in all the Monthly Meetings, even those who are not reaching out to BYM (this is a goal shared by the staff), in such a way that the staff is not burdened by this activity. What are some things that the staff could try? Making this known at Interim Meeting or Annual Session 2015 would help us all help this to happen
- With the Ministry and Pastoral Care Committee, develop a Visiting Ministers/Resource Friends program. This would involve creating and maintaining a list of Friends who have expertise in particular areas that can be helpful to Monthly Meetings. These Ministers/Friends could be available to talk with members of a meeting, provide a workshop, visit and lead a discussion, or in any way provide help that is needed.
- Create a list and conceptual map for finding needed information to help address problems, a list of resources and where they might be available, including which members of BYM's staff could be helpful on certain topics. There could be a list of printed material, websites, links to offerings of other Quaker organizations, and other things.

### 3. Help strengthen BYM Committees

- Further develop structures for working with volunteers, including committee members
- Consider ways that committees without staff persons can be supported to help them keep on track through the year - staying aware of deadlines, opportunities, and good practices of committees - and to help committees make achievable plans and then follow through on those plans.
- Facilitate communication among Committee Clerks before each Interim Meeting, reminding Clerks to make a list of the work they have been doing and prepare it to be circulated to other Committee Clerks.
- Figure out how to provide real conversations and nurturing interactions to help Committee members and Clerks that goes beyond sharing resources, and yet does not burden staff members

### 4. Support committees' connection with Monthly Meetings

- Initiate conversations with and offer guidance to committees in how to reach out more regularly to Monthly Meetings through contact, visits, and gatherings. Offering examples of how others have done these things in the past, and might do so in the future.
- Support committees as they initiate ways to connect Meetings with one another to share experiences and information

## **K. Next Steps**

Our committee asks that all of BYM – Monthly Meetings, BYM Committees, Programs, and BYM Staff - set aside time in the next year to consider the recommendations that we are presenting to you today and to report back on your findings at Annual Session in 2015. Because we have found that to accomplish tasks in a timely and satisfying way, direct sup-

port for those involved is necessary. Rather than just give recommendations to committees and Meetings with no follow-up, we ask that support be given to this process.

To support this process, we ask that

1. Interim Meeting and its Clerk act as a supportive presence for all BYM committees and the staff through this process. The Clerk of Interim Meeting might want to appoint a small committee to help with this work, and should do this work in consultation with the Presiding Clerk of BYM.
2. The Presiding Clerk of BYM along with Ministry and Pastoral Care and the Inter-Visitation Working Group give support to the Monthly Meetings as they work with these recommendations.
3. Look at the suggestions for ways for committees to work together to accomplish some of the goals – a sort of pathway is provided in this document for some of the recommendations.

This step of the process would end with reports to Annual Session in 2015 through the usual channels of Annual Report of Committees and Spiritual State of the Meeting reports from Monthly Meetings. Perhaps there will be other next steps recommended at that time.

And finally, if there are others who would like to craft different statements that reflect more of Friends' work in the world for peace and justice, that could be taken up by a body of people who feel led to do so. Or a statement that sets goals for our corporate work together in the world might be needed. We pass this on to the body of the Yearly Meeting to consider.

### **In Closing**

We submit the report, recommendations, and plans for your tender and faithful consideration.

Respectfully submitted, Marcy Seitel (Adelphi), Clerk

## **VISION STATEMENT OF BALTIMORE YEARLY MEETING**

Approved at Annual Session 2011

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

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



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

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

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

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

# COMMITTEE ANNUAL REPORTS

## TRUSTEES

The Trustees of Baltimore Yearly Meeting (BYM) met at the Annapolis (spring) and State College (summer) Interim Meetings. Yearly Meeting investment policies and appropriate insurance coverage were the subject of much of our work this year.

### **Investment Policies**

The investment subcommittee made adjustments in our portfolio with Morgan Stanley to provide a suitable return while preserving principal. These activities were carried out using the Socially Responsible Investment (SRI) policy that Trustees approved for trial use last summer. With these guidelines we found ourselves able to make decisions that reflected Friends concerns regarding the environment, health and safety issues, peace and other important issues. On some occasions our policy guided us not to purchase some of the more active higher yielding stocks. We also did not invest in some appealing green companies because they did not generate the dividends that we need to support our programs. Newer companies also tend to be smaller and may not be sufficiently stable to help us conserve our principal. After some minor editing in the policy we gave final approval in State College to the SRI policy which is included in this report.

All investment decisions are made by the investment subcommittee. Our broker at Morgan Stanley is not authorized to sell or purchase stock unless we request these actions.

We approved a policy that provides a structure for Trustees and the General Secretary so that funds can be moved into the operating account in a timely manner in case of a shortfall in income. We approved a policy that identifies funds that can be released for investment.

We took steps to protect our operating account at Sandy Spring Bank from check fraud.

In the upcoming year we will take a closer look at our funds with Friends Fiduciary Corporation to see if any adjustments need to be made in our holdings.

### **Insurance and Youth Safety**

The General Secretary with support from the Supervisory Committee worked on a risk management review across all aspects of the Yearly Meeting. The insurance subcommittee of Trustees spent many months carefully reviewing appropriate coverage including such issues as driver safety and support of the medical personnel at the camps. We were guided by our desire to ensure the safety of participants and employees in all our programs. The insurance policy of the Yearly Meeting (YM) covers all of the camps, the office building, staff and volunteer bonding, several burial grounds, and the liability insurance for the YM. A revised insurance policy was approved.

The new Youth Safety Policy Working Group is under the care of Trustees. This group has attended to several important issues in a timely manner. Please see their separate annual report

### **Property within the Yearly Meeting**

The Yearly Meeting and its predecessors have for more than 200 years accepted the care of burial grounds from discontinued local meetings; every ten or twenty years the Trustees or a special committee has asked each of the Monthly Meetings to consider (a) what burial grounds and meetinghouses are under their care and (b) whether the Meeting has clear titles. The last surveys went out about twelve years ago. Using the old reports from the BYM archives and new electronic forms to assemble such information, Tom Hill continues his work compiling paper or electronic copies of all deeds and other title documents covering all Meetings that have ever been a part of Baltimore Yearly Meeting. Tom prepares reports for the Trustees at least once a quarter. The latest Property List had over 200 pages encompassing the Yearly Meeting and 224 Friends Meetings or meeting schools. Alan Wright, an attorney in Maryland, has helped greatly in filing clarifying deeds and other instruments confirming that BYM owns the Bush Creek and Monocracy Friends Burial Grounds in Frederick County, Maryland and the Elk Ridge burial ground in Howard County, Maryland. The old deeds confirm our ownership of these three burial grounds, but the county officials had lost track of our title and now show the surrounding property enveloping the Quaker properties.

### **Other Activities**

We approved the extension of the lease for Camp Opequon. It will be recorded.

Trustees approved the firm of Friedman and Associates, P.C., as the new auditor for Baltimore Yearly Meeting. They will complete a full audit for FY2013. A full audit is done every three years, or when certain financially-related positions change.

On occasion, representatives of Monthly Meetings ask if they can use the Yearly Meeting's tax identification number to support their tax-exempt status. The IRS has made clear that the Yearly Meeting's 501(c)3 documents are specific to the Yearly Meeting. The Treasurer and General Secretary will develop a standard response to Monthly Meetings who inquire about their tax exempt status and direct them to resources that will help them obtain their own 501(c)3 documents from the IRS.

At the request of the Educational Grants Committee, we wrote off loans to three individuals with a total value of \$4,113.75.

Harry Tunis (Herndon), Clerk

### **Baltimore Yearly Meeting Trustees' Policy on Socially Responsible Investment**

Baltimore Yearly Meeting (BYM) wishes to insure that funds held on behalf of the Yearly Meeting are invested in organizations whose business practices and conduct are consistent with our values and testimonies.

Accordingly we will invest in organizations that promote the needs of a peaceful society, including, for example, food, medicine, clothing, housing, heat and light, transportation, communication and recreation.

Investment is encouraged in organizations that have a positive impact on social justice, the environment, organized labor, and community responsibility, as well as a history of acting with integrity with respect to customer, employee, and investor relations.

BYM will avoid investments in organizations that are involved in the production or distribution of products that damage or do not enhance society. In particular, investments in companies that manufacture weapons or support war will be avoided.

Upon reflection and approval by BYM Trustees, some investments may be retained in order to use the opportunity as shareholders to witness to our values.

### **Returns on Investments**

BYM will seek appropriate returns on invested funds consistent with a level of risk that maintains capital.

### **Monitoring**

The Yearly Meeting's investment holdings and policies will be reviewed annually by the Trustees.

## **SEARCH**

Search Committee is delighted to report that we can present some new servant leaders to BYM at Annual Session this year:

Ken Stockbridge (Patapsco), Yearly Meeting Clerk  
Tasha Walsh (Maury River), Interim Meeting Clerk  
Arthur David Olson (Takoma Park), Interim Meeting Recording Clerk

In addition, Sheila Bach (Langley Hill) has accepted a second term on Supervisory and three Friends have stepped up to put their names forward for Nominating Committee: Susie Fetter, York; Keith Fullerton, Monongalia; and John Farrell, Patapsco.

We are grateful to many for discerning with us who from their Meetings might be led to fill the needs of our blessed community. At the beginning of each year, we can only hope that Spirit will lead us; at the end of the year, why are we surprised that Spirit-led matches can be brought before Friends at Annual Session?

With love and appreciation from your Search Committee,  
Kevin Caughlin (Sandy Spring), Clerk; Barbara Thomas (Annapolis), assistant clerk, Andrei Israel (State College), Linda Coates (Little Britain), Karie Firoozmand (Stony Run),  
Steve Hulburt, (Blacksburg)

## **SUPERVISORY**

See Attachement G on page 43.

## ADVANCEMENT AND OUTREACH

No report received.

### CAMP PROPERTY MANAGEMENT

The Camp Property Management Committee is pleased to report that the camp properties were generally well used, well cared for, and in many ways improved. In the spirit of John Woolman's plain speaking, almost all day-to-day work at Camp properties is done by others, especially the Camp Property Manager, David Hunter. The dedication, skills, and knowledge that he provides are a solid foundation upon which the Committee depends a great deal. We have had many improvements at the camps this year, such as wonderful new cabins built, and details of these will appear separately in the Property Manager's Report, prepared for October Interim Meeting. We thank our Shiloh caretaker Jake Butler, and our Catoctin caretaker Don Frame, for their stewardship of our cherished camp properties.

We continue to make progress in Capital Budgeting. One of our most important tasks is to plan for the maintenance and improvement of several million dollars worth of properties not only for the next 5-10 years, but for coming generations. Our work on budgeting has been assisted by many other Committees and the BYM Treasurer, and we applaud the hard work that has gone into compiling and making more information available about the Yearly Meetings financial position.

We are moving forward with greening the camp properties. A new utility and storage building at Opequon is designed to permit easy installation of solar panels on the roof, implementation of which awaits further budget and design decisions. We have engaged with the new BYM Development Director and other Committees to find ways to fund green projects. Near the top of the priority list is redesign of the Catoctin bathhouses, where we have plans for composting toilets. Research on wind and solar energy options at all the camps continues.

In this Committee's advance report from 1996, it was reported, "The disappearance of the (Shiloh) swimming holes in the river ...have prompted us to look into the feasibility of adding a pool to the plans...". Through the cooperation and hard work of numerous volunteers, campers began swimming in a new Shiloh Pond in 2012 —some projects just take more time than others!

The ex officio participation of the Camping Program, Trustees, and the General Secretary has been excellent and is much appreciated.

We encourage all BYM members and attenders to make full use of our wonderful camp properties. We continue to seek ways to increase the utilization of the camps for family and community gatherings. You are also encouraged to participate in a Friends Service Weekend to not only have an enjoyable weekend, but help maintain the camps and keep costs down.

On behalf of the committee and yours in the light,

Ron Lord (Sandy Spring) and Alene Carteret (Homewood), co-Clerks

## CAMPING PROGRAM

The Camping Program Committee (CPC) meets 9 times a year. Three meetings are conference calls and six meetings are in-person with 2 that include camp directors. In September and October we reviewed and responded to evaluations from 2013. In January, we met with the Development Committee, Property Committee and Trustees at Langley Hill Meeting. In March, we worked on our vision statement. Our meetings are well attended with an average of 9 members attending each meeting. The committee is knowledgeable, focused, hardworking and fun. The Camping Program Committee has 5 subcommittees that include: Budget, Outreach, Development, Alumni and Diversity. **The Budget sub-committee** wrote the 2015 budget that was approved by the Camping Program Committee.

Camp enrollment had another good year. At this moment, we are meeting the record breaking year we achieved last year and continue to work to keep enrollment levels high. **The Outreach sub-committee** organized 2 events. There was an Open House in Silver Spring on a March 8 and the Committee organized an Open House at Bend Yoga on the downtown mall in Charlottesville. The yoga studio offered a free yoga class to youngsters attending and did not charge us for the use of the space. A new camp promotional brochure was completed. This brochure included all the residential camps together in one brochure for the first time. A new idea from the Camp Program Manager was the creation of promotional items with the logo *Quaker Camp Changed My Life*; a campaign with current and former campers to get them to “Like” us on Facebook, with promo items as the reward – fridge magnets, hats, and water bottles. This campaign emphasized our one-program theme as the new brochure does. The Committee liked this idea and observed that the items could be sold at annual session as well.

**The CPC approved a new job description** and recommended an increase in salary for the Camp Program Manager, Jane Megginson. The process of creating the new job description included input from the Committee Clerks, General Secretary and Supervisory Committee. The new job description better reflects what the Camp Program Manager does as well as describes the responsibilities more systematically. Some additions include emergency support for camp directors and website responsibilities. Committee members expressed special appreciation for Jane’s risk management and response to emergency situations.

**The Camping Program Committee supported the search and hiring of a new Co-Director for Opequon.** Elaine Brigham, Director of Opequon, requested the support of a co-director since she is taking on a full time job. The Committee supported Elaine’s requested and approved hiring a co-Director. Following BYM’s hiring process, the hiring committee consists of a representative from Supervisory, the General Secretary, the Camping Program Manager, and a representative from Camping Program Committee. Sara Brigham was selected as the new Co-Director of Opequon Quaker Camp. Sara was a camper and has been on the staff at Opequon for many years.

**Diversity Subcommittee** works to diversify BYM Camps. They raise funds and recruit campers. This year, Bama Works awarded more funding support campers at Shiloh. Alison Duncan, of the Diversity sub-committee, also worked on a large grant application that

would fund a part or full-time position to help with outreach, work weekend, recruitment, preparation of campers, and alumni development. A working draft was created and a job description was sent to the Supervisory Committee. Additional funds were raised for the kids sponsored from Philadelphia, both from grants and fundraising events.

**The Alumni Sub-committee** is planning a new event for camp alumni at Shiloh this fall, in addition to the Catoctin event that has been happening for several years now.

## DEVELOPMENT

Development work is community building work, and over the last year this was more clear than ever to the Development Committee. The Committee has been tasked with the creation and oversight of a comprehensive development plan for the Yearly Meeting. But for that to be successful it must not just be numbers. The Committee needs to make clear to Meetings and individuals the role of apportionment funds as well as individual gifts in BYM's annual budget. Beyond raising needed funds, the Development Committee has an important role in empowering others so their good works come to fruition through a stronger, more vibrant Yearly Meeting.

The Yearly Meeting was without a full-time development director for more than seven months—from mid-June 2013, when former Director Robinne Gray resigned, until the beginning of February 2014, when our new Director Ann Venable joined the staff. During this period, the Yearly Meeting took time in October for a “listening session” at which some 40 Friends considered the need for a full-fledged BYM development program. The thoughtful consideration of a series of queries, offered by Development Clerk J.E. McNeil, led those assembled to reach unity that such a program indeed was necessary to assure the financial health and stability of our growing Yearly Meeting, and that having a full-time staff person to lead the program was a necessity. The position then was posted and three candidates were interviewed. In December the Interview Committee, which included representatives from Supervisory, Stewardship & Finance, Trustees, the two camp committees, and General Secretary Riley Robinson came to unity on the selection of Ann Venable as our new Development Director.

### **2013 Budget: Better Than Expected**

While the process of discernment was going on, the Committee had plenty of other work. In the fall, it prepared the annual year-end appeal letter, mailed in November to some 6,310 Yearly Meeting households. The Committee followed up in early December with a phonathon allowing us to talk to those in our community who have made significant gifts in the past to thank them and ask for their continued support. At year-end the Committee also sent an email appeal which got a good response from a number of younger, more tech-comfortable Friends. For fiscal year 2013, Development revenues totaled \$188,605, compared to \$171,842 in 2012. While higher than the prior year, 2013 income was less than the budget goal of \$222,875. However, YM expenditures for the year were lower than budgeted since the director position was vacant for six months.

As of early June 2014, the Development Program had raised \$51,435, including a \$5,000



unrestricted gift and more than \$4,000 from a special personal appeal for camper tuition assistance. This compares to \$37,099 in individual and Monthly Meeting gifts in the same five-month period in 2013. For 2014, the program has a budget revenue goal of \$226,102.

### 2013 Development Budget

<u>Revenues</u>	<u>2013 Actual</u>	<u>2013 Budget</u>	<u>%Raised/ Expended</u>
General Fund	93,560	101,375	92.3%
BYM Camps			
Camp Operating	76,726	55,000	139.5%
Morley Endowment	2,690	NA	NA
Camp Capital	10,640	60,000	17.7%
All Other Gifts	4,990	6,500	76.8%
<b>Total</b>	<b>188,605</b>	<b>222,875</b>	<b>84.6%</b>
<b>Expenditures</b>	73, 670	128, 541	Cost to raise \$1= \$0.39

### New Director Strengthens Program

The Committee feels that the Development Program has been substantially strengthened with Ann Venable's appointment as its new Director. Ann has a strong background in development, having worked for eight years at Wilmington College, a small Quaker liberal arts college in Ohio, first as director of advancement services and then as director of planned giving. Joining the staff at the beginning of February, Ann hit the ground running, tackling needed upgrades to the BYM website's "giving" pages, developing a new planned giving brochure and other development materials and leading Committee members in a tutorial on planned giving. She has visited all three camps, including on work weekends. In March, she also went with other BYM staff to the American Camp Association's regional convention.

In an effort to introduce Ann to the wider BYM community, individual Committee members this spring hosted a series of "Meet the Director" events in their homes or Monthly Meetings. These "teas" were held with Friends from Bethesda, Stony Run (including Homewood and Gunpowder Friends), Adelphi, and Charlottesville and additional ones are planned for Friends Meeting of Washington, and Herndon, and another in Baltimore. Conversations ranged from general fundraising advice to "what does BYM do for me?" And people seemed to enjoy meeting Ann.

This year's spring email appeal was "segmented," focusing on the separate constituents of each of the three camps with the theme of purchasing the needed construction components for a new camp cabin for "their" camp. A separate email appeal also went to the wider Yearly Meeting membership featuring the various services and support that BYM provides to its Monthly Meetings and members.

### **Planned Giving: Many Options**

The Development Program rolled out new “planned giving” pages on the BYM website in late June. The site now offers easy-to-follow information on creative ways that donors can support the Yearly Meeting with a substantial gift while preserving resources for their own financial security and for their heirs. Check out ways of using your Individual Retirement Account (IRA), gifts of stock or other appreciated securities, or an annuity plan to both benefit the Yearly Meeting and you and your family at [www.bymrsf.plannedgiving.org](http://www.bymrsf.plannedgiving.org). Contact Ann Venable if you have questions about these various options, or want to make such a planned gift.

### **Capital Campaign Looks Promising**

An exciting new campaign is on the horizon which will make it easier for us to bring witness to our stewardship of the Earth. The Development Committee is coordinating closely with Camp Property Management Committee and Camp Program Committee and their respective staff on a multi-year capital plan to maintain and upgrade all the camp properties as well as the BYM office building. The plan, first unveiled in 2013, incorporates a number of “green” features, including solar power for the Yearly Meeting office and structures at Opequon and Catoctin. The plan is projected to cost between \$760,000 and \$1 million, more than half of which will be used for green elements. The needed funds are to be raised over the next five years. In January, Development Committee members for the first time participated in a joint meeting of CPC and CPMC where moving forward with the plan was discussed. Ann attended that meeting by phone, although she had not yet officially joined BYM. Refinement of the capital plan are now well underway.

As stewards of the Earth, timely maintenance of all of our properties must be a priority for the Yearly Meeting and green features need to be a part of that in future maintenance and upgrades. This is not only environmentally responsible but will save us money over the long term. Through this capital campaign the Committee, working with CPMC and others, expects to create by 2021 a camp infrastructure that is safe, attractive and sustainable and which demonstrates environmental stewardship. Our camp properties will be venues in which campers can receive an educational experience in being good stewards of limited natural resources. The committee will be sharing more information about the campaign as well as opportunities for Friends to join in supporting it during Annual Session. Stay tuned.

### **Grants Policy Forthcoming**

In 2013, the Yearly Meeting received, through the efforts of Youth Programs Manager Alison Duncan, more than \$11,000 in grants for the Camp Diversity Program. In 2014, Alison and members of the Camp Diversity Working Group worked with Ann on the submission of a grant proposal to the Shoemaker Foundation for a \$225,000, three-year grant to expand and strengthen the Camp Diversity Program. The Yearly Meeting learned in early June that the proposal had not been accepted. Ann and Alison will be meeting with a Shoemaker official to review the grant application and how it can be strengthened for re-application in the fall.

In line with its responsibilities as delineated in the Manual of Procedure, the Development Grants Policy Subcommittee also is preparing a grants policy to be followed in preparation

and submission of future grant proposals. The Committee expects to review and approve the final draft of this policy in the near future and to present it for consideration at fall Interim Meeting.

If you have any questions about BYM Development, please contact Director Ann Venable or any member of the Committee. We look forward to seeing you at Annual Session in August. And as always, we are very grateful for your continuing support of BYM!

### **EDUCATIONAL GRANTS**

Historically education has been of great importance to the Religious Society of Friends and to Baltimore Yearly Meeting. Supplying financial assistance has long been an aim of Baltimore Yearly Meeting. Our committee continues to work diligently to try to find a way to continue to make that possible.

As of May 31, 2014, repayments on existing loans have been received totaling \$36,701. Six loans have been paid in full. We recommended to Trustees that three loans be written off.

The committee has continued to seek a new way forward to continue to provide financial assistance to students for their education, while at the same time clarifying how the remaining loans in our care are to be administered.

We are now in the second year of a program through which we can offer grants of up to \$2,000 per student per year with a maximum of \$8,000 to be awarded to any one individual. In April of this year, we awarded 6 grants totaling \$10,500. At the same time we continue to work on how the repayment of the remaining outstanding loans is best to be managed.

Our aim remains to arrive at a program that will continue to provide financial assistance to students for their education in a way appropriate to Baltimore Yearly Meeting's means and capabilities, and all in a way consistent with Friends' beliefs and practices.

Christopher B. Fowler (Frederick), Clerk

### **FAITH AND PRACTICE REVISION**

No report required.

### **INDIAN AFFAIRS**

The Baltimore Yearly Meeting Indian Affairs Committee began our year in a thankful spirit, honoring the service of Pat Powers as she rotated out of the Committee's clerkship while remaining an active Committee member. New clerk Sue Marcus welcomes Pat's continuing guidance. We also honored the spiritual evolution of longtime Committee member Elizabeth Koopman, who resigned from the Committee this year yet continues her passionate leading on Native issues. She keeps us informed of international indigenous concerns and ongoing Doctrine of Discovery issues.

The Committee has been active this year on several projects. Having responsibility for an Annual Session plenary presentation has driven activities including updating fact sheets on the current status of Native peoples and Tribes in the BYM region and crafting a presentation that will be meaningful, consciousness-raising, and enjoyable for all ages at Annual Session.

Racism and the use of derogatory terms for sports team mascots has been a concern of the Committee as a whole, and as individuals, trying to bring the concern to our monthly meetings. Asking Quakers not to use racist team names and not to wear inappropriate logo clothing are small steps that together can make a difference. The Committee, led by Kit Mason, developed a Minute on this topic. We are pleased to report its approval at Interim Meeting.

Dellie James organized a workshop by Paula R. Palmer, of Boulder, Colorado Meeting on This Land Was Your Land: Seeking Right Relationship with America's Native Peoples. Homewood and Stoney Run Meeting hosted this event.

Recently, Martha Catlin used her former career experience on the staff of the Advisory Council for Historic Preservation to guide a non-profit group that is seeking to preserve a farmhouse that was used as a school building that was part of the (in)famous Carlisle Indian School in Pennsylvania.

The Committee rejoices in our consciousness-raising within and beyond the Quaker faith community. We seek to bring awareness of indigenous issues and equality in continuance of the purpose of the committee since 1795.

## MANUAL OF PROCEDURE

The Manual of Procedure Committee (MoP) members this year are Jennifer Brooks (Sandy Spring), Susan Kaul (Bethesda), and Katherine Smith (Maury River).

From the close of our Annual Meeting until the *Yearbook* is sent to press, the Manual of Procedure Committee (MoP) concentrates on copy-editing the *Manual of Procedure* and making sure the changes approved by the Yearly Meeting in Session are inserted correctly. During the remainder of the Yearly Meeting year we are available to interpret as needed.

The 2013-2014 work of the Committee to date may be seen in the minutes of Interim Meeting, as the Committee generally only presents proposals approved by Interim Meeting to the Yearly Meeting.

This year Interim Meeting in March approved:

- allowing Trustees to take under their care the *Youth Safety Working Group*, even though Trustees are not technically a standing committee (see page 21).\*
- adding the dates of incorporation of both Friends House, Inc. (1966) and Friends House Nursing Home, Inc. (1968) to their respective entries in the *Manual* (see page 25).

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\* All page numbers refer to the 2013 hard-copy *Manual of Procedure* of Baltimore Yearly Meeting.

- using language to define substantive and non-substantive changes rather than simply citing a particular edition of the *Chicago Manual of Style* (substantive changes are those that change the meaning of the *Manual of Procedure* and require approval. Non-substantive changes, which do not alter the meaning of the passage, do not require approval) (see page 29).

Interim Meeting in June approved:

- adding the clerk of Trustees to the list of persons expected to attend Interim Meetings (see page 5).
- language describing the Youth Safety Policy Working Group, and who constitutes its members was added to the *Manual* as Appendix E.
- reflecting actual practice of how committees meet: “All committees are expected to meet at least once annually, either in person or using modern technology such as voice- or video-teleconferencing, and are expected to report annually” (see page 5).
- As in years past, the committee has diligently been searching out and correcting non-substantive copy-edits. This year we paid particular attention to the use of “should,” replacing that word with some form of “expect” (“is expected to,” “expects to,” etc.).

Friends Meeting School was taken under the Spiritual Care of BYM at the 2009 Annual Sessions (Y2009-61), but due to a variety issues, no entry has yet been entered into the *Manual*. MoP has been working with the school and hopes to be presenting an entry for approval at the August, 2014 Annual Session.

The Committee attempted to meet face-to-face once, but due to miscommunication on the part of the clerk, two of us met in Charlottesville in one location and another of us worked at another franchise of the same name, but at a different location in Charlottesville. Nevertheless, we recommend that geographically challenged Friends meet in such facilities because the coffee is ever-flowing, there are adequate computer accommodations, and the restrooms are standardized. We advise sharing cell-phone numbers in advance. We corresponded frequently throughout the year.

Susan Kaul (Bethesda), Clerk

## **MINISTRY AND PASTORAL CARE**

The Ministry and Pastoral Care Committee, M&PC, deepens the spiritual life of Baltimore Yearly Meeting by calling forth and nurturing individual gifts of the Spirit, by supporting and assisting the Yearly Meeting with programs, retreats, and workshops, and offering particular services Annual Session. The clerk of the Committee or a designee serves as a member of the Program Committee.

The Committee is responsible for bringing forward a leader or leaders for the opening retreat at each Annual Session. In 2014 Erik Hanson of Takoma Park Preparative Meeting and Windy Cooler of Friends Meeting of Washington will lead the retreat. This year’s retreat focused on “Bringing Our Differences into the Light.”

At Annual Session Business meetings, the Committee provides Friends to serve as greeters and calls upon others to hold the meetings in the Light. The Committee also identifies leaders to facilitate Worship Sharing groups and the morning Bible study, led by our committee member Deborah Haines, with a focus this year on “Bless Those Who Curse You.”

Members of the Committee wear a “yellow dot” on their nametags to indicate their availability to serve as a listening Friend. The Committee also takes responsibility for Meeting for Worship on the last day of Annual Session.

At BYM’s 2013 Annual Session Friends debated and argued the merits of a proposed revised F&P. There seemed to be little effort to listen to one another. The results were a good deal of bruised feelings and little in the way of harmony among Friends. Also at our 2013 Annual Session Erik Hanson and Joan Liversidge of Sandy Spring offered a workshop entitled “Christocentric Quakers and Non-theist Quakers: A Dialogue.” Among its forty attendees were two members of M&PC committee. The workshop itself was successful in fostering dialog that led to understanding one another.

Ministry and Pastoral Care Committee members saw the benefits of and need to practice listening and conducting effective dialog. So at our committee meetings at Annual Session and in October at Interim Meeting we decided to offer Friends a version of Erik’s and Joan’s workshop. Erik and Joan trained some of us in November 2013 and May 2014. M&PC is offering BYM Friends a modified workshop, “On Dialog: Bringing Our Differences into the Light.” We led our first workshop in May at Frederick MM and followed up with another offering at Friends Meeting of Washington.

The Committee now has four Working Groups under its care: the Working Group on Racism, the Spiritual Formation Program, the Women’s Retreat, and the Working Group on Intervisitation. These four key programs provide spiritual support and guidance for BYM Friends. We continue our practice of having members of our committee serve as liaisons to each Working Group and receive reports from these groups.

The Working Group on Racism has significantly revised the history section of BYM’s Faith and Practice with important information on enslavement. The Group coordinates with Friends engaged in working on racial justice issues across North America and is available for visits to local meetings. The Working Group has encouraged Friends to read *The New Jim Crow* by Michelle Alexander and Cornell West. A study group for the book was conducted in 2014 at Sandy Spring Monthly Meeting.

The Women’s Retreat Working Group conducted its annual retreat of more than a hundred women in January 2014, at Skycroft Conference Center in Middletown, MD. The retreat was planned by women from Annapolis and Patapsco Monthly Meetings.

In its thirty-first year, BYM’s Spiritual Formation Program in 2013-2014 nurtured individuals and Meeting communities; eleven Monthly Meetings hosted “local” groups which shared spiritual journeys, reflected on selected readings, and explored the ways in which spiritual practices inform our journeys.

Complementing these “local” spiritual friendship groups are the Fall and Spring retreats, held at the Priestfield center just west of Charles Town, WV. Forty-three Friends attended these retreats, which provided times for deepening relationships and exploring themes that connect our lives as seekers. In 2014, Friends gathered to worship, share stories, and engage in creative work around the themes of “Co-Creativity with the Inward Spirit” and “Darkness, Light, and New Growth.”

The Spiritual Formation Program’s Working Group includes Friends from four Monthly Meetings. The working group has expressed its special gratitude for the ministry of singing and music provided by Ruth Fitz of York Monthly Meeting. The working group is also working to sustain the program’s service to the Yearly Meeting by exploring lower-cost retreat options and program scholarships.

The Working Group on Intervisitation continues its important work throughout BYM, and plans to make a separate report to the Yearly Meeting.

The Ministry and Pastoral Care Committee is available to help Monthly Meetings foster community, deepen their spiritual life, and resolve conflicts. The Committee visited and sat with one Monthly Meeting and found the experience of attentive, careful, active listening to be powerful and healing.

The Ministry and Pastoral Care Committee asks Monthly Meetings to prepare an annual report of their Spiritual State, suggesting queries to help in its preparation. We consider all the reports submitted and they form the basis of the Spiritual State of the Yearly Meeting Report, prepared by M&PC Committee and presented at Annual Session.

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 prepared by the traveler’s Monthly Meeting, are reviewed by the committee and passed along to Interim Meeting or Yearly Meeting in session for final endorsement.

The Ministry and Pastoral Care Committee meets five times a year: at each of here Interim Meetings and twice during Yearly Meeting’s Annual Session. Attendance ranges from eight to fifteen Friends.

Don Gann (Stony Run) and Michael Cronin (Sandy Spring), co-Clerks

## NOMINATING

The Nominating Committee identifies gifts and interests of Friends within the Yearly Meeting and matches those to the needs of the committees and organizations to which we send representatives. Our committee believes that when the Yearly Meeting correctly discerns the work we are collectively called to do, the Spirit will provide us with the people we need to accomplish this work.

At the start of this nominating cycle, we were seeking individuals to fill around 100 committee or representative positions. About one fourth are likely to be filled by people who



agreed to serve a second term in positions they already hold. Because those of us who serve on the Nominating Committee personally know only a small portion of the people who make up Baltimore Yearly Meeting, we are very dependent on and grateful to many people not on our committee who help us identify Friends who may be right for Yearly Meeting service. We welcome suggestions from anyone, and specifically ask for help from committee clerks and other committee members, Monthly Meeting clerks and Interim Meeting representatives, and Yearly Meeting staff members.

At Tenth Month Interim Meeting, our committee began the process of discerning nominees for a new Faith and Practice Revision Committee, a charge given us at Annual Sessions. We met again in January to continue that work and consider potential nominees to represent Baltimore Yearly Meeting on the FUM General Board and at the FUM Triennial. We presented the names of those nominees at third month Interim Meeting. At the same time, we began the process of learning about each committee's needs, possible nominees from each Monthly Meeting, and individual Friends interests. We met three more times before gathering at Annual Sessions to complete our work.

As we spoke to potential nominees this past year, we heard from some Friends that the time and expense of traveling long distances for multiple meetings a year discourages them from committee service. Because of this as well as concern for the environmental impact of so much long distance automobile travel, some of our members feel a growing need to explore the increased usage of electronic technology by yearly meeting committees. We plan to enlist other interested Friends and continue working on this issue over the next year.

While membership on our committee requires hard work and perseverance and we almost always have multiple homework assignments between meetings, we find great pleasure in the deeply spiritual nature of our work and feel blessed with each other's company at our meetings.

## PEACE AND SOCIAL CONCERNS

The BYM Peace and Social Concerns Committee's work for the past year has been unglamorous but essential. Meeting over the past year in Frostburg, Hopewell and Annapolis, and through phone conference calls, we focused on different ways to network with Monthly Meetings and their Peace committees, following the Manual of Procedure's direction to "gathe[r] and disseminat[e] information" across the Yearly Meeting, and to "stimulate and coordinate activities of Monthly Meeting Peace and Social Concerns Committees" (p. 16).

These functions—linkage and communication—rather than work that promotes particular causes or public actions, may be the best role for a Yearly Meeting Peace committee that spans several states and serves dozens of Monthly Meetings impressively diverse in the size and focus of their peace and justice activities. Seeking to help Quaker peace workers within BYM become more integrated and mutually aware, we have employed two methods:

First, we traveled to visit Monthly Meetings' Peace committees for traditional face-to-face discussions to learn what various committees do, how they go about it, and where the Yearly Meeting might assist. Visiting maybe a third of the constituent Monthly Meetings, we were struck both by differences among them and by similarities. At some Meetings, peace work is done by a "committee of the whole"; at others, it is referred or wholly delegated to a standing committee; at larger Meetings, multiple subgroups pursue specific issues. At the same time, most Monthly Meetings hold steady in their witness against war and in the practice of local benevolence. New trends emerge as well: in recent months, awareness in many Quaker places has quickened about the injustice of mass incarceration. Our Monthly Meeting hosts have seemed grateful for the Yearly Meeting's interest, as expressed by our visits and those by BYM's Vision Implementation Committee, in which peace concerns have been prominently raised. Together with that committee, we also held a conference day at Alexandria Meetinghouse in Third Month that affirmed our mutual leadings.

That conference also affirmed our resolve to proceed with a second branch of our plans to put BYM Peace committees in touch with each other: This is a digital initiative to solicit and publish on the BYM web site ongoing news of Monthly Meetings' peace and justice activities. We plan an online format to let Friends learn what is going on in other Monthly Meetings:

- what has and hasn't worked,
- how Monthly Meetings may collaborate locally with like-minded community allies, and
- how we may bring such local efforts into relationship with state and national movements.

This BYM digital space also could offer a forum where Monthly Meetings may read each others' posts and conduct conversations; where Meetings large and small, far-flung and metropolitan, can enrich understanding, share energy, and broaden their sense, not just of what Quaker activism can become, but – just as important – what it already is.

Your Monthly Meeting's Peace committee should have received by now an email survey about your local activities. We urge you to complete and return the survey to us promptly, if you haven't done so already. Also, here in Frostburg, an early beta-version of our web forum is available for your inspection and comment. If you haven't seen it, please see Josh Wilson.

We have high hopes for this digital initiative: If we get it right, moderate it discerningly, and keep Friends across Yearly Meeting involved, we believe it may alleviate some of the unease in isolation and stagnation in routine that our travels this year have disclosed here and there in the Yearly Meeting.

Two Working Groups report to BYM's Peace & Social Concerns Committee: 1) The newly established Working Group on Israel-Palestine sends a report, appended here. 2) The Working Group on Right Sharing of World Resources has not provided a current report as yet.

PSCC also has oversight of some other organizations associated with BYM. Here is a brief summary of their activity this year:

Prisoner Visitation and Support, whose board meets in Philadelphia, now is the only organization permitted to place visitors in federal prisons and detention centers – this, in a country increasingly reliant on prisons to address serious social problems. While PVS has recently struggled to raise funds, volunteer recruitment and Board involvement this year have increased. As a result, at a few facilities, prisoner waiting lists are down in the past 6 months.

Quaker House in Fayetteville NC remains viable amid mounting demand for its services from service men and women who question, or seek to terminate, their relationship with the military.

The National Religious Campaign Against Torture council meets monthly by phone conference, typically for its national headquarters to brief localities about emerging and ongoing initiatives. BYM's member delegate has sent out action alerts to Monthly Meeting Peace committees about matters such as the long-standing incarcerations at Guantanamo and CIA interrogation practices.

Each of these organizations, we note in closing, like the BYM Working Groups, exemplifies activities we effectively may share through the expanded web page we are eager to see BYM develop.

In regretted absence, but in the Light, Herbert "Chip" Tucker (Charlottesville), Clerk

## PROGRAM

The Program Committee is a small group with a big job. We have four meetings as a whole committee during the year to plan and carry out Annual Session. From the registration, information and orientation meetings to the workshops, speakers and even the food, this group of dedicated committee members brings it all together each year so that Friends may gather and worship, learn and grow in community.

We continue to try to improve each year, to plan more as a group, to add new activities and to listen to your feedback. This year we have brought back the Connecting Local Meetings section as an opportunity to share ideas and interests among Meetings. We heard many Meetings ask for the chance to network more and we were pleased last year with your response to our initial offering. This year we are happy to add another choice to lodging options as well. Edgewood Commons offers a different style of hospitality from the dorms we are used to. We hope that you will continue to offer evaluations to this committee so we might continue to look for improvements to Annual Session.

During the past year we welcomed a few new members to the committee and this year we say thank you to several long time members as they leave the committee to serve in other roles. We do not meet during Interim Meetings since many of our members are involved in other committee work, instead we find ourselves in Sandy Spring gathered to do our work. While these committee meetings have been open meetings in the past, we find that moving forward there are some times when agenda items are not appropriate ones for visitors. For instance, during the times when workshop choices or any presenters are being discussed,

no visitors are to be present. If someone would like to visit a Program Committee meeting, (s)he should first call the Committee Clerk to say why (s)he would like to visit. The Clerk can then check to see if the next meeting is an appropriate time for that purpose.

The committee looks forward to continuing to serve you. We thank you for your presence at Annual Session.

Peg Hansen (State College), Clerk

## **RELIGIOUS EDUCATION**

The Baltimore Yearly Meeting (BYM) Religious Education (RE) Committee had another busy year, having our first REtreat, circulating our adult survey, commencing work on adult religious education, and writing a proposal to hire a part-time (1.5 days a week) Religious Education Staff Person. As a Committee, we met five times this year.

On November 9 and 10, 2013, we had a very successful REtreat, a treat for BYM religious educators, at the William Penn House in Washington, DC, led by Amy Schmaljohn (Gunpowder). Our evaluations were very positive and told us that there was a need for gatherings of religious educators. This was the first BYM RE Committee retreat in some time, and we want to begin a tradition of an annual REtreat. Consequently, we have scheduled our next REtreat for October 18 and 19, 2014, at Stony Run Monthly Meeting. Simultaneously, our Youth Coordinator is planning a Junior Young Friends Overnight at Homewood Friends Meeting. We hope parents will drop off their middle school-aged children at Homewood and then attend the REtreat at Stony Run.

Also new for the RE Committee is our active support of adult education. We have circulated an adult education survey to Monthly Meetings, which is currently being tallied. One of our first efforts at adult RE was our workshop at BYM Annual Session in 2013. Mark Cannon (FMW) led an adult worship entitled "What do Friends Believe?"

Gail Gann continues to represent the BYM RE Committee on the Sue Thomas Turner Quaker Education Fund. Gail also supports the BYM RE Curricular Library, which is currently housed in boxes at Stony Run.

Our biggest undertaking for this year has been the writing of a proposal to hire a part-time (1.5 days a week) Religious Education Staff Person. The Committee approved our draft, which is laying over for a second reading at our BYM RE Committee Meeting during Annuals Sessions. We plan to bring the first reading of our request to Interim Meeting in the Fall 2014. \$12,000 has been put into the 2015 budget for the salary and travel expenses of our potential RE Staff person.

In addition to our REtreat on October 18 and 19, 2014, and our plans to hire a RE Staff person, projects for next year include exploring ways to make written curricula available to BYM First Day Schools and Junior Yearly Meeting teachers, continuing with adult education, planning three BYM RE telephone conference calls for First Day School teachers to

call in with questions and concerns they may have, and determining how to write a core curriculum for religious education for all ages.

Religious education is exciting and rewarding work. I feel grateful to be clerking the BYM RE Committee.

Marsha Holliday (Friends Meeting of Washington), Clerk

## STEWARDSHIP AND FINANCE

No report received.

### SUE THOMAS TURNER QUAKER EDUCATION FUND

In 2014 the Sue Thomas Turner Quaker Education Fund received 14 requests for funds from schools & organizations. The committee is very pleased with the opportunity to support Quaker faith and practice in education again this year. Representatives of the committee considered the requests and distributed \$10,865 in full or partial grants for 12 uses consistent with the purpose of the fund. The recipients were:

Brooklyn Friends School, NY, \$1,000 to develop & print orientation materials on Quaker Faith & Practice

Cambridge Friends School, MA, \$1,000 to develop & distribute a Quaker curriculum

Friends Community School, MD, \$700 to purchase Quaker literature for the School library

Friends Council on Education (FCE), PA, \$1,125 to create & distribute a brochure "Friends Education & the Religious Society of Friends"

Friends Meeting School, MD, \$1,010 for attendance at a FCE workshop Quaker values in School community

Friends Select School, PA, \$1,000 to create & implement a Quakerism course for international students

Greenwood Friends School, PA, \$120 to purchase "Readings on Quaker Pedagogy" for faculty

Lansdowne Friends School, PA, \$960 to create an all-school mural arts project to illustrate the Quaker testimonies

Plymouth Meeting Friends School, PA, \$950 to send faculty to FCE workshops

Sandy Spring Friends School, MD, \$1,000 for training in "Faith & Play" to teach Quaker faith to Lower School students

Scattergood Friends School, IA, \$1,000 to design a new curriculum for Intro to Quakerism course

Tandem Friends School, VA, \$1,000 for a faculty & staff workshop with Art Larrabee on Clerking Meetings in FS

The committee will meet in March 2015 to consider requests. Request deadline will be March 1, 2015. Either paper or emailed requests are fine. Please do not apply for purposes that occur before mid-May so you can be sure to receive grant funding in time.

Rosalind Zuses (Sandy Spring), Clerk

## UNITY WITH NATURE

The Unity with Nature Committee has a responsibility to work into the beliefs and practices of the Yearly Meeting that God's Creation is to be respected, protected and held in reverence. Human aspirations for peace and justice depend upon restoring the Earth's ecological integrity. The committee is to promote these beliefs by example, communication and support. It is to be a resource for committee concerns and the activities of individual Friends as well as Monthly Meetings.

During the past year the committee sought to share their Queries on Sustainability (which are on the Unity with Nature page on the BYM website) with a broader audience. In recognition that many Friends already cared about how they connected with the Earth, a Listening Post was created in the hallway of the Lane Center during the Annual Session. Friends were asked how they were witnesses to seeking to live sustainably. Their response was either audio taped or written.

Later a Facebook page was created by committee members, Ann Payne and Rick Morgan. Making use of recordings from the 2013 Annual Session, Friends Listening Post on Sustainability is a place where Friends can share their experiences and ideas about living sustainably. The page was advertised in the Interchange and invitations are being sent to Monthly Meetings through the committee's system of contacts.

Committee members have chosen Monthly Meetings, usually geographically nearby, that they have agreed to contact about Unity with Nature activities. The contact is a Friend who is interested in the environment and is willing to share with their Meeting the Committee's request for Friends to consider the call to be sustainable and in Right Relationship with the Earth. The contact also receives messages such as announcements from Greater Washington Power and Light's promotion of group purchase of wind energy.

The Committee has reached out to educate interested Friends through the workshops at Annual Session. Two Friends, who are heavily invested in their leadings, came to us to share their expertise and enthusiasm this past year. Ruah Swennerfelt, who lives in Vermont and was the General Secretary of Quaker Earthcare Witness for many years, is now involved in the Transition Movement. The Movement seeks to have communities find ways that they can prepare for a future without fossil fuels. Ruah shared that the Movement encourages very individual responses to the future and is very positive in its outlook.

The other Friend, Ed Dreby, came from Philadelphia Yearly Meeting to share the Growth Dilemma Project. He and other Friends who are knowledgeable about economics share through the Project the need for a new way to deal with our economy—one that does not rely on continuous growth in a world of limited resources. This is a very difficult situation that must change imbedded ideas in our society.

At the Unity with Nature display table there were many sources of information about hydraulic fracturing. Copies of Minutes from New York Yearly Meeting and Gunpowder Monthly Meeting were available and suggested that Quakers are examining this destructive way to extract a fossil fuel from deep in the Earth.

In March, the Chesapeake Quarterly Meeting faced with Minutes on Fracking from six of their Monthly Meetings was asked by Patuxent Monthly Meeting to support their opposition to a facility for exporting liquefied natural gas at Cove Point (in their community). The Quarter wrote a Minute Against Cove Point that included action items and created an ad hoc Fracking Working Group. Unity with Nature endorsed this Minute at the March Interim Meeting and is supporting the Working Group by sharing the names of contacts at Monthly Meetings, helping to disseminate petitions and encouraging participation in their activities.

As an example to Yearly Meeting Friends, the committee sought to encourage the use of less individual riders by arranging a bus to the Interim Meeting at Hopewell Center. The bus originated at the BYM office in Sandy Spring. It is hoped that a bus can be arranged for at least one of the Interim Meetings each year. It is based on availability of camp buses and the central location of a critical mass of riders.

The work of Unity with Nature can be overwhelming. The committee meets almost monthly by Skype and a social hour is held the hour before the meeting. A weekend retreat was attempted during the winter but it was scaled back to an overnight before the March Interim Meeting in Annapolis. It was opportunity for members to spend a little more time socializing and discerning their ideas.

The committee has requested that the theme of the 2015 Annual Session be Right Relationship. Ann Payne brought forward our request to the Program Committee and served on their committee to arrange the main speakers for next year. In preparation for next year's theme the committee is seeking to present to this year's Annual Session a request of the Yearly Meeting to recognize our environmental losses, seek healing and resolve to work on seeking to become more in Right Relationship with the Earth.

## **YOUTH PROGRAMS**

BYM's Youth Program continues to be a vital and important component of the life of our community. It is a valuable avenue of outreach and a formative spiritual place for the future Friends of our Meetings. It is a place where joy abounds and adults, as well as the young participants, feel that light of love and acceptance within. It is a place for friendships to be made, leadership skills to be practiced, and an accepting loving community that many are hard pressed to find in their schools and life.

This year we have enjoyed the stability and firm foundation of strong guidance, leadership, and participation forged over many years of hard work. We continue to see impressive growth not only in our numbers but also spiritually and emotionally in the youth that are involved. Over and over we hear how this program has enhanced their lives and provides a place where they are "free to be themselves." The level of excitement before a "Con" is palpable and the cries of "NOOOO!!!" could be heard throughout the region when weather necessitated a few changes to both the JYF and YF calendars this winter.

The JYF (Junior Young Friends age 11-13) chose the theme of "Communication" this year,



and looked at communication with Nature, Interpersonal communication, Digital and other forms of communication, and Intercultural communication in their conferences. We went to Annapolis Friends Meeting, Goose Creek, Charlottesville, and Catoctin Quaker Camp where we had 25 people graduate. Our numbers keep growing and we had two JYF cons with 50 kids this year and averaged 45 for each. This enthusiasm has necessitated that our committee look at hiring an additional staff person to assist the Youth Program Manager, Alison Duncan at JYF con weekends. We are very proud and excited to announce the hiring of Jocelyn “Jossie” Dowling to fill this role. Jossie is from Adelphi Meeting, Catoctin Camp as a camper, and as she was a camp counselor at Shiloh; she graduated from Guilford College and just finished the Quaker Voluntary Service Program. I’m sure she will be welcomed to the JYF program as enthusiastically as only middle school age kids can!

The YF (Young Friends age 14-18) program had five conferences at Adelphi, Friends Meeting of Washington, Stony Run, State College, and Sandy Spring. The YF program chooses topics for each conference vs a theme for the year and this year they had sessions on Journalism, Class or Income Inequality, Transgender, and Consent. They also had a service weekend where they worked at a park. The average number at YF cons this year was 67 with 85 youth at their largest con and 19 people graduated, where I am sure there were many tears as well as smiles as they move on to become Young Adult Friends.

The YF program is *assisted* by the YPC but is really self governed and run by a committee of its members. They organize the logistics and food for these large gatherings, learn valuable leadership skills, and have plenty of fun while they are at it too. This year the group decided to change it’s name from the “Executive Committee” - otherwise known as “Exec” to “Nuts and Bolts Committee” or “NBC” so as to be seen on equal footing as their other members. They met in September at Pipe Creek, in January at Herndon, and most recently in August at their “Steering Wheel” at Frederick.

This program could not be run without a dedicated cadre of adult volunteers who act as Friendly Adult Presences or FAPs and they log thousands of hours of volunteer time helping out at all the Cons. There was a FAP training at Goose Creek this year where 17 people attended, and there will be three separate smaller sessions at Annual Session for interested adults. It is a great joy and privilege to work with, and get to know these fine young people, and a terrific reminder for us of how to have fun!

These kids just keep growing up and moving on so we always need new youth coming in! To that end we created a beautiful brochure that is available for Meeting houses to display to tell young people and families about the program. We are trying to broaden our reach and have more cons scheduled in the south. And we are trying to broaden our scope in response to the Vision Implementation Committee and plan on visiting under, or unrepresented Meetings throughout BYM. We know that there are Meetings with youth attending that are not involved in the youth program so we strive to open our arms further and engage them to participate.

As a committee we are trying to broaden our minds and strive to look at the effect that “isms” (racism, ageism, sexism, etc.) have in our words, actions, and society. We are look-

ing ahead to planning the second biannual parent conference this fall. And we would like to support more young people attending Annual Session so we are looking at fundraising ideas to help with their costs.

We have some hardworking people rotating off the committee this year including: Becca Haines Rosenberg, Deb Legowski, Carol Seddon, Nony Dutton, and Annalee Flower Horne and we thank them for their efforts and enthusiasm for working with the future of our Meeting!

We are indebted to Alison Duncan for the fine job she has done with this program over the past few years as Youth Program Manager and look forward to more of her tenure. The kids adore her and so do we for her steady, calm, and fun presence. When the JYF were asked what qualities they would want in a JYF assistant if we were to hire one they said, (amongst other things besides “Not a parent!”) “Another Alison!”

We hope your kids enjoyed participating in this program, if they did, and if you know anyone - kids or adults who want to have some fun we would welcome them!  
Respectfully submitted,

Laura Coleson-Schreur (Stony Run), co-Clerk

### ***AD HOC VISION IMPLEMENTATION COMMITTEE***

The work of our committee, spanning over two years, is now being pulled together into a report, which will be presented at Annual Session in August. This report will basically have two parts – one will be to share our observations of our Yearly Meeting, and the other will be recommendations for Monthly Meetings, BYM Committees, and BYM Staff to help us all live more deeply into our 2011 Vision Statement.

With our report will be a suggestion for next steps, a process for considering the recommendations. This will include everyone in our Yearly Meeting – a time of considering recommendations through the same time period and reporting back to the body of the Yearly Meeting at an Interim Meeting or Annual Session 2015.

It has been a rich experience trying to hold all that the Yearly Meeting is at one time and find words to talk about all we see. Our Yearly Meeting is, but we are also united. Most of all, we are more when we are together – this has been a resounding theme in all of our work, and is at the heart of our Vision Statement.

Our recommendations are shockingly simple. Things are simply doable. Our Yearly Meeting is full of wonderful resources – but we need to use them better. Finding ways to build on what we have, to integrate our knowledge, wisdom, and resources, is at the heart of what our recommendations point to.

Since Annual Session in 2013, members of our committee have visited almost every Monthly Meeting. We have visited the Young Adult Friends, the BYM Staff, and have sat in on a number of committee meetings and Quarterly Meetings since Annual Session last

year. We also held two gatherings, one on Pastoral Care and the other on Friends Witness in the world. There will be a second “Connecting Local Meetings” discussion groups at Annual Session this year. We have been trying out and putting into practice some of the things we will be recommending.

In addition to the visits and gatherings, our committee met six times since August 2013. We have shared what we have learned and pulled our ideas together. We accomplished all of this even with the winter and spring snowstorms. We have shared many discoveries and much wisdom together.

We have heard a number of times from Friends that the Vision Statement is not enough, that we need a Mission Statement, or a statement of purpose about the witness we seek to have in the world. Perhaps there are others who would like to take on the next steps of crafting a statement that takes us further in our journey of living as a community gathered in the Spirit.

But our task has not been to correct or improve the Vision Statement. It has been enough work to think through how we can live well into this statement! And we will bring you our observations and recommendations in August.

Respectfully submitted,

Marcy Seitel (Adelphi), Clerk

### **CRIMINAL AND RESTORATIVE JUSTICE WORKING GROUP** (under the care of Peace and Social Concerns Committee)

No report received.

### **INTERVISITATION WORKING GROUP** (under the care of Ministry and Pastoral Care Committee)

“Might there not be a richer and more abundant life in so wide a family?” - Ann Riggs\*

This past year, the Intervisitation Working Group has been clarifying its new role, as it makes the transition from its predecessor - the ad hoc Intervisitation Committee. A world of possibilities came into view to broaden and deepen our Yearly Meeting’s experience with intervisitation. We have wrestled with the tension between those many possibilities and the need to keep our work focused and doable. As a result, our proposed mission statement has a primary focus on the “ministry of presence.” In the meantime, we have continued to send out visitors and host incoming ones. We continued hosting an annual retreat for any who travel among Friends. In addition, the very well-received workshop on dialogue around our differences, which we sponsored at the 2013 annual session, has been shared more widely and continues to be.

#### **I. Proposed Mission Statement for Intervisitation Working Group**

##### Background:

In 6th month, 2013, Interim Meeting laid down the ad hoc Intervisitation Committee and

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\* in a post on David Johns’ blog, speaking of the Kenyan Quaker outlook on the international family of Friends.

created in its place the Intervisitation Working Group under the care of the Ministry and Pastoral Care committee (M&PC). We had had a very rich experience with our intervisitation program, which had been initiated in 2004 to help rebuild community among Friends United Meeting. More recently, Baltimore Yearly Meeting (BYM) had also been deeply enriched by intervisitation within BYM relating to developing a vision statement and revising our *Faith and Practice*. So the new working group was created to build on those experiences, seeking to integrate intervisitation into the routine practice of the Yearly Meeting.

We have developed a proposed mission statement for the new working group, which is subject to review by M&PC. Many ideas for potential work have arisen both within the working group and from the wider community, including

- encouraging all YM committees to identify members to visit local Meetings;
- identifying Friends willing and able to offer workshops of all kinds and sharing what they offer on a website as a resource for local Meetings;
- developing best practices for visiting
- conducting training workshops
- maintaining a list and tracking the visits of all BYM Friends having a travel minute, and generally supporting that practice;
- identifying a cadre of Friends with a gift of vocal ministry to visit within BYM to nurture and enrich vocal ministry in our local Meetings;
- expanding the scope of our intervisitation outside of BYM to include other branches of Friends and also lift up opportunities for wider participation in the Friends World Committee for Consultation (FWCC);
- supporting the work of M&PC relating to embracing ministries of Friends;
- explore and draw from the intervisitation experiences of other YMs; and
- providing an annual comprehensive report of all visits made within, to, or from BYM for any purpose, as a way to track the state of our practice of intervisitation.

As the working group considered the exciting range of possibilities, we quickly felt overwhelmed by how expansive its mission could become. At the same time, we confronted the reality that, while we continue to sense a high level of support within BYM for intervisitation, the number of people willing to do the actual work of our working group remains pretty small. Especially given that we are entering a new phase of our intervisitation work, we felt a need to limit the scope to something achievable, hoping that would help create a solid foundation for whatever might evolve over time. All of the possibilities raised seem to be worthy and desirable undertakings; they are just more than we can realistically contemplate at this time. We encourage YM to consider how else it might pursue those possibilities.

So the working group considered what is the core effort we are called to pursue in laying a strong foundation. We felt it most appropriate to build on the most essential aspect of our experience with the previous program, which we concluded was a “ministry of presence.” When that phrase was lifted up in the course our work several years ago, we had an immediate sense that “yes, that is what we are doing here.” We must have all felt we

knew exactly what that phrase meant because, as it turns out, we don't seem to have ever attempted to define it, until now. So our proposed mission statement lifts up the "ministry of presence" as our primary focus.

An intervisitation committee member brought us the phrase "ministry of presence" after attending an event of Friends General Conference's Traveling Ministries Program, (though we have not found a definition from that source). An internet search reveals that the phrase is in standard use among chaplains and missionaries of various kinds. The website for Franciscan Mission Services (<http://goo.gl/IHUxoD>) shares this quote from Henri Nouwen:

More and more, the desire grows in me simply to walk around, greet people, enter their homes, sit on their doorsteps, play ball, throw water, and be known as someone who wants to live with them. It is a privilege to have the time to practice this simple ministry of presence. Still, it is not as simple as it seems. My own desire to be useful, to do something significant, or to be part of some impressive project is so strong that soon my time is taken up by meetings, conferences, study groups, and workshops that prevent me from walking the streets. It is difficult not to have plans, not to organize people around an urgent cause, and not to feel that you are working directly for social progress. But I wonder more and more if the first thing shouldn't be to know people by name, to eat and drink with them, to listen to their stories and tell your own, and to let them know with words, handshakes, and hugs that you do not simply like them, but truly love them.

While related, the context for our intervisitation efforts may be somewhat different than for chaplains and missionaries. From our experience with intervisitation, a "ministry of presence" means

- to be spiritually present to those we visit,
- to hold them in the light,
- to pray with them and for them,
- to listen deeply and without judgment,
- to stand with them in times of joy, sorrows, and anxieties,
- to love,
- to not bring our own agendas,
- to get to know them and invite them to get to know us, especially "in that which is eternal,"
- to heal and build community,
- to be available to offer what service they might ask of us as way opens, and
- to be open to the same from those who visit us.

At its roots, intervisitation is an affirmation that we are in community with each other and available to each other. Our presence alone conveys the message that "we are part of you and you are part of us. We are here so that we may stay together, not break apart." As such, intervisitation whatever level helps give life to the idea that we are one Meeting, one Yearly Meeting, and one Religious Society of Friends.

Our working group was also clear that we were called to expand the scope of our efforts to promote intervisitation both within BYM and to a wider range of the Religious Society of Friends outside of BYM, that is beyond Friends United Meeting (FUM). This year, we have extended our invitations to include the three Conservative YMs (Ohio, North Carolina, and Iowa), Evangelical Friends Church - Eastern Region (set off from Ohio YM, which was set off from BYM), and Southeastern YM (which had participated in our program while it was still a member of FUM). Our proposed mission statement, however, is not so specific about the scope of our efforts outside of BYM, leaving that scope as a matter for ongoing discernment.

Also, the proposed mission statement is stated somewhat generally to allow for flexibility and change in how we pursue that. Over the coming year, we anticipate our focus will involve identifying a group of people to visit within BYM as well as to continue our current efforts to identify visitors from BYM to other YMs and visitors from other YMs to BYM. We will also revisit our guidance on visiting and related documents in light of the new mission statement and explore ways to continue developing and sharing best practices.

Given that background, we propose the following mission statement, which we will ask M&PC to affirm:

**Proposed Mission Statement of the Intervisitation Working Group**

*The Intervisitation Program of Baltimore Yearly Meeting (BYM) seeks to nurture the beloved community of Friends by encouraging, preparing, and supporting those who travel among Friends, both inside and outside of BYM. Our experience has shown the power of visiting to address the fragility of relationships within and among Yearly Meetings as well as to enjoy the richer, more abundant life available in the wide family of Friends. Through a simple “ministry of presence” we hope to be spiritually and prayerfully present, to listen deeply with love and without judgment, not to bring our own agendas, and to get to know each other in that which is eternal. Visits will be in all directions, and involve both offering and receiving hospitality.*

**II. Report on Visits**

In 2013, we sent visitors to the Triennial of the United Society of Friends Women International (USFWI), two visitors to Western YM, two to Indiana YM, and three to North Carolina YM-FUM. We received visits to our annual sessions by two from New England YM, two from Bolivia YM, and one from the FUM staff.

This year, we sent two visitors to Indiana YM. We also became aware of one BYM Friend who will be visiting Ohio YM (Conservative) informally (without a travel minute), as she has been doing for several years. Another Friend plans to visit several local Meetings in Cuba in November, which will be our first visit within Cuba YM. We received three visitors from African YMs to our annual session through our intervisitation program, as well as several others from other YMs who came in connection with plenary programs and Quaker organizations.

In addition, three of our working group members attended a weekend gathering sponsored by the Traveling Ministries Program of Friends General Conference. A few BYM Friends attended the consultation held by FWCC in North Carolina. A few attended the annual Quaker Spring Gathering, held this year in Barnesville, OH, which draws Friends from across various Quaker branches. Two BYM Friends spent time as Friends in Residence at Woodbrooke in England. Several BYM Friends attended the FUM Triennial, where many connections are made or renewed, and we extended invitations to visit. At the same time, the Triennial makes it harder for both incoming and outgoing visitors to make visits to annual sessions in the same year, given limited time and budgets for travel.

It's worth noting that some of the travel minutes being returned to BYM often include endorsements from visits made to local Meetings within other YMs. Such visits to local Meetings in the course of our individual travels, with or without a travel minute, are also very much a part of the intervisitation experience.

We are always looking for more folks to visit, both incoming and outgoing. For more on our program, including a schedule of Yearly Meetings to visit, see our website at <http://intervisitation.bym-rsf.net>. You can direct your questions or let us know of your interest by email to [bymintervisitation@gmail.com](mailto:bymintervisitation@gmail.com).

### **III. Workshops and our Annual Retreat**

At the 2013 annual session Erik Hanson and Joan Liversidge presented a workshop sponsored by the Intervisitation Working Group. About 40 people attended the workshop, "Christocentric Quakers and Nontheistic Quakers: A Dialogue," including several members of M&PC. This committee then asked Joan and Erik to train their committee to give this workshop. In May, Deborah Haines and Michael Cronin gave the workshop to a quarterly meeting held at Frederick. The workshop will be given again at 2014 annual session. Along with Windy Cooler, Erik also led the opening retreat of our 2014 annual session on an expanded and similar topic, "Bringing our Differences into the Light."

Each year, we also host a retreat for those traveling among Friends, usually on the Sunday afternoon following March Interim Meeting. This year, seventeen attended, and we had a rich opportunity to share our experiences. We have settled into a habit of opening with some practice of deep listening. We have found there's always room for more focused and facilitated practice in listening, and this practice also sets a tone and feeds into the sharing we do in the rest of the retreat. While the working group has chosen to focus on the ministry of presence, we encourage all who travel among Friends to join us for this retreat, whether they travel with or without a travel minute, formally or informally, with or without a specific concern or focus. We have found it to be mutually beneficial to share across the range of these travel experiences, as we reflect on the discernment, blessings, challenges, and process involved.

### **IV. Budget**

Many of our program's expenses are incurred by travelers and not reimbursed. Not all travelers report their unreimbursed expenses, so our aggregate reports are only estimates, except for expenses paid out of the YM budget.



In 2013, we estimate about \$7100 was spent on visits, of which about \$6000 was paid for by travelers and about \$1100 was paid for out of our YM budget of \$4000. Thus, we used only 28 percent of our YM budgeted funds, and YM funds covered just 16 percent of the program costs. We did reimburse expenses for one traveler from BYM to another YM upon request, given the availability of funds from our budget. We submit a more detailed report to Stewardship and Finance each year, along with our budget request.

**RIGHT SHARING OF WORLD RESOURCES WORKING GROUP**  
(under the care of Peace and Social Concerns Committee)

No report received.

**SPIRITUAL FORMATION PROGRAM WORKING GROUP**  
(under the care of Ministry and Pastoral Care Committee)

The Baltimore Yearly Meeting Spiritual Formation Program continues to nurture individuals and Meeting communities across the Yearly Meeting. During the 2013-2014 program year, eleven Monthly Meetings hosted “local” groups for the program, which provided space and time for sharing our spiritual journeys, reflecting on selected readings, and exploring the ways in which spiritual practices inform our journeys.

Complementing these “local” spiritual friendship groups are the Fall and Spring retreats, held at the Priestfield center just west of Charles Town, West Virginia. Forty-three Friends attended these retreats, which provided times for deepening relationships across the Yearly Meeting and exploring themes that connect our lives as seekers. This year, Friends gathered to worship, share stories, and engage in creative work around the themes of “Co-Creativity with the Inward Spirit” and “Darkness, Light, and New Growth.”

The program’s Working Group includes Friends from four Monthly Meetings. We are especially grateful for the ministry of singing and music provided by Ruth Fitz of York Monthly Meeting. We are working to sustain the program’s service to the Yearly Meeting by exploring lower-cost retreat options and program scholarships.

**WOMEN'S RETREAT WORKING GROUP**  
(under the care of Ministry and Pastoral Care Committee)

No report received.

**WORKING GROUP ON ISRAEL–PALESTINE**

The Working Group on Israel Palestine sends this report to Baltimore Yearly Meeting Friends and to the BYM Peace and Social Concerns Committee for their prayerful consideration. In discerning those aspects of Light that BYM Friends can bring to the ongoing conflict between Israel and Palestine, we seek Friends’ continued support for the work of FCNL, AFSC, and Ramallah Friends Meeting and School. We seek creative endeavors that advance peace and improve the lives of Israelis and Palestinians. And, to encourage return to negotiations leading Israel and Palestine to identify a negotiated final status fair to all, we recommend that Baltimore Yearly Meeting join American Friends Service Commit-

tee, three BYM Monthly Meetings, the Presbyterian Church USA, and countless others in endorsing Boycott, Divestment, and Sanctions (BDS).

What is BDS? BDS means boycott of products made in the illegal Israeli settlements, divestment from corporations that support and profit from the occupation, and sanctions by governments on Israel's violations of human rights. It is a collection of courses of action for those seeking a nonviolent path to bring about justice in Israel and Palestine. Each declaration of support for BDS varies based on the discernment of those initiating it. We seek that discussion among BYM Friends at annual session this year.

Examples include, significant European pension funds have divested from certain Israeli institutions. The Bill and Melinda Gates Foundation divested from an Israeli corporation. At the initiative of a Quaker group in St. Louis under the leadership of Sandra Tamari, the municipal council turned down a contract with Veolia because of its actions in the West Bank. Recently, the General Assembly of the Presbyterian Church USA voted to divest from three companies on the BDS list. The American Friends Service Committee and three BYM monthly meetings—Sandy Spring, Richmond, and Charlottesville—have adopted minutes supporting aspects of BDS. Presently, Bethesda and Langley Hill monthly meetings are considering minutes.

What has the Working Group done this year? Interim Meeting in March 2013 established the Working Group on Israel Palestine at the recommendation of the Peace and Social Concerns Committee. On December 9, 2013 the Working Group sent an email, which was placed on the BYM website, describing the long history of Quaker involvement in the Middle East and particularly Palestine. It highlighted the long and unsuccessful effort to reach a just and peaceful resolution of the Israeli-Palestinian conflict and the need to consider boycott, divestment and sanctions (BDS) as a tool to reach that resolution. In March 2014 the Working Group provided a letter to the March 9, 2014 Interim Meeting encouraging monthly meetings to consider the issue of BDS. (See Attachment ?? of the Minutes of Third Month Interim Meeting)

Why is continued focus on Israel and Palestine and BDS important? Since submitting the March report, the prospects of achieving resolution of the conflict have gone from bad to worse. The effort to achieve an agreement led by U.S. Secretary of State John Kerry has collapsed. Even while the negotiations were ongoing, the prospects of an agreement were dubious as Israel continued to establish settlements in the West Bank and in East Jerusalem in violation of international law and Gaza was not party to the negotiations.

The asymmetric power relationships between Israel and the Palestinian territories create a disincentive for Israel to negotiate. The US declines to use leverage in more appropriate use of its annual billions in economic and military assistance to Israel. The Government of Israel is well aware of the political and economic consequences of BDS, evidenced by the strong reaction to Secretary Kerry's reference that support for BDS would grow if Israel left the negotiating table.

Because negotiations are not moving forward, BDS has been chosen as a nonviolent tactic to encourage Israel to come to just agreement with the Palestinians.

John Salzberg (Sandy Spring), Clerk

## **WORKING GROUP ON RACISM**

**(under the care of Ministry and Pastoral Care Committee)**

### **The 2013 BYM Annual Session**

The Working Group on Racism conducted the Wednesday Plenary at the 2013 BYM Annual Session. Teenagers and adults at the annual sessions, led by Elizabeth DuVerlie and Gail Thomas, explored their experiences with privilege, exclusion and inclusion primarily with respect to race, gender, class, age and sexual identity. The inspiration for that plenary session came from a plenary session on privilege held a few years earlier at Northern Yearly Meeting.

The Working Group also arranged for a simultaneous separate session for elementary school age children and their parents led by Marcy Seitel and Meg Meyer entitled “That’s Not Fair.” Participants experienced what it is like to have unequal classroom resources available to different children and discussed those inequalities and what they might do to address them. That source for that activity was *Teaching Tolerance*, a project of the Southern Poverty Law Center.

The Working Group on Racism also sponsored two workshops at the 2013 Annual Session. Pat Schenck and Rosemary Davis led the first workshop entitled, “Coming to Terms with Race and Ethnicity.” A panel of white Friends and Friends of color addressed several questions related to their own experiences including whether race has been a constant concern or a minor factor in their lives and how race has affected them. Ollie Moles and David Etheridge led a second workshop in which participants viewed and discussed the World Trust DVD, “Cracking the Codes: The System of Racial Inequity.” The workshop provided a foundation for understanding the existing system of race in the U.S. and for addressing the barrier to creating communities with equitable and sustainable access to resources for all.

Also during Annual Session the Working Group invited Monthly Meetings to participate in a “One Book” program by inviting Friends and neighbors to read and discuss *The New Jim Crow* by Michelle Alexander. That book describes how the campaign known as the “War on Drugs” resulted in dramatically expanding the U.S. prison population as well as incarceration rates among African-Americans and Hispanics that dwarf the rate of incarceration among white people even though studies show that people of all races use and sell illegal drugs at remarkably similar rates.

### **Other work in progress**

The Working Group continues to keep abreast of developments at Detroit Friends School, the only Quaker school with a majority African-American student body. It also continues to work on improving its BYM website, reducing barriers to involvement of Friends under the age of 60 in its work and discerning how to respond to participants who seem to make

that work more difficult. This past year we learned about how changing policies of the U.S. Census affect, and are affected by, perceptions of race in the U.S. We took time at several meetings of the Working Group to discuss *The New Jim Crow* among ourselves. The Working Group is also exploring how Baltimore Yearly Meeting might work with Friends General Conference when that organization hosts the annual White Privilege Conference in Philadelphia in 2016.

### **Plans for the 2014 BYM Annual Session**

The Working Group is planning two workshops for 2014 Annual Session. One is to be led by Tory Johnson from the Friends Committee on National Legislation (FCNL) that will focus on current FCNL work to end mass incarceration. For the second workshop members of the Working Group will facilitate a discussion among Friends about how the One Book program on *The New Jim Crow* has gone this past year and what steps Friends may be led to take to address the issues raised in that book.

### **Within the Working Group on Racism**

The Working Group's monthly meetings always begin with Friends' sharing their experiences with respect to race since the last meeting followed by sharing books, articles, films and presentations on the topic of race that have come to the attention of individual Working Group members. In addition to those who regularly attend our meetings, there are about twenty Friends who do not attend, but stay informed of our activities through an email list that spares them many of our more logistics-oriented emails.

### **Communications within BYM**

Our Working Group is under the care of the BYM Ministry and Pastoral Care Committee. We meet once or twice a year with the Committee to keep it updated on our activities and concerns and to seek counsel. That committee has designated a liaison who has attended some of the Working Group's meetings.

The Working Group maintains a list of Monthly Meeting liaisons who receive a monthly item for their newsletters or other means of dissemination.

Active Monthly Meeting Working Groups on Racism exist at Langley Hill Friends Meeting, Baltimore area Friends Meetings (Stony Run, Homewood and Gunpowder) and Annapolis. The Baltimore area Friends Meetings conducted a silent vigil on the Saturday before the Martin Luther King national holiday across from the commemoration of Lee and Jackson by the Sons of Confederate Veterans. Our Working Group has decided to hold its January meeting at Stony Run in 2015 so we can provide additional support to the vigil.

Members of the Working Group traveled to Williamsburg and Richmond Monthly Meetings, Chesapeake Quarterly Meeting and the Maryland Peace and Justice Conference to conduct presentations on race issues.

### **Communications beyond BYM**

Working Group members maintain contact with Friends in New England, New York, Phil-

adelphia, South Central and Intermountain Yearly Meetings who are involved in racial justice work as well as with individual Friends around the country involved in that work.

## **YOUNG ADULT FRIENDS**

No report received.

## REPORTS OF AFFILIATED ORGANIZATIONS

### AMERICAN FRIENDS SERVICE COMMITTEE CORPORATION

Epistle arising from the American Friends Service Committee Corporation Meeting  
March 6-8, 2014

To Friends Everywhere:

The annual meeting of the American Friends Service Committee's Corporation was convened on March 6, 2014, in Philadelphia by Arlene W. Kelly, Presiding Clerk of the Corporation, with optimism and celebration of 97 years of AFSC service.

Some Friends came on canes, walkers, crutches or braces. But don't be fooled: Corporation members representing U.S. yearly meetings traveled long distances through inclement weather to reach AFSC's annual business meeting. The members of the Corporation, which brings representatives from yearly meetings throughout the U.S. to consider business and engage in program work, took their responsibilities seriously. We are a diverse group, as befits an organization with over fifty offices and even more programs in the U.S. and around the world. We are all Quakers upholding and putting into practice Quaker values.

We conducted the business of the Corporation, appointed Corporation and Committee members, and approved the Friends put forward by the Standing Nominating Committee. We also approved the placement of the Friends Relations Committee as a committee of the Corporation, parallel to that of the Standing Nominating Committee.

The members of the Corporation of American Friends Service Committee from all walks of life included different regions of the country and branches of Quakerism. Youth and elders, staff and visitors gathered to worship and work together. As a community of seekers, we gathered in this sacred place to address peace and social justice issues of our contemporary world.

The gathering began on Thursday night when we directed our attention to art as a catalyst for change. Hearing songs of forgiveness and unity from Tribe One, we were inspired to search in the Spirit for the power to reconcile and bring peace. We also heard from Naima Lowe, who presented "39 Questions for White People" to challenge us to consider issues of privilege.

The Friends Relations Committee (FRC) is tasked to nurture a greater vitality in the Corporation and the connection between AFSC and U.S. Friends in their monthly and yearly meetings. FRC participated in the planning of the Corporation meeting. During the meeting Friends experienced both programmed and unprogrammed worship and worship-sharing sessions. The theme this year, "Steadfastly working for peace and justice in Israel-Palestine," offered evening sessions on this topic.

Several seasoning sessions gave Friends a deeper familiarity with AFSC programs and provided an opportunity to advise staff and the AFSC Board.

We discussed the indicators of AFSC as a Quaker organization. An AFSC document, two years in the making, was reviewed at a seasoning session to get feedback and opportunity for refinement. This document reports on how AFSC seeks to embody Quaker practices in its mission, governance, leadership, program strategies, relationship principles and our spiritual connection through worship.

We held several seasoning sessions. One revolved around critical issues facing AFSC and the world. This session discussed a working paper, titled *Shared Security: Reimagining U.S. Foreign Policy*, jointly authored by the AFSC and our partners in the Friends Committee on National Legislation (FCNL). This document is the foundation of new program initiatives to embrace youth leadership both inside and outside of Quakerism and strive to change the narrative that justifies militarism and violence in the media. In our seasoning we explored the issue in terms of U.S. foreign policy abroad, amongst our own communities, and ways in which the language and concept of “security” could be redefined to promote dialogue between different communities.

This theme of security informed other discussions throughout the day, most notably concerning the Israel-Palestine conflict. Many times the question arose: What is the price of the current narrative of Israeli security in the form of restrictive walls, military occupation of the West Bank and Gaza Strip, and discrimination and brutality directed towards the Palestinian people? Growing concerns were noted among Friends, which have resulted in initiatives in many monthly meetings towards a just peace in Palestine, while noting that the narrative of “peace” is also a complicated one. We heard from Sandra Tamari and Dalit Baum about the recent history in the region and attempts to boycott companies tied to apartheid against Palestinians. Although we do not know how these challenges will ultimately be overcome, we unite in hopes of a world where all can walk down the street and not be labeled criminal for simply existing. AFSC affirms its involvement with programs in Israel and Palestine. Since 1948 AFSC has been persistent in the search for a just peace in Israel-Palestine.

In another program presentation we heard about mass incarceration, specifically for people living in poverty. We asked ourselves what the future of the prison system should look like, seeing the injustice but not knowing a way to end it.

General Secretary Shan Cretin's annual report joyfully emphasized the return of AFSC's financial stability after critical years following the economic downturn. The required shrinkage of AFSC has resulted in higher efficiency. Any new work considered by AFSC will be guided by the strategic plan and financial health. The organization is smaller than in 2007. We have learned the need for good stewardship of our resources to meet our obligations, such as retirement plans. The 2013 Annual Report, including the audit results, was ready for the Corporation meeting. All documents were available electronically to members of the Corporation, reducing the environmental impact of printing. Plans are in the works for the centennial celebration and a related Courageous Acts campaign to raise additional funding for general endowment, interns/fellows, and strategic opportunities.



This time marks Friend Arlene Kelly's last meeting as Clerk. She is released from these duties with gratitude for the leadership she has shown in partnership with the General Secretary, governing bodies, and committees. A strong and articulate voice of reason, she will be remembered for her ability to pause for silence and wait for clarity to resume in the meeting. While she conducted business with humor, her high expectation of commitment, promptness, and exacting nature led AFSC through challenging times, ensuring viability for future generations. During her tenure as Clerk, AFSC faced restructuring and reorganization due to the economic downturn. Board committees were combined or laid down, and well-defined charges gave clear direction for each committee. Her trait of discernment is a special gift that she has brought to us and leaves with us. A minute of appreciation was approved and signed by the Corporation.

Phil Lord will become Presiding Clerk at the rise of meeting. He brings a wealth of experience from many roles within AFSC over the years. He is a longtime member of the Society of Friends.

Phil is currently a member of Chestnut Hill Meeting in Philadelphia. He has had more than twenty years of experience with the AFSC, during which he has come to know many different aspects of the organization and has served in varying capacities, including assistant clerk of the Board of Directors at two different points in his Board service. He wrote recently in *Acting in Faith*, an AFSC blog, "At its very best, AFSC is a vehicle and conduit for mutual transformation and Continuing Revelation."

Ad Hoc Epistle Committee: Harold Branam, Patric Garrison, Ted Klyce, Jane Kroesen, Carolyne Lamar Jordan, and Margaret Rowlett.

## **FRIENDS COMMITTEE ON NATIONAL LEGISLATION** **2013-2014 Program Report to Yearly Meetings**

Since the early days of the Religious Society of Friends, God's spirit has led Friends to take action in the world. For more than 70 years, FCNL has carried on this witness of the Spirit through action on Capitol Hill. Governed by a General Committee of 184 Friends that includes representatives of 25 yearly meetings and seven Quaker organizations around the country, FCNL seeks to bring the concerns, experiences and testimonies of Friends to bear on policy decisions in the nation's capital.

### **Driven by faith.**

At FCNL's Annual Meeting in November 2013, the General Committee approved a new statement of legislative policy entitled *The World We Seek*. Revised every ten years, the new document was the product of an 18-month process of prayerful discernment involving more than 240 Friends meetings and churches. The statement sets forth FCNL's broad objectives for public policy and is the foundational document for FCNL's legislative priorities, which are set every two years. Meetings and churches have been invited to participate in setting the new legislative priorities, which will be approved at Annual Meeting this November, just after the congressional elections.

### **Grounded in policy.**

In 2013 FCNL welcomed a record 271 people to our Annual Meeting. During Quaker Lobby Day prior to the start of Annual Meeting, 200 people visited 140 congressional offices to urge Congress to invest in our communities and impose budget discipline on the Pentagon. In the last year alone, Friends in FCNL have made more than 300 personal visits to lobby congressional offices in Washington and in their local districts. Our national FCNL network has also sent 126,000 issue-related messages to Congress, and in the first two months of 2014, Friends in FCNL published 60 letters to the editor in newspapers around the country.

### **Focused on the future.**

A record number of young adults attended FCNL's Annual Meeting, providing energy, innovation and leadership for the future of Quaker advocacy. As I write this report, FCNL is preparing to host Spring Lobby Weekend, at which more than 150 high school and college students from around the country will learn, through skill building and policy seminars, about Quakers and government, public policy advocacy and how Congress works. This year our young adults will be lobbying Congress for repeal of the Authorization for the Use of Military Force. By creating opportunities for young people to engage in peace and social justice policy during the formative years of their lives, FCNL is ensuring that Friends' values will help shape public policy for years to come.

We are thankful for the meetings and churches, yearly meetings and individuals who provide FCNL with sustained and vital support. We are convinced by our faith and experience to continue building the peaceful, just, equitable and sustainable global community we seek. Above all, we seek to remain open to where God's spirit leads us.

DeAnne Butterfield, Clerk  
FCNL General Committee, March 2014

We seek a world free of war and the threat of war  
We seek a society with equity and justice for all  
We seek a community where every person's potential may be fulfilled  
We seek an earth restored

FCNL's staff and volunteers work with a nationwide network of thousands of people to advocate for social and economic justice, peace, care for the earth and good government. The following is a list of some of the issues that have been the focus of our work in 2013-2014:

Words into Action in Central African Republic: FCNL played a behind-the-scenes leadership role in connecting on-the-ground relief groups and conflict prevention experts with members of Congress and the administration. FCNL coordinated and drafted a policy document signed by nine colleague organizations urging a comprehensive U.S. government strategy to address the violence in the Central African Republic. The document was used by FCNL staff, who worked closely with the administration to help form the White House response to this ongoing crisis.

Campaign Finance: Last month, the 18 faith communities of the Faith and Democracy Working Group, including Quakers, sent a letter to Congress urging support for a Constitutional amendment to repair the damage done by the Citizens United case. FCNL co-convened the group that last fall finished brief reports on three topical areas where money in politics has skewed or prevented congressional debate on issues of importance to faith groups. The selected topics were climate change, gun violence and private prisons.

Hope for Averting War: FCNL's persistent and strategic lobbying on Capitol Hill has helped keep the door open for diplomacy with Iran. The historic first-step nuclear deal with Iran is significant movement toward a final agreement to prevent a nuclear-armed Iran. FCNL lobbyists in Washington have worked closely with administration officials and congressional offices to support negotiations with Iran. Grassroots advocates have been in regular contact with members of Congress to support these steps toward peace and security in the Middle East. We believe that these new diplomatic talks are the best opportunity in more than 30 years to end the cycle of confrontation between our countries.

Advocating for Rebalanced Federal Budget Priorities: The FCNL community worked very hard on the \$850 billion reduction in Pentagon spending over 10 years that Congress approved. Yet the military budget is still far too bloated at a time when funds for necessary domestic programs are dwindling. We continue to press assertively for better budget priorities that serve human and community needs.

A New Approach to Climate Disruption: FCNL is partnering with faith, citizen, diversity and youth communities on the local, state and national level to ask elected representatives to acknowledge the reality and impact of climate disruption as a moral issue. FCNL advances the shared concern for and commitment to Creation and lifts the voices of people of faith, young people and people from communities directly affected by climate disruption. Through this lens of a shared future, the initiative strives to minimize partisanship and create political space for meaningful legislative solutions.

Repeal of the Authorization for the Use of Military Force (AUMF): We have the best opportunity in more than 12 years to roll back the law that has kept our country in an endless war since 2001. Passed immediately after the 9/11 attacks, the AUMF has been used to justify not only the war in Afghanistan but also everything from indefinite detentions at Guantanamo Bay, to a growing number of drone attacks, to widespread warrantless wire-tapping. This year we are working hard to repeal the AUMF in the House through intensive Hill lobbying and a focused mobilization around the country.

This report may be reproduced and circulated. Friends Committee on National Legislation ([www.fcnl.org](http://www.fcnl.org)), March, 2014

## **FRIENDS GENERAL CONFERENCE**

Greetings from the members of Baltimore Yearly Meeting who serve on the Central Committee of Friends General Conference, its governing body. It has been our joy and privilege to be part of this work. One representative from BYM observed, "I found the experience of attending Central Committee both enriching and a bit overwhelming. . . I was amazed

at the number of opportunities for service. . . I felt centered during most of the business meetings; I felt centered as I wrote and reflected about the experiences when I got home.”

Much of the preparative work for the Central Committee’s annual meeting is done in smaller committees, which may also have subcommittees and working groups. Members from our Yearly Meeting serve the Central Committee in the following ways: Michael Boardman – Baltimore Stony Run - Long Range Conference Planning; Arthur Boyd – Baltimore Stony Run - At large member of Executive Committee; Sue Carnell – Baltimore Stony Run - Personnel Committee; Laura Fisher – Langley Hill – Publications and Distribution; Linda Goldstein – Charlottesville - Blue Book Committee; Deborah Haines – Alexandria - Central Committee Recording Clerk, also Personnel Committee; Elise Hansard – Roanoke - Growing Subcommittee of the Committee for Nurturing Ministries (CNM); John Meyer – Friends Meeting of Washington - Transforming Subcommittee of CNM; Nancy Moore – Baltimore Stony Run - coopted directly to Central Committee – Publications and Distributions; Tim Mullady – Annapolis - representative to Friends Committee on Scouting; Brad Ogilvie – Friends Meeting of Washington – Christian and Interfaith Relations; Ann Riggs – Annapolis - delegate to the World Council of Churches; Riley Robinson – Friends Meeting of Washington, BYM General Secretary - observer to Friends Committee on National Legislation; Ken Stockbridge – Patapsco - At large member of CNM.

In October 2013, the Central Committee approved the following Epistle, which beautifully conveys the spirit and substance of our work:

“One hundred thirty seven Friends from fifteen yearly meetings gathered on a beautiful fall weekend at the Pearlstone Retreat Center near Reisterstown, Maryland for the 2013 annual meeting of the Friends General Conference Central Committee. Our worship and deliberations have been deeply blessed. We have been swept by an awareness of opportunity and new energy. As one Friend said: “There is a deep and powerful stream flowing here, and we are invited to plunge in.”

Two years ago, Friends General Conference defined three areas of focus to guide our work—Deep Worship, Loving Community, and Outreach. Focusing on these three priorities has already yielded good fruit and opened new doors as we consider how we are called to nurture Quaker faith and practice.

We heard from our General Secretary, Barry Crossno, a call for us to take up the challenge of reaching out to and accompanying the thousands of seekers who visit our meetings each year. We heard of new energy around our work in religious education, and how we are re-envisioning it as spiritual formation. We heard how eager Friends meetings are to take advantage of the online services offered by our new Quaker Cloud, which hosts monthly meeting websites and a meeting “minute manager,” and will soon be offering a meeting directory feature. We heard how the new approach to planned giving being pioneered by our Stewardship Services program liberates Friends to give more generously to all the charities they support. We heard of the new books coming out of our two publishing programs—FGC’s QuakerPress and QuakerBridge Media—and were encouraged to hear of renewed efforts to preserve and extend the ministry offered by our bookstore—QuakerBooks of FGC. We heard how our New Meetings project is reaching out to dozens of clusters of

scattered Friends and seekers, and helping to establish new worship groups across the country. We heard of continued excitement about the outreach-inreach work of our Quaker Quest program.

This weekend, we dedicated a period of time each evening to diversity work, exploring together the challenge of how to be an ally to those experiencing discrimination and injustice. Dedicating this time has been very valuable. We encourage monthly and yearly meetings to consider engaging in this work.

It has helped us to experience our own humanness, our weakness, and our common longing to do better. We still have much work to do, as individuals and in our Friends' communities, to be truly welcoming and to live the Truth that we are all family. We are committed to carrying forward this work.

We know that when we enter into the presence of the Divine together, experiencing and living out the love that binds us and opening our hearts to the world, way will open. We have experienced this weekend a taste of divine grace, and the way opening to new opportunities and new discoveries. We have been blessed."

### **FRIENDS HOUSE INC. AND FRIENDS HOUSE NURSING HOME INC. TRUSTEES**

"The view of Washington at night from the air can be spectacular if you're not strapped down to a stretcher in a Maryland State Police Med-Evac helicopter..."

These are the words of a Friends House cottage resident recalling the day of a catastrophic injury that landed him in various levels of medical care for the next twenty-two months. His wife said to me, after attempting to have him visit the cottage in his wheel chair, "Suddenly, our cottage has steps!" It was time to make some adaptations.

Friends House echoes this startled epiphany. Friends House was incorporated in 1967, before anyone had envisioned the impact of the nation's burgeoning population of seniors, aging in place, much less the Americans with Disabilities Act, which mandates that new homes are friendlier to persons with mobility impairments. Now, Friends House is adapting to changes in the population and changes in the economy with a major redevelopment project.

#### **The Master Plan**

The Friends House Board accepted a Master Plan for the development of the Friends House campus. This Plan offers a general sketch and projection of possible building development, construction costs and fees necessary for financial stability. The Master Plan is a general guide for the next steps of the Design Phase. It sets forth suggested new buildings, phasing of construction, estimated construction and financing costs and the possible fees necessary to generate enough revenue to pay these costs and support the Continuing Care Retirement Community. The Master Plan will undoubtedly change to incorporate further research and detail as the present Design Phase proceeds.

## **The Design Phase**

We are presently progressing well into the Design Phase. Our Project Development Committee goals for this year are:

1. Select an Affordable Housing Developer to be our partner in developing the low income rental buildings necessary for our development. (Completed)
2. With the Affordable Housing Developer, assemble a team of architects and other relevant professionals. (In progress)
3. Select and employ a market research firm to conduct research to refine the market desires of groups who may be possible Friends House residents. (In progress)
4. Re-examine and revise the basic Master campus plan in light of the necessary land use permit process. (In progress)
5. File a land use permit application with the County this coming fall. This would start an approval process which could last a year or more.
6. Incorporate market research results into further architectural design and fees projections.

### **Goal #1: The Affordable Housing Developer**

Friends House has selected an Affordable Housing Developer that will become a partner with Friends House in the affordable housing buildings themselves, as well as participate in procuring funding, performing construction and continuing in rental management. This partnership relationship will last probably 15 years. Friends House is finalizing the partnership with Homes for America, a competent affordable housing development partner, with values compatible with Friends House. We look forward to a long-term, harmonious relationship.

### **Goal #3: Market Research**

An important part of the Project Development Committee's work this year is to refine our understanding of possible new appropriate, independent living, market rate homes. In the Master Plan, general assumptions were made about the number and types of Independent Living homes, the amenities to be included, the sizes of the homes, and possible entry fees and monthly fees. To test these assumptions, the Project Development Committee has retained Brooks Adams, an experienced market research consultant.

Brooks Adams, in continuing consultation with the Market Research Subcommittee, has devised questionnaires and conducted focus groups and other means of eliciting views from carefully selected Quaker and general target markets. Towards the end of this year, this analysis will be used in further architectural design and financial models. We thank those of you who have contributed to this research by completing a questionnaire or agreeing to participate in a focus group.

### **Relationship with BYM**

In light of upcoming changes in the corporate structures of FH, the Governance Task Force of the FH Board has been reviewing the FH bylaws and charter. Since its founding, FH has been under the care of BYM and BYM has nominated some members of the FH Board. In

the next few months the Governance Task Force will be convening a group to consider the care relationship between FH and BYM, and what it means to both organizations to be in a care relationship together.

### **Aging Well With Friends**

Aging Well with Friends (AWWF), a working group of the Board of Trustees' Long Range Planning Committee, received a grant from Friends Foundation for the Aging to conduct focus groups and research effective models to discover ways to provide a healthy, supportive, wellness approach for residents to age in community.

The AWWF committee is now building upon the information gained and the energy generated to begin a more in-depth exploration of specific resources and community connections. In June of this year, we received a second grant to build this network. Come and learn more about the village model of aging in community at the Chesapeake Quarterly Meeting, held at Friends House, on September 28, 2014.

### **Life at Friends House**

When I spoke to staff in the nursing facility and asked them about what they have been working on and what they would like Friends to know about their work at Friends House, they mentioned the name of the Friend who took the helicopter ride. "He is a wonder." There was a point when family, Friends and staff feared he would not recover from complications from his fall. While he was in nursing care at Friends House, his wife move into a fully wheelchair accessible apartment home in the "New C" wing and was able to continue to visit with him every day, even throughout this snowy winter. Gradually, he was able to join old Friends in the Miller Center for programs and in the dining room for dinner. We are happy to report that in May of 2014, he moved home with his wife. Although she speaks highly of his care the nursing facility, she reminds us that being at home is where everyone really wants to be.

Friends House is not the stereotypical old folks home, where people go to die. Although most stories are not as dramatic as the one above, Friends House continues to be a place where people come to life.

## **FRIENDS MEETING SCHOOL**

Friends Meeting School, located in Ijamsville, Maryland, was founded in 1997, and now serves students from pre-K through Grade 12. The recent severe recession reduced enrollments and strained finances, but after several difficult years, the School appears to have turned a corner. Enrollment has stabilized at around 85 students, and we ended the 2013-2014 school year with a small surplus, due in large measure to the very generous financial support of the FMS parent community. We have just celebrated our second high school graduation. There were seven students in the graduating class of 2013, and three in the class of 2014. All were able to enroll in the college of their choice.

In March 2014, we brought in a permanent Head of School, Mara Nicastro, to replace Interim Head Wil Graham, who had served for two and a half years. Mara came to us from the Nora School in Silver Spring, Maryland. She brings to FMS not only a wealth of expe-



rience in independent education, but a calm, capable, reassuring presence and a deep desire to absorb and promote Quaker values. Under her leadership, the teachers and staff are rediscovering the excitement of Quaker pedagogy and the joy of being part of a mutually supportive community. One highlight of the spring was a day-long teacher training session led by Irene McHenry, outgoing head of the Friends Council on Education.

Quaker values and Quaker practices have always been foundational at FMS. The School's motto is: "Seek and Speak Truth and Love." Four of the eight members currently serving on the Board of Trustees are Quakers, including one nominated by Baltimore Yearly Meeting. Students participate in weekly meetings for worship, where queries are used to help them explore their own spiritual lives and share their insights with each other. Monthly themes, beginning with 'That of God in Me', and 'That of God in Others', are woven into the curriculum. The students engage in a wide variety of service projects. This spring the Board approved establishing the "Student Peace Awards of Frederick County," modeled on the successful program pioneered by Herndon Friends Meeting in Virginia. Our dedicated teachers seek to incorporate peace and peacemaking into every aspect of the school curriculum and community, making it a signature theme of Friends Meeting School.

Submitted by Deborah Haines (Alexandria)

## FRIENDS PEACE TEAMS

No report received.

## FRIENDS UNITED MEETING

On behalf of the global community of Friends United Meeting, I want to thank you for your partnership in our shared work and for the generous human and financial resources your yearly meeting, local meetings and individual members contribute to FUM. You are so appreciated!

If I were to describe the past year in one word, it might be "**transition**" Here is why...

- FUM's long-standing investment in Kaimosi Hospital has come to a conclusion. After years of FUM successfully managing the hospital and working to improve the facility, East Africa Yearly Meeting decided to end their relationship with us in order to enter into a new partnership with the National Council of Churches in Kenya. In this transition, we pray for the success of this new, for-profit medical facility. At the same time, FUM now has the opportunity to refocus our commitment to holistic health-care in a new area and in a more sustainable way.
- Ann Riggs, Principal of Friends Theological College in Kaimosi, concludes her service as an FUM Field Staff. We bless and thank Ann for her creative and persistent effort to bring a higher standard of academic achievement to FTC and explore indigenous sources of support for the college. Over the next few months, FUM is working to fully fund our new Principal and FTC-alumni, Robert Wafula. We are excited about the prospect of a Kenyan Friend in this important leadership position. We are also using this transition to implement new policies with Field Staff to make sure they are fully and sustainably funded before being deployed for on-field service.

- Transition is also on the horizon in Belize, as FUM begins first-steps in a new and broadened ministry focus in this country. We celebrate and appreciate the work of Sam and Becky Barber and their children as they now prepare to return to the US. As FUM begins to lay the foundation for a more comprehensive ministry in Belize, we also must rebuild a sustainable funding base for this work. Unfortunately, Belize has been inadequately funded for many years. Dale Graves (Western YM) has been appointed to serve as our Interim Belize Director. Dale will work closely with our school staff to keep the Belize Friends School functioning at a high level and explore new opportunities for outreach in Belize City.
- For the first time in many years, FUM also has a Global Ministries Director working in the Richmond office and connecting with our Field Staff around the world. Eden Grace, former African Ministries Field Officer, has been in her new role since August 2013. Eden's experience and expertise provide a new level of focus as we develop new programs, improve our systems, and a more connected sense of global partnership within FUM.
- Ramallah has long-been the location for some of Friends best work in education. More recently, we have been asking, "what else are we called to do in Palestine?" This conversation continues and we look forward to shifts in the work we do in this region and as we open up new opportunities for Friends to serve there.
- There is also a shift in FUM, away from viewing and experiencing it as an "organization that carries out projects someplace else"...to being a "community" into which we are all gathered. Across our international borders, yearly meeting divides and beyond our local meetinghouse walls, we are connected in a global partnership. We are knit together by the indwelling presence and power of Christ. We have a common work and witness to carry out in the world. We have needs, gifts and resources we can share with one another. FUM, if it is to have a vital future, must be a resource to the yearly meetings and local churches/meetings as you carry-out the work and witness of Friends on the ground and in your context. In this transition, FUM will focus on energizing, equipping and connecting all Friends in more practical ways.
- During our June 2014 Triennial gathering in Marion, Indiana, we will be discerning several matters that will impact the future of FUM for the next few years. These are very significant transitions, as we change our governance structure, take steps to transform FUM into a more authentic global partnership and create more opportunities for Friends to be actively engaged in the work of FUM on a regional basis. Of equal importance, FUM is poised to implement changes in our North American outreach, as we focus more intentionally on leadership development and practical resources to support vital local meetings and churches. You will be seeing transitions in our communication strategy, as we better tell the story of what Friends are doing around the world and more clearly articulate who we are called to be as the Friends of Jesus. At the Triennial, we are also very pleased to welcome Chebuyusi YM (Kenya), Highland YM (Kenya), Tanzania YM, and the New Association of Friends (US) into our growing fellowship.

These kinds of transitions, of course, are not always easy. They can upset our sense of normalcy and create feelings of uncertainty about what is going on or what may happen next. It is also much easier to talk about change than it is to actually carry it out. Because

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of these realities, many groups never get around to transitioning because it is just too hard or scary. I hope we will avoid being hindered by fear, uncertainty or endless discussion.

You see, in these moments of transition, we also have the opportunity to increase our dependence upon God, realign our priorities and commitments around our unique sense of call and leading. These moments in time can encourage us to trust one another and commitment to one another—if we are willing—as we walk together into a new and unfolding future. As your general secretary, I am so grateful for the FUM General Board members and their strong resolve to make transitions and changes that will better serve your Yearly Meeting, local meetings/churches and the individuals Friends who are part of the FUM community. Friends have a hopeful future and I am looking forward to working alongside you to see it realized.

Colin Saxton

### **FRIENDS WILDERNESS CENTER**

The Friends Wilderness Center is a 40-year-old spiritual sanctuary and wilderness preserve that offers its members and the general public a selection of events, opportunities for individual or small group retreats, overnight hospitality in our cabin, camping facilities, work days for trail and structure maintenance, and exploring nature on our many trails within a 1400-acre preserve nestled in the corner of West Virginia bounded by the Appalachian Trail, the Shenandoah River and the Virginia state line.

The land was made available for our use by Henry and Mary Cushing Niles from Stony Run Friends Meeting in Baltimore. Our mission is to care for and preserve the natural setting entrusted to us and to enable others to find spiritual nurturance here, in terms of a deepening understanding of our relationship with the earth. We do this by offering the experience of spiritual growth in harmony with nature, and opportunities to be reverent stewards of the land.

Within 2 hours of the greater Baltimore-Washington metropolitan area, the Center provides one of the few unspoiled and undeveloped areas open to the public that does not charge entrance fees. We welcome visitors with a variety of backgrounds and, in keeping with Friends' beliefs, do not limit services to any specific faith.

The Center has a long-term lease from the Rolling Ridge Foundation, owners of the land, for the exclusive use of 50 acres of this land, which is currently the site of a large "tree-house" for programs and camping, an enclosed yurt for year-round accommodation, an outhouse, picnic table, and a fire ring.

An amendment to that lease, gives us full use of and responsibility for the Niles Cabin, a three-bedroom, one-bath structure, with meeting and office space. This gives us year-round space for meetings, programs, and other events, enabling us to expand what was once a four-month program season to twelve-months. It provides overnight retreat facilities for those who prefer not to camp. It also houses our Resident Manager.

In August 2012 we had all the pieces of a Geodesic Dome delivered and since then the progress of building the footers and then making the pieces fit together correctly, even with each piece marked and directions included, has been a learning experience. It still is not finished as the donors/builders have full time jobs and not all weekends free! However, it is nearly done and it will be finished in 2014.

Over the year, we have carried out a series of programs and events:

January 12: Stargazing: An Evening under the Stars: Learn about winter constellations and planets with astronomer Kevin Boles, of Morgan Count Observatory in Berkeley Springs, West Virginia

February 9: Poetry as a Pathway to Place, led by Friends Wilderness Center board member Hayden Mathews, enabled all attending to explore their own sense of place

March 2: Quarterly Board Meeting

April 6: Meditation program with board member Michael Moore

April 13: Qi Gong led by board member Rich Weidner

April 20: Semiannual Work Day -- Celebrate Earth Day two days early by helping to care for the land entrusted to us. Projects include repairing winter damage, clearing trails, turning dead and downed trees into firewood, preparing the Tree House (sleeping platform) for the season.

May 4: Forest Walk with Carlen Emanuel, a Certified Forest Manager

May 18: Writing in the Midst of Nature with board member Caroline Pelton

June 1: Quarterly Board Meeting

June 29: Poetry in the Tree House with poet Janet Harrison – Your poems and hers with interesting exercises

July 13: Partial Perimeter Hike led by board member Michael Moore

July 27: Meditation at the Tree House led by board member Michael Moore

August 10: Poetry led by board members Hayden Mathews and Keith Curtis, reading poetry of your own and others followed by dinner and Stargazing led by Kevin Boles

August 24: Quarterly Board Meeting (one week early because of Labor Day weekend)

September 7: Forest Walk Carlen Emanuel, a Certified Forest Manager

September 14: Hike to look at birds, insects, and all other interesting items in the woods, led by Liam McGranaghan, a Loudoun County School Biology teacher and his wife, Laura, an avid birder

October 26: Qi Gong led by board member Rich Weidner

November 2: Autumn Work Day with many projects, including repairing any summer damage, splitting firewood for Niles Cabin, and preparing the Tree House and Yurt for winter.

November 16: Making Mandalas, led by board member Michael Moore

December 7: Quarterly Board Meeting

December 27: Annual Reflection Hike led by a board member; part of the walk will be done in silence to reflect on the year ending and looking forward to the year to come

We continue to search for new ways to serve Quakers and people of all faiths, as individuals, families, and Meetings – through personal retreats, programs to inspire, and as a place to Relax, Renew, Recharge!

We continue to feel blessed by our covenant with God and the Earth, to be good stewards of this land, and by the many who support us through attendance, donations, and volunteer labor. Our work and our mission are filled with the Light.

The Friends Wilderness Center is supported through the generosity of a diverse community of Friends and friends from many spiritual paths, for which we are deeply grateful. But to live its mission, the FWC really needs to be experienced by visitors throughout the year. To that end, please join us at least once in 2014 to receive the special blessings of wind in the trees, fire light, bird song, forest smells, babbling brooks, and spiritual renewal amid the peace of wild things. We await your visit.

### **FRIENDS WORLD COMMITTEE FOR CONSULTATION**

Friends World Committee for Consultation – Section of the Americas (FWCC – SoA) had a very productive year. The Committee furthered its mission of encouraging fellowship among all branches of the Religious Society of Friends. In the Americas, the Quaker community extends from the Arctic to the Andes, spanning a rich diversity of regional cultures, beliefs, and styles of worship. The purpose of FWCC – SoA is to offer programs that unite Friends across the hemisphere through Spirit-led fellowship.

Earlier this year the Section's first-ever Living Water Consultations were held—in El Salvador, California, North Carolina, and Bolivia—each gathering more than 100 Friends, from over a dozen Yearly Meetings. Many of the participants had scant prior familiarity with FWCC. At these consultations, the opportunities for cross-cultural communication, sharing, and networking were plentiful—spanning theological, geographical, and age differences. Friends took part in workshops that explored leadership skills and issues, conflict resolution, and the connections between our history and our future.

This summer, the 2014 Quaker Youth Pilgrimage (QYP) is currently being hosted by Andean Friends in Peru and Bolivia. For the first time, the Pilgrims are traveling through historic Quaker sites in those two countries. This is the very first QYP experience to be held entirely in evangelical yearly meetings, as well as the first in South America. The 26 Pilgrims, ages 16-19, hail from Bolivia, Cuba, Guatemala, Germany, Hungary, Ireland, Mexico, Peru, the United Kingdom, and the United States. The six bilingual adult leaders are from Bolivia, Canada, and the United Kingdom.

FWCC – SoA anticipates equally productive activities in the coming twelve months, with a particular emphasis on the Section Meeting in March 2015 near Mexico City. The theme will be: "Los Amigos Tejidos Juntos en el Amor de Dios," or "Friends Woven Together in God's Love." This focus stems from the Biblical verse, "I want their hearts to be encouraged and united in love...." (Colossians 2:2). That passage speaks the minds of many Friends, and it encapsulates what FWCC is about.

Respectfully submitted by Chuck Kleymeyer (Langley Hill)

## **MILES WHITE BENEFICIAL SOCIETY OF BALTIMORE**

The Miles White Beneficial Society was established in June of 1874 and received \$100,000 under the will of Miles White, a member of the Eutaw Street Meeting, the predecessor of Baltimore Monthly Meeting, Homewood. The objects of the Society, stated in the certificate of incorporation, are 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.”

The Board of Trustees of the Miles White Society has nine members. From August 2013 through June 2014, we met eight times, including a dinner meeting with our asset managers. The function of the Board is to manage the assets and award grants.

In Fall 2013, we made awards to six charitable organizations in the Baltimore area totaling \$30,000. We will award the 2014 grants to charitable organizations in the Baltimore area after September 1.

This year, 2014, we have awarded twelve individual scholarships totaling \$34,300 for undergraduate education. Scholarship funds will be distributed in July.

We have awarded three grants totaling \$5,700 to educational institutions: \$500 to Little Falls Monthly Meeting for books, \$1,500 to Pendle Hill for scholarships for a conference of Young Adult Friends, and \$3,700 to the Baltimore Yearly Meeting’s Working Group on Diversity at Camp.

Miles White Society funds are managed by the Baltimore asset management firm Mount Vernon Associates. We find them efficient and appropriately concerned with looking out for our social justice concerns in investing.

We were impressed with the qualifications of our Baltimore Yearly Meeting undergraduate student scholarship applicants this spring. We are very pleased to have the opportunity to support them. We are also deeply impressed by the good work of the organizations that we support and are grateful that we are able to support them during this time of economic hardship for so many people.

Mary Ellen Saterlie (Little Falls), President

## **NATIONAL RELIGIOUS COALITION AGAINST TORTURE**

No report received.

## **PRISONER VISITATION AND SUPPORT**

No report received.

## **QUAKER EARTHCARE WITNESS**

Quaker Earthcare Witness (QEW) is a network of Friends in North America and other like-minded people who are taking spirit-led action to address the ecological and social crises

of the world from a spiritual perspective, emphasizing Quaker process and testimonies.

Each Yearly Meeting appoints a representative to the Steering Committee. Toni Hudson serves as BYM's appointee and Eli Fishpaw serves as the alternate. Toni attended the Steering Committee Meeting this Spring and the Fall Gathering last October. QEW Friends come from all over to gather, share stories, participate in committee meetings, and spend time in worship and fellowship. There are wonderful (and Earth-friendly) vegetarian meals, times of silence and celebration, and opportunities to learn about and discuss a wide range of concerns and emerging responses on behalf of our planet. Both sessions were held in Chicago at the Cenacle Retreat and Conference Center and BYM funds were used for train travel and registration.

Each representative serves on a committee and a working group. Toni is on the Nominating Committee and the FCNL working group. John Hudson, a QEW member-at-large, is on the Outreach Committee, and serves as a QEW delegate to FCNL. Both Toni and John attended the FCNL Fall Lobby in Washington, DC. QEW participated in the revisions to the FCNL policy statement.

QEW has updated and expanded its website to include access to its journal (Be-Friending Creation), an archive of its Eco-Bulletins, its pamphlets and Resources for Earthcare Action. Print copies of these can be ordered on-line, as well. The site now features a blog which encourages Meetings to share their environmental actions and is on Facebook and Twitter. At the 2013 BYM Annual Session there was a display that featured back issues of Be-Friending Creation, copies of the pamphlets and information about resources.

As a result of attending QEW gatherings, we have met many Friends who are working to bring about Right Relationship with Creation. These contacts have been a resource for our BYM Unity with Nature Committee. Two Friends, who are heavily invested in their leadings, came to us to share their expertise and enthusiasm in workshops at the 2013 Annual Session. Ruah Swennerfelt, who lives in Vermont and was the General Secretary of QEW for many years, is now involved in the Transition Movement. The Movement seeks to have communities find ways that they can prepare for a future without fossil fuels. The other Friend, Ed Dreby, came from Philadelphia Yearly Meeting to share the Growth Dilemma Project. He and other Friends share through the Project the need for a new way to deal with our economy - one that does not rely on continuous growth in a world of limited resources. BYM funds helped to pay for these Friends registration, travel and accommodations.

QEW is reaching out with more resources, ways to communicate and opportunities to address the ecological and social crises of the world. It is hoped that more BYM Friends will be able to connect with this environmental organization with a truly Quaker perspective.

## QUAKER HOUSE

No report received.



## **QUAKER UNITED NATIONS OFFICES**

No report received.

## **RIGHT SHARING OF WORLD RESOURCES**

No report received.

## **SANDY SPRING FRIENDS SCHOOL**

On June 14, 2014 Sandy Spring Friends School held its 52nd graduation. Seniors and their families, friends, teachers and supporters gathered outdoors under blue skies in front of the old Ashton Meeting House, which now resides at the center of our campus, for Meeting for Worship and graduation ceremonies.

Sandy Spring Friends School operates under the care of both the Baltimore Yearly Meeting and Sandy Spring Monthly Meeting. It is a Pre-K through 12th grade college preparatory independent school with a 5- and 7-day boarding option in the Upper School.

This year, Sandy Spring Friends School enrolled 535 students, approximately 10% of whom are Quakers. We value diversity: over 40% of us are students of color. We seek economic diversity through a generous financial aid program, which has been supported for decades by the Sandy Spring Monthly Meeting. We consider it a priority to enroll Quaker kids and enroll Quaker faculty.

We are stewards of our environment where we generate 30% of our electricity from a 4-acre ground mounted solar array.

While we place great value in our traditions, we also feel the responsibility to discern how Way Opens for educating our children in the 21st Century. A Sandy Spring Friends School education is global, technology-enabled and experiential. Students can take Mandarin, participate in model UN, star in musicals, make robots, compete on the pitch, travel abroad, volunteer, become interns. The list goes on and on.

One thing Sandy Spring students do is learn to sit quietly in Meeting for Worship, which is part of the weekly schedule for pre-kindergarten through 12th grade. Our community recognizes the importance of listening to each other, respecting differences, resolving conflicts peacefully, placing truth over winning arguments.

We are excited about the future.

Tom Gibian (Sandy Spring), Head of School

## **WILLIAM PENN HOUSE**

In May, William Penn House was one of the twelve homes featured on the Capitol Hill Home and Garden tour. It was a great opportunity to address some deferred maintenance and to reach out to our community. We repainted a number of rooms, shaped up the gardens, built a staircase so the visitors could see the green roof with sedum growing on the

Carriage House and to see our rain garden. Over the two days about 1200 people visited the House. As we worked on the House we reflected on where we have been, where we are and where we are going.

Hospitality continues to be a critical service that we provide. At annual occupancy of 70% we are clear that this is an important mission that we support. Our guests are all ages, from around the world. They come as individuals, as groups and as families. This spring we hosted young peoples, such as the 27th year of the 4th grade class of Plymouth Meeting Friends School and 20 youth from Miramar. Our guests were here to lobby, to study, to tour.

Through our Workcamps, we have 5 community garden plots to raise vegetables for disadvantaged neighbors. We glean the fields, we weed the city parks, and we feed the homeless. We engage our community, we truly learn through service. Our road trips include a week in New Orleans, a week in West Virginia and two weeks on the Pine Ridge Indian Reservation. In each of these trips we partner with established service programs and help them to more readily meet their mission. We are exploring Workcamps in Jamaica. We recognize that we need to change the name of Washington Quaker Workcamps to better reflect who and what we are.

Through our programs activities we also plan world class seminars on human rights, peace and social justice and the myriad issues surrounding AIDS/HIV. We host diverse groups including “Free the Cuban 5”, Peace Corp training, yoga and singing babies. Our goal sit to build bridges and reflect on the fact that each of us has a vision of the truth and that vision becomes clear when we work, live and learn together.

In 2016, William Penn House will celebrate its 50th anniversary as a Quaker facility. In 2017, we will celebrate the 100th anniversary of the construction of the historic house that is so important. And in 2016, I will celebrate my 70th birthday and the welcoming of the next executive director of William Penn House. Over the next three years there will be numerous opportunities to celebrate who we are, where we have been and where we are going.

Byron Sandford



# MEETING COMMUNITY STATISTICS

Meeting	2012				2013				Change (+/-)
	Estimated		Total		Estimated		Total		
	Full	Associate	Attender	Total	Full	Associate	Attender	Total	
Abingdon Friends Meeting	11	0	10	21	11	0	10	21	0
Adelphi Friends Meeting	222	140	0	362	222	140	0	362	0
Alexandria Friends Meeting	148	0	35	183	152	0	35	187	4
Annapolis Friends Meeting	68	16	36	120	68	16	36	120	0
Baltimore, Stony Run	425	0	0	425	428	0	0	428	3
Bethesda Friends Meeting	216	139	423	778	220	144	378	742	-36
Blacksburg Friends Meeting	25	11	22	58	24	11	22	57	-1
Carlisle Meeting*	22	13	40	75	22	13	40	75	0
Charlottesville Friends Meeting	122	11	0	133	127	11	25	163	30
Deer Creek Meeting*	49	11	22	82	49	11	22	82	0
Dunnings Creek Friends Meeting*	44	9	0	53	44	9	0	53	0
Floyd Monthly Meeting	14	9	16	39	12	9	33	54	15
Frederick Monthly Meeting	64	9	106	179	60	9	112	181	2
Friends Meeting of Washington	339	79	402	820	312	67	402	781	-39
Gettysburg Monthly Meeting	7	0	6	13	11	0	10	21	8
Goose Creek Friends Meeting	190	14	25	229	177	14	25	216	-13
Gunpowder Friends Meeting	111	0	36	147	114	0	36	150	3
Herdon Friends Meeting	65	24	56	145	66	23	49	138	-7
Homewood Friends Meeting	89	24	52	165	86	24	52	162	-3
Hopewell Centre Monthly Meeting	70	12	18	100	71	4	18	93	-7
Langley Hill Friends Meeting	167	38	40	245	168	41	40	249	4
Little Britain Monthly Meeting	76	0	0	76	72	0	0	72	-4

Meeting	2012				2013				Change (+/-)
	Full	Associate	Estimated		Full	Associate	Estimated		
			Attender	Total			Attender	Total	
Little Falls Friends Meeting*	42	14	26	82	42	14	26	82	0
Mattaponi Friends Meeting	11	0	8	19	13	0	6	19	0
Maury River Friends Meeting	33	5	35	73	34	5	37	76	3
Menallen Monthly Meeting*	44	4	9	57	44	4	9	57	0
Midlothian Friends Meeting*	75	0	37	112	75	0	37	112	0
Monongalia Friends Meeting	17	0	13	30	19	0	6	25	-5
Nottingham Friends Meeting	68	5	0	73	60	5	5	70	-3
Patapsco Friends Meeting	26	10	0	36	28	10	27	65	29
Patuxent Friends Meeting	31	3	29	61	31	3	29	63	0
Pipe Creek Friends Meeting*	23	0	24	47	23	0	24	47	0
Richmond Friends Meeting	169	43	301	513	166	43	301	510	-3
Roanoke Friends Meeting	21	0	59	80	21	0	56	77	-3
Sandy Spring Friends Meeting	505	84	594	1183	479	80	436	995	-188
Shepherdstown Friends Meeting*	3	0	20	23	3	0	20	23	0
State College Friends Meeting	92	25	0	117	79	20	0	99	-18
Valley Friends Meeting	24	10	50	84	24	10	45	79	-5
Warrington Monthly Meeting*	26	0	4	30	26	0	4	30	0
West Branch Friends Meeting	93	0	0	93	91	0	0	91	-2
Williamsburg Friends Meeting	7	5	18	29	10	5	16	31	2
York Friends Meeting	34	0	30	64	35	0	41	76	12
<b>Totals</b>	<b>3889</b>	<b>766</b>	<b>2601</b>	<b>7256</b>	<b>3819</b>	<b>745</b>	<b>2470</b>	<b>7034</b>	<b>-268</b>

\* No report this year  
 \*\*Revised last year's report

## 2015 APPORTIONMENTS

Meeting	2013	2014	2015
Abingdon Friends Meeting	410	380	470
Adelphi Friends Meeting and Takoma Park Preparative Meeting	22,620	28,270	24,790
Alexandria Friends Meeting	8,870	9,460	10,530
Annapolis Friends Meeting	12,130	12,290	11,910
Baltimore Monthly Meeting, Stony Run	56,480	53,160	60,550
Bethesda Friends Meeting	26,210	29,740	25,180
Blacksburg Friends Meeting	3,070	2,900	3,620
Carlisle Meeting	4,460	5,570	4,540
Charlottesville Friends Meeting and Madison County Indulged	11,620	12,570	11,330
Deer Creek Friends Meeting	5,410	6,060	6,200
Dunnings Creek Friends Meeting	3,150	2,360	2,950
Floyd Friends Meeting	1,450	1,620	1,770
Frederick Friends Meeting	9,630	7,940	7,240
Friends Meeting of Washington	60,450	54,980	60,560
Gettysburg Monthly Meeting	520	610	460
Goose Creek Friends Meeting	12,630	15,780	18,130
Gunpowder Friends Meeting	11,010	11,200	14,000
Herndon Friends Meeting and Fauquier County Worship Group	10,760	11,850	10,860
Homewood Friends Meeting	18,710	22,830	27,030
Hopewell Centre Monthly Meeting	4,900	6,120	7,340
Langley Hill Friends Meeting	23,870	24,510	23,210
Little Britain Monthly Meeting	2,150	2,170	2,710

<b>Meeting</b>	<b>2013</b>	<b>2013</b>	<b>2015</b>
Little Falls Friends Meeting	4,130	4,200	4,590
Mattaponi Friends Meeting	700	810	980
Maury River Friends Meeting	4,590	5,040	4,620
Menallen Friends Meeting and Newberry Worship Group	2,240	2,800	3,500
Midlothian Friends Meeting	3,960	3,760	3,890
Monongalia Monthly Meeting and Buckhannon Preparative Meeting	810	1,010	820
Nottingham Friends Meeting	3,440	3,220	2,950
Patapsco Friends Meeting and South Mountain Friends Fellowship	4,910	5,010	4,420
Patuxent Friends Meeting	4,600	5,090	4,550
Pipe Creek Friends Meeting	710	880	1,100
Richmond Friends Meeting	19,220	15,280	16,040
Roanoke Quaker Meeting and Lynchburg Indulged Meeting	4,570	5,080	4,430
Sandy Spring Friends Meeting and Friends House Worship Group	44,600	46,480	45,610
Shepherdstown Monthly Meeting	-	1,670	2,080
State College Friends Meeting	4,920	5,040	5,040
Valley Friends Meeting and Augusta Worship Group	4,370	3,340	4,170
Warrington Monthly Meeting	1,670	1,630	2,030
West Branch Monthly Meeting	930	700	700
Williamsburg Friends Meeting and Norfolk Preparative Meeting	3,510	2,790	2,270
York Friends Meeting	3,730	3,800	4,030
<b>Total</b>	<b>427,420</b>	<b>440,000</b>	<b>453,200</b>





*Annual Session photograph by Nony Dutton*

# 2014 BALTIMORE YEARLY MEETING

## FINANCIAL REPORT

### BUDGET NOTES

**Apportionment Income:** Total apportionment income for 2015 is increased by 3% from 2014. The allowance for uncollectible apportionments has been decreased from \$8,000 to \$5,000, which reflects our recent experience for the amounts that some Meetings are unable to pay. We note that some Meetings have already contacted us with news that they will make additional contributions to offset some of the apportionment shortfalls.

**Wages and Benefits:** Wages and benefits in all categories include gross wages, payroll taxes, employee benefits and pension contributions for some staff.

**Unrestricted Reserves:** The contribution to BYM unrestricted reserves is \$16,059. \$10,000 of this amount represents our ongoing plan to increase the Yearly Meeting's unrestricted reserves to \$389,894 by 2022 if possible. The \$389,894 amount is 25% of the total budgeted 2012 expenses for the Yearly Meeting. Additionally, \$6,000 is designated for staff sabbaticals which may incur additional costs for the Yearly Meeting when eligible taken. The balance of unrestricted reserves at 12/31/2013 was approximately \$356,809.

**Contributions to Organizations:** The total contribution to organizations of \$25,925 includes \$6,580 to FWCC, \$7,660 to FUM and \$8,760 to FGC. The additional \$2,925 represents small donations to a number of other organizations, which are listed separately in this report.

**Friends United Meeting:** Friends were pleased to have a large enough surplus at the close of 2013 to approve payment of the entire \$26,100 to Friends United Meeting in support of Ann Riggs' ministry in Kenya.

**Other Gifts and Grants:** This item includes amounts paid from restricted funds for various gifts and grants including the Sue Thomas Turner Fund, The Indian Affairs Fund and the Educational Grant Funds. Since these types of grants are backed by restricted funds, there is an income item called released funds that is equal to these grants.

**Camp Program Wages:** Camp program wages include approximately 120 seasonal employees in our camping programs.

**Contribution Income:** Total contribution income in our 2015 operating budget is \$171,000 for all programs. In addition there is \$140,000 in restricted contributions to be raised for camp properties, which is reflected on the Capital Budget for 2015.

**Depreciation Expense:** Total depreciation expense in our 2015 operating budget is \$81,617.

## 2015 BUDGET PROGRAM DETAIL

Description	2013 Actuals	2014 Budget	2015 Budget
<b>Administration</b>			
Apportionment	425,073.38	440,000	453,200
Allowance for Unpaid Apportionment	(2,260)	(8,800)	(5,000)
Unrestricted Contributions	100,865	106,000	100,000
All Other Income	42,706	25,200	27,500
<b>Total Administrative Income</b>	<b>566,685</b>	<b>562,400</b>	<b>575,700</b>
Administrative Wages and Benefits	225,636	241,168	247,993
Development Expenses	73,658	131,945	127,871
Other Administrative Expenses	102,055	117,608	115,550
To Unrestricted Reserves	0.00	19,470	16,059
Contributions to Organizations	18,750	23,350	25,925
Contingent Contribution to FUM	36,100	2,600	0.00
Other Gifts & Grants	42,988	23,000	23,000
Committee Expenses	3,005	7,950	11,350
<b>Total Administrative Expenses</b>	<b>492,191</b>	<b>567,091</b>	<b>567,748</b>
<b>Net Administrative Income over Expenses</b>	<b>74,193</b>	<b>(4,691)</b>	<b>7,952</b>
<b>Camp Program &amp; Property</b>			
Camp Program Fee Income	765,297	725,800	784,298
Camp Property Income	44,279	134,417	136,465
Camp Program and Property Contributions	61,336	60,000	63,000
Other Camp Income	21,510	17,920	19,900
<b>Total Camp Program and Property Income</b>	<b>892,422</b>	<b>938,137</b>	<b>1,033,663</b>
Camp Program Wages & Benefits	363,680	361,661	400,293
Camp Property Wages & Benefits	125,659	134,557	154,630
Camp Property and Program Expenses	385,630	413,170	432,507
<b>Total Camp Program and Property Expenses</b>	<b>874,970</b>	<b>909,388</b>	<b>987,430</b>
<b>Total Camps</b>	<b>17,452</b>	<b>28,749</b>	<b>16,233</b>

Description	2013 Actuals	2014 Budget	2015 Budget
<b>Youth Programs</b>			
Youth Programs Fee Income	23,911	27,545	22,545
Youth Programs Contributions	1,305	2,500	2,500
Youth Programs Released Funds	653	0.00	0.00
<b>Total Youth Programs Income</b>	<b>25,869</b>	<b>30,045</b>	<b>25,045</b>
Youth Programs Expenses	59,092	66,993	64,630
<b>Total Youth Programs</b>	<b>(33,223)</b>	<b>(36,948)</b>	<b>(39,585)</b>
<b>All Other Programs</b>			
Annual Session Fee Income	77,596	84,700	101,930
Other Program Fee Income	40,100	40,000	41,600
Other Program Contributions	3,185	4,000	5,500
All Other Program Income	10,623	12,245	10,575
<b>Total All Other Program Income</b>	<b>131,504</b>	<b>140,945</b>	<b>159,605</b>
Annual Session Expenses	85,767	86,510	101,955
All Other Program Expenses	39,543	41,545	42,250
<b>Total All Other Program Expenses</b>	<b>125,309</b>	<b>128,055</b>	<b>144,205</b>
<b>Total All Other Programs</b>	<b>6,194</b>	<b>12,890</b>	<b>15,400</b>
<b>Totals for All BYM Activities</b>			
Income, all sources	1,616,179	1,671,527	1,764,013
Expenses, all programs	1,551,562	1,671,527	1,764,013
<b>Total Surplus or (loss)</b>	<b>64,617</b>	<b>0.00</b>	<b>0.00</b>

## 2015 COMMITTEE DETAILS

	2013 Actuals	2014 Budget	2015 Budget
Trustees - Youth Safety [Note A]	0	0	1,000
Advancement and Outreach	0	1,800	1,000
<i>Faith and Practice</i> Revision	500	500	500
Indian Affairs	300	0	300
Ministry & Pastoral Care	0	0	0
Peace & Social Concerns	0	100	100
Religious Education	219	1,200	1,200
Unity with Nature	668	900	1,500
Intervisitation Working Group	1,318	3,300	4,500
Working Group on Racism	0	150	150
Young Adult Friends	0	0	100
Program Overage Contingency [Note B]	0	0	1,000
<b>Total Committee Expenses</b>	<b>3,005</b>	<b>7,950</b>	<b>11,350</b>

**[Note A] Program Overage Contingency:** The Stewardship & Finance Committee made a decision at its March 15<sup>th</sup> meeting to establish a line item of \$1,000 in the 2015 operating budget in response to questions regarding funding for mid-year committee projects with costs attached. The funds will be used at the discretion of the General Secretary. The expense will be charged to the committee which incurs the costs.

**[Note B] Trustees, Youth Safety Working Group:** This line item, in the amount of \$1,000, was request by the Youth Safety Working Group, who is under the care of Trustees, in order to provide adequate child care at the three Interim Meetings throughout the year.

## 2015 CONTRIBUTIONS TO OUTSIDE ORGANIZATIONS DETAILS

	2013 Actuals	2014 Budget	2015 Budget
<b>Memberships</b>			
Friends General Conference	6,000	8,000	8,760
Friends United Meeting	6,000	7,000	7,660
Friends World Committee for Consultation	6,000	6,000	6,580
<b>Total Membership Expenses</b>	<b>18,000</b>	<b>21,000</b>	<b>23,000</b>
<b>Affiliated Organization Expenses:</b>			
American Friends Service Committee	25	100	125
Center on Conscience and War	25	100	125
Earlham School of Religion	25	100	125
Friends Committee on National Legislation	25	100	125
Friends Council on Education	25	100	125
Friends House (Sandy Spring)	25	100	125
Friends House, Moscow	25	100	125
Friends Journal	25	100	125
Friends Peace Teams	25	100	125
Interfaith Conference of Metropolitan Washington	225	225	225
National Council on Churches	25	100	125
National Religious Coalition Against Torture	25	275	275
Pendle Hill	25	100	125
Prisoner Visitation & Support	25	100	125
Quaker Earthcare Witness	25	100	125
Right Sharing of World Resources	25	100	125
Sandy Spring Friends School	25	100	125
Sandy Spring Volunteer Fire Dept.	50	50	50
Virginia Council of Churches	0	0	125
Washington Quaker Workcamps	25	100	125
William Penn House	25	100	125
World Council of Churches	25	100	125
<b>Total Affiliated Organizations Expenses</b>	<b>750</b>	<b>2,350</b>	<b>2,925</b>

## CAPITAL BUDGET AND PLAN 2015-2019

	2015 Capital Budget	2016 Capital Plan	2017 Capital Plan	2018 Capital Plan	2019 Capital Plan
<b>Capital Expenditures</b>					
Catoctin	79,100	102,700	26,900	27,600	46,000
Shiloh	18,300	18,800	19,200	124,100	20,200
Opequon	18,300	75,000	64,400	3,000	3,000
Office Property	5,200	3,700	3,800	22,500	46,400
Vehicles	17,000	20,000	20,000	20,000	25,000
Other Equipment	3,700	3,800	3,900	4,100	4,200
<b>Total Expenditures</b>	<b>141,600</b>	<b>224,000</b>	<b>138,200</b>	<b>201,300</b>	<b>144,800</b>
<b>Source of Funds</b>					
Release of restricted funds	106,666	196,500	110,500	154,700	69,200
Released property resources	10,000	20,000	10,000	10,000	10,000
Restricted Contributions	140,000	100,000	100,000	100,000	50,000
Cash generated from Depreciation	25,900	27,500	27,700	46,600	75,600
Unrestricted Reserves	0	0	0	0	0
<b>Total Funds Raised</b>	<b>282,566</b>	<b>344,000</b>	<b>248,200</b>	<b>311,300</b>	<b>204,800</b>
<b>Funds Raised over (under) Expenditures</b>	<b>140,966</b>	<b>120,000</b>	<b>110,000</b>	<b>110,000</b>	<b>60,000</b>
<b>Restricted Fund Balances</b>					
Projected Beginning Balances	99,700	137,000	63,500	66,000	24,300
Less Releases	(106,666)	(196,500)	(110,500)	(154,700)	(69,200)
Surplus from Contributions & Releases	140,966	120,000	110,000	110,000	60,000
Interest Allocated to Funds	3,000	3,000	3,000	3,000	3,000
Transfers from Operations	0	0	0	0	0
<b>Ending Fund Balances</b>	<b>137,000</b>	<b>63,500</b>	<b>66,000</b>	<b>24,300</b>	<b>18,100</b>

For 2015 the expenditure amount for Catoctin includes one cabin, new bathouses and \$3,000 in contingency funds.

For 2015 the expenditure amount for Shiloh includes one cabin and \$3,000 in contingency funds.

For 2015 the expenditure amount for Opequon includes one cabin and \$3,000 in contingency funds.

For 2015 the expenditure amount for the Office includes a new fence on the back of the property and electrical work on outlets both inside and outside of the building.

Expenditures for Other Equipment at this time reflects the purchases of canoes which are on a three year replacement schedule.

Expenditures for Vehicles reflects a 3-5 year replacement schedule for most vehicles, though some are used much longer.



## 2013 FUNDS BALANCES

	Balance 1/1/2013	Gifts or Fees	Disbursed	Transfers	Interest from Ed Loans	Investment Interest Income	Balance 12/31/2013
<b>Permanently Restricted Funds/Endowment Funds [Note A]</b>							
Education Fund	86,312						86,312
Yearly Meeting	7,877						7,877
Barry Morley Camper	269,105	2,690					271,795
<b>Total of Endowed Funds</b>	<b>363,294</b>	<b>2,690</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>365,984</b>
<b>Temporarily Restricted Funds [Note B]</b>							
Education Fund Income	180,759		(10,000)		5,211	8,485	184,455
Fairhill/Griest Education Fund	74,443						74,443
Barry Morley Scholarship Income	13,064		(10,320)			9,190	11,933
Sue Thomas Turner Quaker Education Fund	115,353	500		6,288		3,821	113,386
Pre-College Fund	26,233						26,233
Indian Fund Income	13,006			900			12,106
Carey Memorial	2,778			525		85	2,339
VA Meetinghouse Fund	12,440						12,440
Camp Diversity Fund	0	15,196					15,196
Camp Capital Reserves (combined)	86,353	10,650		20,423		2,768	79,348
<b>Totals Temporarily Restricted Funds</b>	<b>524,429</b>	<b>26,346</b>	<b>(20,320)</b>	<b>28,136</b>	<b>5,211</b>	<b>24,349</b>	<b>531,879</b>
<b>BYM Designated Funds [Note C]</b>							
Camp Property Designated Funds	813			19,196			20,009
Bush Creek Fund	2,593						2,593
<b>Total of Designated Funds</b>	<b>3,406</b>	<b>0</b>	<b>0</b>	<b>19,196</b>	<b>0</b>	<b>0</b>	<b>22,602</b>
<b>Custodial Funds [Note D]</b>							
Mathews Fund	1,305		(652)				653
<b>Total of Custodial Funds</b>	<b>1,305</b>	<b>0</b>	<b>(652)</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>653</b>
<b>TOTAL OF ALL FUNDS</b>	<b>892,434</b>	<b>29,036</b>	<b>(20,972)</b>	<b>47,332</b>	<b>5,211</b>	<b>24,349</b>	<b>921,118</b>

Note A: The income of Permanently Restricted Funds is spent as the donor specifies. It is often Temporarily Restricted.

Note B: Temporarily Restricted Funds are restricted by the donor for specific purposes.

Note C: Designated Funds are funds designated by Yearly or Interim Meeting.

Note D: Custodial Funds are held in trust for another organization and are not available to the Yearly Meeting.

## INVESTMENT PORTFOLIO

### AS OF 12/31/2013

Institution	Type of Investment	Earnings	Cost	Market Value
<b>Fixed Rate Investments</b>				
Friends Meeting House Corp.	Note	400	10,000	10,000
<b>Total Fixed Value Investments</b>		<b>400</b>	<b>10,000</b>	<b>10,000</b>
<b>Consolidated Fund</b>				
Friends Fiduciary	Consolidated Fund	12,073	217,695	325,995
<b>Total Mutual Funds Investments</b>		<b>12,073</b>	<b>217,695</b>	<b>325,995</b>
<b>Stocks &amp; Bonds</b>				
Morgan Stanley	Stock	19,374	517,701	613,311
Sandy Spring Bancorp	30 Shares	19	Gift	846
Scott & Stringfellow	Stock	0	10,012	10,012
<b>Total Stocks &amp; Bonds</b>		<b>19,393</b>	<b>527,713</b>	<b>624,169</b>
<b>Grand Totals</b>		<b>31,866</b>	<b>755,408</b>	<b>960,164</b>

Note: Trustees sold all our mutual funds, except Friends Fiduciary, in the summer of 2012. The proceeds from the sales, \$469,865, were used to purchase socially responsible stocks with Morgan Stanley in the fall of 2012.

## INDEPENDENT AUDITOR'S REPORT

### FRIEDMAN & ASSOCIATES, P.C.

CERTIFIED PUBLIC ACCOUNTANTS

401 NORTH WASHINGTON STREET, SUITE 920

ROCKVILLE, MARYLAND 20850

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Board of Trustees  
Baltimore Yearly Meeting of the  
Religious Society of Friends, Inc.  
Sandy Spring, MD

#### Independent Auditors' Report

Dear Board Members:

We have audited the accompanying financial statements of Baltimore Yearly Meeting of the Religious Society of Friends, Inc. (a nonprofit organization), which comprise the statement of financial position as of December 31, 2013 and the related statements of activities and cash flows for the year then ended, and the related notes to the financial statements.

#### **Management's Responsibility for the Financial Statements**

Management is responsible for the preparation and fair presentation of these financial statements in accordance with accounting principles generally accepted in the United States of America; this includes the design, implementation, and maintenance of internal control relevant to the preparation and fair presentation of financial statements that are free from material misstatement, whether due to fraud or error.

#### **Auditor's Responsibility**

Our responsibility is to express an opinion on these financial statements based on our audit. We conducted our audit in accordance with auditing standards generally accepted in the United States of America. Those standards require that we plan and perform the audit to obtain reasonable assurance about whether the financial statements are free of material misstatement.

An audit involves performing procedures to obtain audit evidence about the amounts and disclosures in the financial statements. The procedures selected depend on the auditor's judgment, including the assessment of the risks of material misstatement of the financial statements, whether due to fraud or error. In making those risk assessments, the auditor considers internal control relevant to the entity's preparation and fair presentation of the financial statements in order to design audit procedures that are appropriate in the circumstances, but not for the purpose of expressing an opinion on the effectiveness of the entity's internal control. Accordingly, we express no such opinion. An audit also includes evaluating the appropriateness of accounting policies used and the reasonableness of significant accounting estimates made by management, as well as evaluating the overall presentation of the financial statements.

We believe the audit evidence we have obtained is sufficient and appropriate to provide a basis for our audit opinion.

#### **Opinion**

In our opinion, the financial statements referred to above present fairly, in all material respects, the financial position of Baltimore Yearly Meeting of the Religious Society of Friends, Inc. as of December 31, 2013 and the changes in its net assets and its cash flows for the year then ended in accordance with accounting principles generally accepted in the United States of America.

MEMBER: AMERICAN INSTITUTE OF CERTIFIED PUBLIC ACCOUNTANTS / MARYLAND ASSOCIATION OF CERTIFIED PUBLIC ACCOUNTANTS

**Other-Matter**

Our audit was conducted for the purpose of forming an opinion on the financial statements as a whole. The schedule of functional expenses on Exhibit D is presented for purposes of additional analysis and is not a required part of the financial statements. Such information is the responsibility of management and was derived from and relates directly to the underlying accounting and other records used to prepare the financial statements. The information has been subjected to the auditing procedures applied in the audit of the financial statements and certain additional procedures, including comparing and reconciling such information directly to the underlying accounting and other records used to prepare the financial statements or to the financial statements themselves, and other procedures in accordance with auditing standards generally accepted in the United States of America. In our opinion, the information is fairly stated in all material respects in relation to the financial statements as a whole.



Friedman & Associates, P.C.  
Certified Public Accountants

Rockville, MD  
July 17, 2014

Exhibit A

**BALTIMORE YEARLY MEETING OF THE RELIGIOUS SOCIETY OF FRIENDS, INC.**  
**Statement of Financial Position**  
**December 31, 2013**

**ASSETS**

**CURRENT ASSETS**

Cash and Cash Equivalents	\$	412,291
Investments		933,722
Accounts Receivable		8,031
Educational Loans Receivable, Net of Allowance for Doubtful Accounts		13,988
Note Receivable		40,000
Inventory		3,817
Prepaid Expenses		<u>36,000</u>
<b>TOTAL CURRENT ASSETS</b>	<b>\$</b>	<b>1,447,849</b>

**FIXED ASSETS**

Property and Equipment	\$	2,810,095
Less: Accumulated Depreciation	(	<u>855,473</u> )
<b>NET FIXED ASSETS</b>	<b>\$</b>	<b><u>1,954,622</u></b>

**OTHER ASSETS**

Educational Loans Receivable, Net of Allowance for Doubtful Accounts	<u>84,539</u>	
<b>TOTAL OTHER ASSETS</b>		<b>\$ <u>84,539</u></b>
<b>TOTAL ASSETS</b>	<b>\$</b>	<b><u>3,487,010</u></b>

**LIABILITIES AND NET ASSETS**

**CURRENT LIABILITIES**

Accounts Payable and Accrued Expenses	\$	90,885
Deferred Revenue		<u>20,575</u>
<b>TOTAL CURRENT LIABILITIES</b>	<b>\$</b>	<b><u>111,460</u></b>
<b>TOTAL LIABILITIES</b>	<b>\$</b>	<b>111,460</b>

**NET ASSETS**

Board Designated	\$	22,602
Land, Building, Improvements and Equipment		1,954,622
Other Unrestricted		<u>499,809</u>
<b>TOTAL UNRESTRICTED</b>	<b>\$</b>	<b>2,477,033</b>
Temporarily Restricted	\$	532,533
Permanently Restricted		<u>365,984</u>
<b>TOTAL RESTRICTED</b>	<b>\$</b>	<b><u>898,517</u></b>
<b>TOTAL NET ASSETS</b>	<b>\$</b>	<b><u>3,375,550</u></b>
<b>TOTAL LIABILITIES AND NET ASSETS</b>	<b>\$</b>	<b><u>3,487,010</u></b>

The accompanying notes are an integral part of this financial statement.

**BALTIMORE YEARLY MEETING OF THE RELIGIOUS SOCIETY OF FRIENDS, INC.**  
**Statement of Activities**  
**For the Year Ended December 31, 2013**

	UNRESTRICTED	TEMPORARILY RESTRICTED	PERMANENTLY RESTRICTED	TOTAL
<b>REVENUES AND SUPPORT</b>				
Apportionments	\$ 422,813	\$ -	\$ -	\$ 422,813
Contributions	159,218	26,347	2,690	188,255
In-kind Contributions	9,211	-	-	9,211
Annual Session Revenue	77,596	-	-	77,596
Youth Program Revenue	23,911	-	-	23,911
Summer Camps	776,116	-	-	776,116
Other Program Revenue	41,024	-	-	41,024
Use of Facilities	20,731	-	-	20,731
Investment Income	175,879	29,560	-	205,439
Publication Sales	12,058	-	-	12,058
Other Revenue	3,433	-	-	3,433
Net Assets Released from Restrictions	<u>49,108</u>	<u>( 49,108 )</u>	<u>-</u>	<u>-</u>
<b>TOTAL REVENUES AND SUPPORT</b>	<b>\$ 1,771,098</b>	<b>\$ 6,799</b>	<b>\$ 2,690</b>	<b>\$ 1,780,587</b>
<b>EXPENSES</b>				
Program Services	\$ 1,330,163	\$ -	\$ -	1,330,163
Supporting Services	<u>197,419</u>	<u>-</u>	<u>-</u>	<u>197,419</u>
<b>TOTAL EXPENSES</b>	<b>\$ 1,527,582</b>	<b>\$ -</b>	<b>\$ -</b>	<b>\$ 1,527,582</b>
<b>CHANGE IN NET ASSETS</b>	<b>\$ 243,516</b>	<b>\$ 6,799</b>	<b>\$ 2,690</b>	<b>\$ 253,005</b>
<b>NET ASSETS - BEGINNING</b>	<b>\$ 2,233,517</b>	<b>\$ 525,734</b>	<b>\$ 363,294</b>	<b>\$ 3,122,545</b>
<b>NET ASSETS - ENDING</b>	<b>\$ 2,477,033</b>	<b>\$ 532,533</b>	<b>\$ 365,984</b>	<b>\$ 3,375,550</b>

The accompanying notes are an integral part of this financial statement.

Exhibit C

**BALTIMORE YEARLY MEETING OF THE RELIGIOUS SOCIETY OF FRIENDS, INC.**  
**Statement of Cash Flows**  
**For the Year Ended December 31, 2013**

<b>CASH FLOWS FROM OPERATING ACTIVITIES</b>		
Change in Net Assets		\$ 253,005
Adjustments to Reconcile Change in Net Assets to Net Cash Provided by Operating Activities:		
Depreciation	\$ 67,494	
Unrealized (Gain) / Loss on Investments	( 142,689 )	
Realized (Gain) / Loss on Investments	( 25,157 )	
Contributed Stock	( 15,439 )	
Contributions Restricted for Long-Term Investment	( 2,690 )	
Changes in Assets and Liabilities:		
Decrease in Accounts Receivable	10,190	
(Increase) in Prepaid Expenses	( 2,637 )	
(Increase) in Inventory	( 3,817 )	
Increase in Accounts Payable	7,240	
Increase in Deferred Revenue	1,645	
Total Adjustments		( \$ 108,860 )
<b>NET CASH PROVIDED BY OPERATING ACTIVITIES</b>		<b>\$ 145,145</b>
<b>CASH FLOWS FROM INVESTING ACTIVITIES</b>		
Purchase of Fixed Assets	( \$ 53,055 )	
Curtailments on Educational Loans Receivable	29,030	
Purchase of Investments	( 137,758 )	
Proceeds from Sales of Investments	126,374	
<b>NET CASH USED BY INVESTING ACTIVITIES</b>		<b>( \$ 35,409 )</b>
<b>CASH FLOWS FROM FINANCING ACTIVITIES</b>		
Contribution Restricted for Scholarship Endowment	\$ 2,690	
<b>NET CASH USED BY FINANCING ACTIVITIES</b>		<b>\$ 2,690</b>
<b>NET INCREASE IN CASH</b>		<b>113,426</b>
<b>CASH AT BEGINNING OF YEAR</b>		<b>\$ 298,865</b>
<b>CASH AT END OF YEAR</b>		<b>\$ 412,291</b>

The accompanying notes are an integral part of this financial statement.



**BALTIMORE YEARLY MEETING OF THE RELIGIOUS SOCIETY OF FRIENDS, INC.**  
**Statement of Functional Expenses**  
**For the Year Ended December 31, 2013**

	SUPPORTING SERVICES				Total Functional Expenses
	PROGRAM	General Administration	Fundraising	Total Supporting Services	
	Total Programs				
<b>EXPENSES</b>					
Salaries	\$ 510,190	\$ 122,182	\$ 44,519	\$ 166,701	\$ 676,891
Payroll Taxes	38,007	9,083	3,812	12,905	50,912
Employee Benefits	74,889	21,861	7,243	29,104	104,093
<b>Total Salaries and Related Expenses</b>	<b>\$ 623,186</b>	<b>\$ 153,136</b>	<b>\$ 55,574</b>	<b>\$ 208,710</b>	<b>\$ 831,896</b>
Advertising	\$ 2,620	\$ -	\$ 945	\$ 945	\$ 3,565
Bank Fees	15,072	4,370	236	4,606	19,678
Consultants	5,537	-	-	-	5,537
Contributions	63,183	-	-	-	63,183
Depreciation	62,701	4,793	-	4,793	67,494
Equipment Expense	22,131	14,224	-	14,224	36,355
Food	140,401	-	-	-	140,401
Insurance	26,609	6,121	-	6,121	32,730
Interest Expense	-	174	-	174	174
Investment Expense	-	349	-	349	349
Legal and Accounting	4,850	12,773	-	12,773	17,623
Maintenance	16,444	3,020	-	3,020	19,464
Medical	1,825	-	-	-	1,825
Occupancy	63,633	10,917	-	10,917	74,550
Office Expense	36,604	7,000	181	7,181	43,785
Printing and Postage	26,533	8,884	16,047	24,931	51,464
Travel	37,239	7,455	560	8,015	45,254
Vehicle Expense	59,713	-	-	-	59,713
Workshop Expense	12,542	-	-	-	12,542
Overhead	109,340	128,126	18,786	109,340	-
<b>TOTAL EXPENSES</b>	<b>\$ 1,330,163</b>	<b>\$ 105,090</b>	<b>\$ 92,329</b>	<b>\$ 197,419</b>	<b>\$ 1,527,582</b>

The accompanying notes are an integral part of this financial statement.

BALTIMORE YEARLY MEETING OF THE RELIGIOUS SOCIETY OF FRIENDS, INC.  
Notes to the Financial Statements  
December 31, 2013

**NOTE 1 – ORGANIZATION AND PURPOSE**

The Baltimore Yearly Meeting of the Religious Society of Friends, Inc. (Yearly Meeting) is a non-profit organization incorporated on January 2, 1988, under the laws of the State of Maryland. The Yearly Meeting is organized exclusively to promote the religious, charitable, and education interests of its members and its constituent Monthly Meetings, together with the Board of Trustees, committees, institutions, and instrumentalities affiliated with the Religious Society of Friends.

**NOTE 2 – SUMMARY OF SIGNIFICANT ACCOUNTING POLICIES**

**Basis of**

**Accounting** The financial statements of the Yearly Meeting have been prepared on the accrual basis of accounting. Therefore, revenue and gains are recognized when earned and expenses and losses are recognized as the obligations are incurred.

**Basis of**

**Presentation** The Yearly Meeting reports information regarding its financial position and activities according to three classes of net assets: unrestricted net assets, temporarily restricted net assets, and permanently restricted net assets based on the absence or existence of donor-imposed restrictions.

**Unrestricted  
Net Assets**

Unrestricted net assets generally result from the receipt of monthly meeting apportionments, camp fees, event income, unrestricted contributions, interest and dividends on unrestricted investments less expenses incurred in providing services, performing administrative functions, and raising contributions. The only limits on the use of unrestricted net assets are the broad limits resulting from the nature of the Yearly Meeting, the environment in which it operates, the purposes specified in the bylaws, and self-imposed limits such as voluntary resolutions by the Board of Trustees to designate unrestricted assets for certain specific purposes.

**Temporarily  
Restricted  
Net Assets**

Temporarily restricted net assets are those assets donated for support of particular operating activities; temporary investment for a specific term, use in a specified future period, or acquisition and use of long-lived assets.

**Permanently  
Restricted  
Net Assets**

Permanently restricted net assets generally result from assets donated with stipulations that they be invested in perpetuity to provide a permanent source of income. Income earned by permanently restricted net assets is considered unrestricted or temporarily restricted based upon the donors' stipulations.

BALTIMORE YEARLY MEETING OF THE RELIGIOUS SOCIETY OF FRIENDS, INC.  
Notes to the Financial Statements  
December 31, 2013

**NOTE 2 – SUMMARY OF SIGNIFICANT ACCOUNTING POLICIES (Continued)**

**Use of**

**Estimates** Management uses estimates and assumptions in preparing financial statements. Those estimates and assumptions affect the reported amounts of assets and liabilities, the disclosure of contingent assets and liabilities, and the reported revenues and expenses. Accordingly, actual results could differ from those estimates.

**Cash and Cash**

**Equivalents** The term cash as used in the accompanying financial statements includes currency on hand, demand deposits, and highly liquid investments purchased with Financial Institutions with a maturity of three months or less.

**Accounts**

**Receivable** Accounts receivable from monthly meeting apportionments and camp fees are obligations due under normal terms. The Yearly Meeting does not charge interest on past due accounts. No allowance for doubtful accounts is reflected in these financial statements, as the Yearly Meeting considers all accounts to be fully collectible. The Yearly Meeting has not experienced significant uncollectible accounts in the past.

**Contributions**

**Receivable** Contributions which are pledged to the Yearly Meeting are recorded as income and contributions receivable in the year the pledges are made and they are appropriately classified based on any donor-imposed restrictions. Pledges due in more than one year are recorded at their present value.

**Educational**

**Loans**  
**Receivable** In the past the Yearly Meeting has made loans to qualified students for educational purposes. While student loans are no longer being made as of December 31, 2012, the Meeting is still actively collecting these outstanding receivables. The Yearly Meeting made loans to qualified students for educational expenses. Interest on these loans is accrued at 6% per annum beginning, generally, five years after the loans are initially made. Repayment terms are stated in each note. Loans are never placed on non-accrual status. At December 31, 2013, an allowance for doubtful accounts of \$12,252 is reflected in these financial statements.

**Inventory**

Inventory is stated at the lower of cost or market determined by the first-in, first-out method.

**Investments**

The Yearly Meeting carries investments in mutual funds and other marketable securities with readily determinable fair values at their fair values in the statements of financial position. Unrealized gains and losses are included in the change in net assets in the accompanying statements of activities.

BALTIMORE YEARLY MEETING OF THE RELIGIOUS SOCIETY OF FRIENDS, INC.  
 Notes to the Financial Statements  
 December 31, 2013

**NOTE 2 – SUMMARY OF SIGNIFICANT ACCOUNTING POLICIES (Continued)**

**Land, Buildings,  
 Improvements  
 and Equipment**

Land, buildings, improvements and equipment additions of generally more than \$1,000 are recorded at cost or at estimated value at the date of gift, if donated. Depreciation of buildings and equipment is computed on a straight-line basis over the estimated useful lives of the respective assets as follows:

Buildings	25 years
Furniture & Equipment	5 years
Vehicles	5 years

**Tax Exempt  
 Status**

Baltimore Yearly Meeting of the Religious Society of Friends, Inc. is exempt from federal income taxes under Internal Revenue Code Section 501(c)(3) on any net income derived from activities related to its exempt purpose.

The Yearly Meeting adopted the accounting of uncertainty in income taxes as required by the Income Taxes topic (Topic ASC 740) of the FASB Accounting Standards Codification. Topic 740 requires the Organization to determine whether a tax position is more likely than not to be sustained upon examination by the applicable taxing authority.

The Organization has analyzed its tax positions, and has concluded that no liability for unrecognized tax benefits should be recorded related to any uncertain tax positions take on returns files for open tax years (2010-2012), or expected to be taken in the Organization's 2013 tax return. The Organization is not aware of any tax positions for which it believes there is a reasonable possibility that the total amounts of unrecognized tax benefits will change materially in the next twelve months.

**NOTE 3 – EDUCATIONAL LOANS RECEIVABLE**

Loans receivable are due from students for education loans. Payments are due as follows:

Year Ending December 31, 2014	\$	13,988
2015		-
2016		27,809
2017		25,438
Thereafter		43,544
		<u>110,779</u>
Less: Allowance for doubtful accounts	(	<u>12,252</u> )
Total: Educational loans receivable	\$	<u>98,527</u>



BALTIMORE YEARLY MEETING OF THE RELIGIOUS SOCIETY OF FRIENDS, INC.  
Notes to the Financial Statements  
December 31, 2013

**NOTE 4 – NOTE RECEIVABLE**

In 2010 the Yearly Meeting settled with the trustees of an estate and received \$300,000. These proceeds were used to offset prior year legal expenses incurred during the negotiations of approximately \$221,000. As part of the settlement, the Yearly Meeting entered into a note agreement with another beneficiary of the estate in which the other beneficiary will reimburse the Yearly Meeting for legal expenses in the amount of \$40,000. The note is a five year note at 3% interest. Principal payments are due at \$8,000 each as each of five development rights are sold as described below, and the balance is due and payable on July 31, 2015.

Additionally, the settlement included five transferable development rights to land located in Harford County, Maryland to the Yearly Meeting (55%) and the other beneficiary (45%). Both parties have agreed that upon the sale of each of the five development rights, the other beneficiary will pay to the Yearly

Meeting 55% of the net sale proceeds within fourteen days of the closing of the sale. Since the future amounts to be received are undeterminable, and contingent on the sale of the development rights, these amounts are not recorded on the books of the Yearly Meeting.

**NOTE 5 – INVESTMENTS**

The Yearly Meeting's investments as of December 31, 2013 are summarized as follows:

	Fair Value
Marketable Securities	\$ 597,727
Pooled Income Funds	<u>335,995</u>
Total Investment	<u>\$ 933,722</u>

**Investment Return:** The following schedule summarizes the investment return and its classification in the Statement of Activities for the year ended December 31, 2013:

Interest and Dividends	\$ 37,593
Realized Gain (Loss) on Investment	25,157
Unrealized Gain (Loss) on Investment	<u>142,689</u>
Total Return on Investment	<u>\$ 205,439</u>

**NOTE 6 – PROPERTY AND EQUIPMENT**

Property and equipment consist of the following:

Land and Improvements	\$ 1,483,625
Buildings	863,972
Leasehold Improvements	147,878
Furniture and Equipment	156,854
Vehicles	<u>157,766</u>
Total	<u>\$ 2,810,095</u>

BALTIMORE YEARLY MEETING OF THE RELIGIOUS SOCIETY OF FRIENDS, INC.  
Notes to the Financial Statements  
December 31, 2013

**NOTE 7 – FAIR VALUE MEASUREMENT**

The Yearly Meeting adopted FASB ASC 820-10 as amended. The effective date of FASB ASC 820-10 with respect to the fair value measurement and disclosure of nonfinancial assets and liabilities, except those that are recognized or disclosed at fair value in the financial statements on a recurring basis, is January 1, 2009. FASB ASC 820-10 defines fair value, establishes a framework for measuring fair value under generally accepted accounting principles and enhances disclosures about fair value measurements. Fair value is defined under FASB ASC 820-10 as the exchange price that would be received for an asset or paid to transfer a liability ("an exit price") in the principal or most advantageous market for the asset or liability in an orderly transaction between market participants on the measurement date. Valuation techniques used to measure fair value under FASB ASC 820-10 must maximize the use of observable inputs and minimize the use of unobservable inputs. The standard describes a fair value hierarchy based on three levels of inputs, of which the first two are considered observable and the last unobservable, that may be used to measure fair value.

The Organization has time deposit financial instruments that must be measured under the new fair value standard. The Organization currently does not have notes receivable, nonfinancial assets, or nonfinancial liabilities that are required to be measured at fair value on a recurring basis. The Organization's financial assets are measured using inputs from the Level 1 fair value hierarchy as described as follows:

Level 1:

Inputs are unadjusted quoted prices in active markets for identical assets or liabilities that the Organization has the ability to access at the measurement date. The fair values of the Organization's assets measured on a recurring basis at December 31, 2013 are as follows:

	Fair Value	Quoted Prices in Active Markets for Identical Assets (Level1)
Marketable Securities	\$ 597,727	\$ 597,727
Pooled Income Funds	335,995	335,995
Total Investment	\$ 933,722	\$ 933,722

The fair values of the Organization's investments are determined by reference to quoted market prices and other relevant information generated by market transactions.

**NOTE 8 – RESTRICTED NET ASSETS**

Temporarily restricted net assets are restricted for the following purposes as of December 31, 2013:

Educational Student Loans	\$ 304,149
Quaker and Spiritual Life	114,918
Camp Projects	80,458
Indian Affairs	12,106
Other Operating Purposes	30,663
Total	\$ 542,294

BALTIMORE YEARLY MEETING OF THE RELIGIOUS SOCIETY OF FRIENDS, INC.  
Notes to the Financial Statements  
December 31, 2013

**NOTE 8 – RESTRICTED NET ASSETS (Continued)**

Permanently restricted net assets consist of the following as of December 31, 2013:

Yearly Meeting Fund	\$ 7,877
Permanent Education Fund	86,312
Camp Scholarship Fund	<u>271,795</u>
Total	<u>\$ 365,984</u>

The Yearly Meeting pools the resources of all permanently restricted net assets and specific individual temporarily restricted net assets into a consolidated investment fund. Earned income from this consolidated fund is allocated to specific individual temporarily restricted net assets based on the average of the beginning and ending balances in these net assets. Interest earned on educational loans is allocated entirely to the related loan funds. Unrealized and realized losses and earnings are not allocated, but are included in the statement of activities. This is a change in the allocation method as approved by the Trustees in October 2012. The total amount allocated was \$39,321 for the year ended December 31, 2013.

**NOTE 9 – FINANCIAL INSTRUMENTS AND CREDIT RISK**

Financial instruments, which potentially subject the Yearly Meeting to concentrations of credit risk, consist principally of cash and liquid investments held at creditworthy financial institutions. The Yearly Meeting maintains its cash in bank deposit accounts, which at times, may exceed federally insured limits. The Yearly Meeting has not experienced any losses in such accounts and believes it is not exposed to any significant credit risk.

**NOTE 10 – RETIREMENT PLAN**

The Yearly Meeting has a 403(b) retirement plan. The Yearly Meeting contributes a discretionary amount, based on each eligible employee's pro-rata salary amount, regardless of the amount deferred by employees from their salaries into the plan. Retirement contributions for this plan totaled \$21,063 for the year ended December 31, 2013.

**NOTE 11 – FUNCTIONAL ALLOCATION OF EXPENSES**

The costs of providing the various programs and activities have been summarized on a functional basis in the statements of activities. Accordingly, certain costs have been allocated among the programs and supporting services benefited.

**NOTE 12 – SUBSEQUENT EVENTS**

In accordance with FASB ASC 855, the Yearly Meeting evaluated subsequent events through July 9, 2014, the date these financial statements were available to be issued. There were no material subsequent events that required recognition or additional disclosure in these financial statements.



## OFFICERS YEARLY MEETING

Presiding Clerk.....	Kenneth "Ken" Stockbridge, Patapsco .....	2014-2016
Recording Clerk .....	Helen Tasker, Frederick .....	2013-2015
Treasurer .....	Thomas "Tom" Hill, Charlottesville.....	01/2014-12/2015
Assistant Treasurer.....	James "Jim" Riley, Hopewell Centre .....	01/2014-12/2015

the terms of the Treasurer and Assistant Treasurer run from First Month, First  
to Twelfth Month, Thirty-first of the indicated years

## INTERIM MEETING

Clerk.....	Natasha "Tasha" Walsh, Maury River .....	2014-2016
Recording Clerk .....	Arthur David Olson, Takoma Park.....	2014-2016

## TRUSTEES

Clerk: Harry Tunis

Frederick "Fred" Leonard, Baltimore, Stony Run .....		2014-2017
William "Bill" Mims, Langley Hill.....		2011-2017
Arthur David Olson, Takoma Park .....		2012-2015
Karen Treber, Dunnings Creek .....		2012-2015
Harry Tunis, Herndon .....		2012-2015
Jean Wilson, Gunpowder .....		2014-2017

## Ex-officio

Kenneth "Ken" Stockbridge, Patapsco.....		Presiding Clerk
Thomas "Tom" Hill, Charlottesville .....		Treasurer

## OFFICE STAFF

General Secretary:.....		Riley Robinson
Camp Program Manager:.....		Jane Megginson
Camp Property Manager:.....		David Hunter
Comptroller: .....		Margo Lehman
Development Director:.....		Ann Venable
Junior Young Friends Program Assistant .....		Jocelyn Dowling
Youth Programs Manager:.....		Alison Duncan
Administration Manager:.....		Wayne Finegar



*Annual Session photograph by Nony Dutton*

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# CALENDAR OF MEETINGS

## YEARLY MEETING

Presiding Clerk: Kenneth "Ken" Stockbridge

The 344<sup>th</sup> Annual Session is to be held at  
Frostburg State University, Frostburg, Maryland  
August 3 - August 9, 2015

## INTERIM MEETING

Clerk: Natasha "Tasha" Walsh

October 11, 2014..... Richmond Friends Meeting  
March 21, 2015 ..... Patapsco Friends Meeting  
June 13, 2015 ..... Patuxent Friends Meeting  
October 17, 2015..... Goose Creek Friends Meeting

## QUARTERLY MEETINGS

### CENTRE

Clerk: Walter Fry

No Meetings have been scheduled.

Dunnings Creek  
State College Friends  
West Branch

### CHESAPEAKE

Clerk: Sarah Bur

(Meetings held 2<sup>rd</sup> First Day of 3<sup>rd</sup> and 6<sup>th</sup> months,  
Last First Day of 9<sup>th</sup> month)

..... Annapolis Friends Meeting  
..... Homewood Friends Meeting  
..... Baltimore Monthly Meeting, Stony Run  
..... Gunpowder Friends Meeting  
..... Little Falls Friends Meeting  
..... Patapsco Friends Meeting  
..... Patuxent Friends Meeting  
..... Sandy Spring Friends Meeting

### NOTTINGHAM

Clerk: Douglas Eaby

(Meetings held 1<sup>st</sup> First Day of 3<sup>rd</sup>, 6<sup>th</sup>, 9<sup>th</sup>, and 12<sup>th</sup> months)

March 1, 2015 ..... Oxford Meeting House  
..... The Brick Meeting House  
December 7, 2014 ..... Eastland Preparative Meeting  
..... Penn Hill Preparative Meeting

**WARRINGTON**

Clerk: Leada Dietz

(Meetings held 3rd First Day of 2nd, 5th, 8th, and 11th months)

November 16, 2014.....	Carlisle Meeting
	Frederick Monthly Meeting
	Gettysburg Monthly Meeting
February 15, 2015 .....	Menallen Friends Meeting
May 17, 2015 .....	Pipe Creek Friends Meeting
August 16, 2015 .....	Warrington Monthly Meeting
November 15, 2015.....	York Friends Meeting

**INTERCHANGE DEADLINES**

**JANUARY 19, 2015**

**MARCH 23, 2015**

**AUGUST 24, 2015**

**FIRECIRCLE DEADLINE**

**NOVEMBER 1, 2014**

**2015 APPORTIONMENT MEETING**

**APRIL 25, 2015**

**2015 WOMEN'S RETREAT**

**JANUARY 23 - 25, 2015**

**JUNIOR YOUNG FRIENDS CONFERENCES**

OCTOBER 18 - 19, 2014

DECEMBER 6 - 7, 2014

MARCH 14 - 15, 2015

MAY 8 - 10, 2015

**YOUNG FRIENDS CONFERENCES**

SEPTEMBER 19 - 21, 2014

NOVEMBER 28 - 30, 2014

FEBRUARY 13 - 15, 2015

APRIL 2015

MAY 22 - 24, 2015

**FRIENDS SERVICE WEEKENDS**

CATOCTIN QUAKER CAMP: MAY 2-3 AND OCTOBER 24-25, 2015

OPEQUON QUAKER CAMP: MAY 30-31 AND SEPTEMBER 18-19, 2015

SHILOH QUAKER CAMP: MAY 16-17 AND OCTOBER 10-11, 2015

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## LOCAL MEETING REPRESENTATIVES TO INTERIM MEETING

Abingdon Friends Meeting .....	Unnamed
Adelphi Friends Meeting .....	Unnamed
Takoma Park Preparative Meeting .....	Unnamed
Alexandria Friends Meeting .....	Davis Balderston
Annapolis Friends Meeting .....	Patience "Pat" Schenck
Baltimore Monthly Meeting, Stony Run ...	J. Michael Boardman, Margaret "Meg" Meyer, and Carol Seddon
Bethesda Friends Meeting .....	Elizabeth "Liz" Hofmeister & Gail Thomas
Blacksburg Friends Meeting .....	Unnamed
Carlisle Meeting .....	Joan Anderson
Charlottesville Friends Meeting .....	Barbarie Hill
Madison County Worship Group .....	Unnamed
Deer Creek Meeting .....	Mary Corddry & Mara Walter
Dunnings Creek Friends Meeting .....	Susan Williams
Floyd Monthly Meeting .....	Unnamed
Frederick Friends Meeting .....	Carlotta Joyner
Friends Meeting of Washington .....	Unnamed
Gettysburg Monthly Meeting .....	Margaret Stambaugh
Goose Creek Friends Meeting .....	Brett Ann Hoag
Gunpowder Friends Meeting .....	Robert "Bob" Fetter and Elizabeth "Susie" Fetter
Herndon Friends Meeting .....	Catherine Tunis
Homewood Friends Meeting .....	Rebecca Pickard
Hopewell Centre Monthly Meeting .....	James "Jim" Riley
Langley Hill Friends Meeting .....	Jeannette Smith and William "Bill" Mims
Little Britain Monthly Meeting .....	Unnamed
Little Falls Friends Meeting .....	William Harlan
Mattaponi Friends Meeting .....	Unnamed
Maury River Friends Meeting .....	Katherine Smith
Menallen Friends Meeting .....	Dave French
Huntington Worship Group .....	Unnamed
Newberry Worship Group .....	Unnamed
Midlothian Friends Meeting .....	Thomas "Tom" DeWeerd
Monongalia Friends Meeting .....	Justine McCoy
Buchanan County Preparative Meeting .....	Unnamed
Nottingham Friends Meeting .....	Douglas Eaby
Patapsco Friends Meeting .....	Unnamed
South Mountain Friends Fellowship .....	Unnamed
Patuxent Friends Meeting .....	Julie Allinson
Pipe Creek Friends Meeting .....	Unnamed
Richmond Friends Meeting .....	Brooke Davis
Roanoke Monthly Meeting .....	Letty Collins
Lynchburg Indulged Meeting .....	Unnamed
Sandy Spring Friends Meeting .....	Alan DeSilva
Friends House Worship Group .....	Unnamed

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Shepherdstown Monthly Meeting..... Unnamed  
State College Friends Meeting..... Andrei Israel  
Valley Friends Meeting..... Donald "Don" Crawford & Jean-Marie Prestwidge-Barch  
Augusta Worship Group ..... Unnamed  
Warrington Monthly Meeting ..... Unnamed  
West Branch Monthly Meeting..... Walter Fry  
Williamsburg Friends Meeting ..... Mary Jane "MJ" Foley  
Norfolk Preparative Meeting..... Unnamed  
York Friends Meeting ..... Unnamed

# COMMITTEE MEMBERSHIP

## SEARCH COMMITTEE OF INTERIM MEETING

Clerk: Barbara Thomas

### 2015

Linda Coates Little Britain (12)

### 2016

Karie Firoozmand  
Baltimore, Stony Run (13)

Barbara Thomas Annapolis (10)

### 2017

Steve Hulburt Blacksburg (11)

Gobind Moore Maury River (14)

## SUPERVISORY

Clerk: Clinton Pettus

### 2015

Alan DeSilva Sandy Spring (11)

W. Clinton Pettus  
Baltimore, Stony Run (13)

M. Jolee Robinson Adelphi (11)

### 2016

Sheila Bach Langley Hill (12)

### Ex-officio

Thomas "Tom" Hill Treasurer

Natasha S. "Tasha" Walsh  
Clerk of Interim Meeting

Kenneth "Ken" Stockbridge  
Presiding Clerk

## ADVANCEMENT AND OUTREACH

Clerk: Alexander Barnes

### 2015

Alexander Barnes Adelphi (13)

Ann Marie Moriarty Adelphi (09)

### 2016

Joyce Hillstrom Charlottesville (13)

Jeannette Smith Langley Hill (13)

### 2017

Scott Cannady Midlothian (11)

Aaron "Nony" Dutton Homewood (14)

Martin Melville State College (14)

## CAMP PROPERTY MANAGEMENT

Clerk: Frances Alene Carteret

### 2015

Frances "Frannie" Taylor  
Goose Creek (12)

### 2016

Frances Alene Carteret Homewood (11)

David Diller Adelphi (13)

Stephen "Steve" Hendrix-Jenkins  
Washington (10)

### 2017

Lois Crawford Valley (14)

Gloria Dorr Sandy Spring (14)

Kathryn "Kathy" Funkhouser  
Frederick (14)

Nicholas "Nick" Funkhouser  
Frederick (14)

Katherine "Kate" Meaker  
Sandy Spring (11)

### Ex-officio

Gregory "Greg" Tobin Trustees

James "Jim" Lynn Stewardship and Finance

Linda Garrettson Camping Program

David Hunter Camp Property Manager

## CAMPING PROGRAM

Co-Clerks: Gary Gillespie and Harry Scott

### 2015

Allegra Churchill Charlottesville (13)

Kimberly Doll-DeSha  
Baltimore, Stony Run (09)

Nathan Harrington Sandy Spring (07)

Ann Honn Sandy Spring (13)

Alexander "Alex" Jadin Washington (12)

### 2016

Brooke Davis Richmond (10)

Mark Haskell Washington (10)

Elizabeth "Betsy" Krome  
Williamsburg (10)

Kathryn "Katy" Schutz Charlottesville (13)

Harry "Scotty" Scott York (13)



**2017**

Natalie Finegar Sandy Spring (11)  
Linda Garrettson Sandy Spring (14)  
Gary Gillespie Homewood (11)  
Roni J. Kingsley Richmond (14)  
Joshua "Josh" Riley Hopewell Centre (11)  
Sarah Williamson Annapolis (14)

**Ex-officio**

Jesse Austell Teen Adventure Director  
Elaine Brigham Opequon Director  
Sara Brigham Opequon Director  
Kathrin Gilbert Catoctin Director  
Dyresha Harris Catoctin Director  
Jane Megginson Camp Program Manager  
Jen Schneider Teen Adventure Director  
Hope Swank Shiloh Director

**DEVELOPMENT**

Clerk: Elizabeth "Liz" Hofmeister

**2015**

Marion Ballard Bethesda (09)

**2016**

Walter Brown Langley Hill (13)  
Elizabeth "Liz" Hofmeister Bethesda (13)  
Lynn Jordan Baltimore, Stony Run (13)

**Ex-officio**

James "Jim" Lynn Stewardship & Finance  
Harry Tunis Trustees  
Ann Venable Development Director

**EDUCATIONAL GRANTS**

Clerk: Alexandra "Alex" Bell

**2015**

David Bohnert Dunnings Creek (13)  
Gail Thomas Bethesda (12)

**2016**

Alexandra "Alex" Bell Bethesda (10)  
Janet Eaby Nottingham (13)

**2017**

Carole Brown Langley Hill (14)  
William "Bill" Strein Washington (14)

**Ex-officio**

Thomas "Tom" Hill Treasurer

**FAITH AND PRACTICE REVISION**

Clerk:

**2017**

Michael Levi Adelphi (14)  
Lamar Matthew York (14)  
Katherine Smith Maury River (14)  
Linda Wilk Hopewell Centre (14)

**INDIAN AFFAIRS**

Clerk: Susan "Sue" Marcus

**2015**

Nancy Coleman Dunnings Creek (12)  
Patricia "Pat" Powers Sandy Spring (09)

**2016**

Eric Carlson Goose Creek (13)  
Dellie James Baltimore, Stony Run (10)  
Kit Mason Adelphi (13)  
Jana McIntyre Sandy Spring (13)  
Nancy McIntyre Sandy Spring (10)  
Catherine "Cathy" Schairer

Sandy Spring (13)

Roger Wolcott

Sandy Spring (10)

**2017**

Martha Claire Catlin Alexandria (11)  
Susan "Sue" Marcus Alexandria (11)  
Gerald "Jerry" Miller Dunnings Creek (11)  
Rebecca "Rep" Pickard Homewood (14)

**MANUAL OF PROCEDURE**

Clerk: Susan Kaul

**2016**

Jennifer Brooks Sandy Spring (10)

**2017**

Peggy Dyson-Cobb Maury River (13)  
Susan Kaul Bethesda (11)

**MINISTRY AND PASTORAL CARE**

Clerks: Donald "Don" Gann  
and Peirce Hammond

**2015**

David Fitz York (09)  
Andrew Mosholder Shepherdstown (09)  
Amy Schmaljohn Gunpowder (12)  
Frances Schutz Charlottesville (09)

**2016**

Evangeline "Vonnie" Calland  
 Charlottesville (13)  
 Deborah Haines Alexandria (10)  
 Peirce Hammond Bethesda (10)

**2017**

Alexandra "Alex" Bean Adelphi (11)  
 Maria G. Bradley Sandy Spring (14)  
 Donald "Don" Gann  
 Baltimore, Stony Run (11)  
 Melanie Gifford Adelphi (14)  
 Martha "Marcy" Seitel Adelphi (14)  
 Mary Stratton Maury River (11)  
 -----Recorded Minister-----  
 Marshal Sutton Gunpowder

**NOMINATING**

Clerk: Karen Cunyningham

**2015**

Bette Hoover Sandy Spring (12)  
 Rebecca Rawls Langley Hill (09)  
 Byron Sandford Washington (12)  
 Henrik "Hank" Schutz Charlottesville (12)  
 Margaret Stambaugh Gettysburg (12)

**2016**

Karen Cunyningham Annapolis (10)  
 Erik Hanson Takoma Park (13)  
 Elizabeth "Betsy" Tobin Frederick (10)

**2017**

John Farrell Patapsco (14)  
 Elizabeth "Susie" Fetter Gunpowder (14)  
 Keith Fullerton Monongalia (14)

**NUTS AND BOLTS COMMITTEE**

**OF YOUNG FRIENDS**

**Clerk**

Johnny Doley Shiloh Quaker Camp  
 Natalie Linden Shiloh Quaker Camp

**Assistant Clerk**

Madeline "Maddie" Doll  
 Baltimore, Stony Run

**Recording Clerks**

Clare Chalkley Baltimore, Stony Run  
 Chloe Martin-Poteet Adelphi

**Treasurer**

Emilia Halvorsen Shiloh Quaker Camp  
 Ana Phillips Baltimore, Stony Run

**Assistant Treasurer**

Cole Eubanks Goose Creek

**BYFN Blog Editor**

Lily McAdams Adelphi

**Youth Programs Committee**

Meghan Donovan Baltimore, Stony Run  
 Jacob Linden Shiloh Quaker Camp  
 Jacqueline "Jacqui" Nagle Herndon

**Members-at-Large**

Camillo Conde Adelphi  
 Irene Laley Opequon Quaker Camp  
 Quinn Gavin Catoctin Quaker Camp  
 Lena "Honey" Jones  
 Opequon Quaker Camp

**Floater**

Zephren Collinson Langley Hill  
 Leland Davis Baltimore, Stony Run

**Annual Session Planners**

Genevieve Legowski Sandy Spring  
 Maximilian "Max" Thoburn Richmond

**Web Master**

Julian Martin-Poteet Adelphi

**Assistant Web Master**

Liam Devinney Goose Creek

**Scholarship**

Beatrice "Bea" Kennison Homewood

**PEACE AND SOCIAL CONCERNS**

Clerk: Philip "Phil" Caroom

**2015**

Ann Soloman Alexandria (09)  
 Herbert "Chip" Tucker Charlottesville (09)

**2016**

Annette Breiling Frederick (13)  
 Philip "Phil" Caroom Annapolis (13)  
 Lee Lougee Annapolis (13)  
 Brad Ogilvie Washington (10)

**2017**

Ellen Arginteanu State College (14)  
 Lou Hart Charlottesville (14)  
 Samantha Magrath Adelphi (14)

Richard "Rich" Thayer  
Baltimore, Stony Run (11)  
Joshua "Josh" Wilson Patapsco (13)

### PROGRAM

Clerk: Barbarie Hill

#### 2015

Kevin Caughlin Sandy Spring (09)  
Stephanie "Steph" Bean Adelphi (12)

#### 2016

Barbarie Hill Charlottesville (13)  
Catharine "Cathy" Tunis Herndon (11)  
Donna Williams Langley Hill (10)

#### 2017

Mary Jane "MJ" Foley Williamsburg (14)  
Florence "Flossie" Fullerton

Sandy Spring (14)

Barbara "Barb" Platt Sandy Spring (14)

Carol Seddon Baltimore, Stony Run

#### Ex-officio

Sheila Bach Registrar  
Elizabeth "Betsy" Meyer Presiding Clerk  
Jennifer "Jenny" Vekert

Bookstore Manager

Katherine "Kat" Darnell  
Assistant Bookstore Manager

#### Junior Yearly Meeting Clerk

Ellen Arginteanu State College  
Peg Hansen State College

#### Ministry and Pastoral Care

Alexandra "Alex" Bean Adelphi  
Peirce Hammond Bethesda

#### Young Adult Friends

Katherine "Katie" Caughlan  
Sandy Spring

#### Young Friends Planners

Genevieve Legowski Sandy Spring  
Maximilian "Max" Thoburn Richmond

#### Staff

Riley Robinson General Secretary  
Alison Duncan Youth Programs Manager

## RELIGIOUS EDUCATION

Clerk: Marsha Holliday

#### 2015

Jules Arginteanu State College (12)  
Gail Gann Baltimore, Stony Run (12)  
Elise Hansard Roanoke (09)  
Marsha Holliday Langley Hill (09)

#### 2016

Joanna Fitzick Baltimore, Stony Run (10)  
Windy Cooler Adelphi (13)

#### 2017

David Henderson Langley Hill (14)  
Nancy Moore Baltimore, Stony Run (14)  
Marilyn Rothstein Gunpowder (14)  
Harriet Schley Norfolk (14)  
Dorothy Shumway York (14)

## STEWARDSHIP & FINANCE

Clerk: Claudia Hernandez

#### 2015

Thomas DeWeerd Midlothian (12)  
Martha Gay Adelphi (09)  
Claudia Hernandez Bethesda (12)  
James "Jim" Lynn Sandy Spring (12)  
Genevieve Oei Richmond (09)

#### 2016

Andrew "Andy" Conlon Norfolk (13)  
Lee Henkel Floyd (13)  
Judy Melville State College (13)

#### 2017

Donald "Don" Crawford Valley (14)  
Jason Eaby Nottingham (11)  
Richard "Rick" Post Langley Hill (14)  
Henry "Hank" Rupprecht Frederick (14)

#### Ex-officio

Thomas "Tom" Hill Treasurer  
James "Jim" Riley Assistant Treasurer

## SUE THOMAS TURNER

## QUAKER EDUCATION FUND

Clerk: Rosalind Zuses

Howard Zuses Sandy Spring  
Rosalind Zuses Sandy Spring

**Ex-officio**

Ann Marie Moriarty  
 Advancement & Outreach  
 Gail Gann Religious Education

Josephine LaBua  
 Baltimore, Stony Run (14)  
 Darcy Lane Sandy Spring (14)  
 Janey Pugsley Sandy Spring (14)  
 Miles "Chip" Trail Maury River (14)

**UNITY WITH NATURE**

Clerk:

**2015**

Ann Payne Monongalia (12)  
 Susanne Thompson Pipe Creek (09)  
 Barbara Williamson Abingdon (09)  
 James "Jim" Wagner Frederick (13)

**2016**

Will Candler Annapolis (10)  
 Kathy Fox Maury River (13)  
 John Hudson Sandy Spring (13)  
 Richard "Rick" Morgan Bethesda (13)  
 Patricia Robinson Annapolis (10)

**2014**

Philip "Phil" Favero Annapolis (14)  
 B. Eli Fishpaw Maury River (11)  
 Munro Meyersburg Sandy Spring (14)  
 Deborah "Debbi" Sudduth  
 Goose Creek (14)

**YOUTH PROGRAMS**

Co-Clerks: Laura Coleson-Schreur and  
 Michael Doo

**2015**

Rebecca "Becca" Bacon  
 Hopewell Centre (13)  
 Paul Buchanan-Wollaston Deer Creek (12)  
 Katherine "Katie" Caughlan  
 Sandy Spring (12)

Laura Coleson-Schreur

Baltimore, Stony Run (12)

Michael Doo Baltimore, Stony Run (12)

**2016**

Thomas "Tom" Horne Takoma Park (13)  
 Jacalyn Kosbob Goose Creek (12)

**2017**

Christine "Chrissie" Devinney  
 Goose Creek (11)  
 Margaret "Maggie" Dorr Sandy Spring (14)  
 Kate English Langley Hill (14)

**Ex-officio**

Alison Duncan Youth Programs Manager

**Young Friends**

Meghan Donovan Baltimore, Stony Run  
 Jacob Linden Shiloh Quaker Camp  
 Jacqueline "Jacqui" Nagle Herndon

**CRIMINAL & RESTORATIVE**

**JUSTICE WORKING GROUP**

(Peace & Social Concerns)  
 (established 2010)

**INTERVISITATION**

**WORKING GROUP**

(Ministry and Pastoral Care)  
 (established 2013)

Clerk: Rebecca "Rep" Pickard

Maria Bradley Sandy Spring  
 Linda Coates Little Britain  
 Georgia Fuller Langley Hill  
 Martha Gay Adelphi  
 Erik Hanson Takoma Park  
 Joan Liversidge Sandy Spring  
 Rebecca "Rep" Pickard Homewood  
 Jolee Robinson Adelphi  
 Ken Stockbridge Patapsco

**RIGHT SHARING OF WORLD**

**RESOURCES WORKING GROUP**

(Peace & Social Concerns)  
 (established 2008)

Clerk: Karen Grisez

Karen Grisez Washington

## **SPIRITUAL FORMATION PROGRAM**

### **WORKING GROUP**

(Ministry & Pastoral Care)

(established 2009)

Clerk: Amy Schmaljohn

Betsy Bramon	Washington
Alan Evans	Gunpowder
David Fitz	York
Ruth Fitz	York
Laura Kinsey	Baltimore, Stony Run
Marilyn Rothstein	Gunpowder
Alan Schmaljohn	Gunpowder
Amy Schmaljohn	Gunpowder
Virginia Schurman	Gunpowder
Tom Yonkers	Washington

### **WOMEN'S RETREAT**

#### **WORKING GROUP**

(Ministry & Pastoral Care)

(established 2010)

Clerk: Carol Beigel

2015 Coordinating Meeting: Adelphi

Lelac Almagor	Adelphi
Carol Beigel	Adelphi
Alaine "Lainie" Duncan	Adelphi
Kate Titford	Adelphi
Elizabeth "Betsy" Tobin	Frederick

### **WORKING GROUP ON**

#### **ISRAEL-PALESTINE**

(Peace & Social Concerns)

(established 2013)

Clerk: Malachy Kilbride

Betsy Brinson	Richmond
Lauren Brownlee	Bethesda
Helena Cobban	Charlottesville
Malachy Kilbride	Washington
William "Bill" Mims	Langley Hill
John Salzberg	Sandy Spring
Barbara Thomas	Annapolis

## **WORKING GROUP ON RACISM**

(Ministry & Pastoral Care)

(established 2001)

Clerk: David Etheridge

Jane Meleney Coe	Bethesda
Ellen Cronin	Sandy Spring
Paul Didisheim	Washington
Elizabeth DuVerlie	Baltimore, Stony Run
David Etheridge	Washington
Oliver "Ollie" Moles	Langley Hill
Carol Nezzo	Adelphi
Jolee Robinson	Adelphi
Patience "Pat" Schenck	Annapolis
Gail Thomas	Bethesda
Ann Varnon	Langley Hill

### **YOUTH SAFETY POLICY**

#### **WORKING GROUP**

(Trustees)

(established 2013)

Clerk: Kenneth "Ken" Stockbridge

Ellen Arginteanu	JYM Clerk
Laura Coleson-Schreur	Co-Clerk of Youth Programs
Michael Doo	Co-Clerk of Youth Programs
Alison Duncan	Youth Programs Manager
Gary Gillespie	Co-Clerk of Camp Program
Margaret "Peg" Hansen	JYM Clerk
Marsha Holliday	Clerk of Religious Education
Jane Megginson	Camp Program Manager
W. Clinton Pettus	Clerk of Supervisory
Riley Robinson	General Secretary
Harry "Scotty" Scott	Co-Clerk of Camp Program
Kenneth "Ken" Stockbridge	Presiding Clerk
Karen Treber	Trustees Representative

## **YOUNG ADULT FRIENDS**

### **Co-Clerks**

Daniel Gillespie Homewood (14)

Gobind Moore Maury River (13)

### **Treasurer**

Jennifer "Jenny" Vekert Sandy Spring (13)

### **Recording Clerk**

### **Annual Session Planners**

Katherine "Katie" Caughlan  
Sandy Spring (11)

Katherine "Kat" Darnell Frederick (13)

### **Member-at-Large**

Mace Smith Langley Hill (11)

### **Webmaster**

Aaron "Nony" Dutton Homewood (10)





*Annual Session 2014 photograph by Nony Dutton*





### **FRIENDS MEETING SCHOOL**

(Appointed on advice of  
Advancement and Outreach)

Deborah Haines Alexandria (10)

### **FRIENDS PEACE TEAMS**

Representative

Barbara Thomas Annapolis (10)

Alternate

Sara Workeneh Baltimore, Stony Run (11)

### **FRIENDS UNITED MEETING**

#### **GENERAL BOARD**

Convener: Unknown

**2015**

Riley Robinson Washington (09)

**2017**

Georgia Fuller Langley Hill (14)

Walter Fry West Branch (14)

### **FRIENDS WILDERNESS CENTER**

(Appointed on advice of  
Unity with Nature)  
Vacant

### **FRIENDS WORLD COMMITTEE FOR CONSULTATION**

#### **SECTION OF THE AMERICAS**

Convener: Judith "Judy" Seaman

**2015**

Rebecca "Becca" Bacon  
Hopewell Centre (13)

Martha Gay Adelphi (13)

Charles "Chuck" Kleymeyer  
Langley Hill (13)

**2016**

Bette Hoover Sandy Spring (13)

James "Jim" Lehman Sandy Spring (13)

Judith "Judy" Seaman Buckhannon (13)

### **MILES WHITE BENEFICIAL SOCIETY OF BALTIMORE CITY**

President: Mary Ellen Saterlie

**2015**

Herbert "Herb" Clark Homewood

Robert Fetter Gunpowder (12)

Mary Ellen Saterlie Little Falls

Esther Sharp Gunpowder

**2016**

Alan Evans Gunpowder (13)

John McKusick Homewood

Kathryn Pettus Baltimore, Stony Run (13)

**2017**

Rosalie Dance Baltimore, Stony Run (11)

William "Bill" Miles  
Baltimore, Stony Run (11)

### **NATIONAL RELIGIOUS**

#### **COALITION AGAINST TORTURE**

(Appointed on advice of  
Peace and Social Concerns)

Malachy Kilbride Washington (14)

### **PRISONER VISITATION**

#### **AND SUPPORT**

(Appointed on advice of  
Criminal and Restorative Justice)  
Vacant

### **QUAKER EARTHCARE WITNESS**

(Appointed on advice of  
Unity with Nature)  
Representative

Toni Hudson Sandy Spring (11)

Alternate

B. Eli Fishpaw Maury River (12)

### **QUAKER HOUSE**

Fayetteville, NC

Matthew Southworth FCNL (12)

**SANDY SPRING FRIENDS SCHOOL**

**2016**

Jeanne-Marie Duval Pierrelouis  
Sandy Spring (12)

**2017**

Louis "Lou" Harrington Sandy Spring (12)

**2018**

Lauren Brownlee Bethesda (14)  
Cynthia Terrell Bethesda (11)

**WILLIAM PENN HOUSE**

**CONSULTATIVE COMMITTEE**

Representative

William "Bill" Mims Langley Hill (11)



*Annual Session photograph by Nony Dutton*

## LOCAL MEETINGS

### ABINGDON FRIENDS MEETING

- Mailing Address: PO Box 2022, Abingdon, Virginia 24212  
Meeting place: Elderspirit Community, Abingdon, Virginia  
Wheelchair accessible  
No hearing assistance system
- Telephone: 276-628-1367; 276-698-3397; or 276-676-0135  
Web site: [abingdonfriends.org](http://abingdonfriends.org)  
E-mail: [abingdonfriends@gmail.com](mailto:abingdonfriends@gmail.com)  
First Day schedule: Worship: 10:30 am  
Business Meeting: First First Day of February, April, June, August, October, and December
- Travel directions: Take exit #17 of I-81: Abingdon; turn on Cummings St. NW (US 58 Alt); turn right on Green Spring Rd.; turn Right on A Street SE; turn right on Kings Mountain Dr.; bear left on Highland Street SE; turn right on Hickman Street SE; turn right on Trail-view Drive to parking area.
- Contacts: Clerk: George Strawbridge; Assistant Clerk: Elizabeth Mathews; Treasurer: Terry Walker; Recording Clerk: Marcia Murray; Recorder: Vacant; Finance & Stewardship: Dyer Moss; Ministry & Oversight: George Strawbridge; Nominating: Nancy Hunter; Peace & Social Justice: Vacant; Religious Education: Vacant.

### ADELPHI FRIENDS MEETING

- Mailing address: 2303 Metzertott Road, Adelphi, Maryland 20783  
Meeting place: 2302 Metzertott Road, Adelphi, Maryland 20783  
Wheelchair accessible  
Hearing assistance system available
- Telephone: 301-445-1114 – Meeting House telephone  
Web site: [adelphifriends.org](http://adelphifriends.org)  
First Day schedule: Worship: 9:00 am and 10:00 am  
First Day School: 10:20 am except Junior Meeting fourth First Day at 10:00 am
- Business Meeting: Second First Day of the month, following Meeting for Worship, except for May, July, and August when it is the third First Day.
- Travel directions: Located a few miles north of Washington, DC, the Meeting House is between Riggs and Adelphi Roads, near the University of Maryland. From Maryland Route 650 (New Hampshire Avenue), go east on Metzertott Road; the Meeting House is on the right, one block past the (first) traffic signal at Riggs. Metro's route R-8 (Calverton) bus stops one block from the Meeting House (at the corner of Riggs and Metzertott). The Montgomery County Ride-On route 20 (Holly Hall) bus stops about 1/2 mile from the Meeting House (near the corner of New Hampshire and Southampton).

Contacts: Clerk: Michael Hamilton-Levi; Assistant Clerk: Martha "Marcy" Seitel; Treasurer: Martha Gay; Assistant Treasurer: Doran "Bud" Antrim; Recording Clerk: Amy Greene; Recorder: Carol Beigel; Ministry & Worship: Paul Jolly; Nominating: Shelly Grow; Pastoral Care: Wendy Oliver; Peace & Social Concerns: Samantha Magrath; Religious Education: Lara Oerter; Stewardship & Finance: Martha Gay and Catherine McHugh; Newsletter Editor: Richard "Rich" Renner.

### **ALEXANDRIA FRIENDS MEETING**

Mailing address: 8990 Woodlawn Road, Fort Belvoir, Virginia 22060  
Meeting place: 8990 Woodlawn Road, Fort Belvoir, Virginia 22060  
Wheelchair accessible  
Hearing assistance system is available  
Telephone: 571-409-1761 – Meeting House Voicemail  
Web site: woodlawnfriends.org  
First Day schedule: Worship: 11:00 am  
First Day School: 11:00 am  
Adult RE: 10:00 am  
Business Meeting: First First Day: 1:00 p.m. (Second First Day in September)  
Travel directions: From I-495 (Capital Beltway): take Route 1 going south. Go about eight miles; turn right at the next light onto Woodlawn Road, then immediately left to the Meeting House.  
From I-95 coming north: take Fort Belvoir exit and go north on Route 1 about ten miles. Pass the second gate to Fort Belvoir; take the next left onto Woodlawn Road, then immediately left again into the Meeting House.

Contacts: Clerk: James "Jim" Nations; Assistant Clerk: John Carle; Treasurer: Megan Evans; Recording Clerk: Deborah Haines and Jerry Allen; Recorder: Katherine Spivey; Adult Religious Education: Judy Elvington; Children's Religious Education: Alexandra "Alex" Zealand and Eli Courtwright; Ministry & Oversight: Susan "Sue" Marcus; Nominating: Gary Reams; Peace & Social Concerns: Davis Balderston; Trustees: Ted Duvall; Newsletter Editor: Barbara Ginsburg.

### **ANNAPOLIS FRIENDS MEETING (CHESAPEAKE QUARTER)**

Mailing address: 351 Dubois Road, Annapolis, Maryland 21401  
Meeting place: 351 Dubois Road, Annapolis, Maryland 21401  
Wheelchair accessible  
Hearing assistance system – 72.9 MHz  
Telephone: 410-573-0364 – Meeting House  
Web Site: annapolis.quaker.org  
E-mail: info@annapolis.quaker.org

First Day schedule:      Worship: 11:00 am  
                                    First Day School: 11:00 am  
                                    Adult Religious Education: 9:30 am on second and fourth First Days

Business Meeting:      First First Day of the month, 9:00 am

Travel directions:      From Route 50 toward Annapolis take Exit 24 toward Bestgate Road. Go .5 miles to first right onto N. Bestgate Road. Take first left onto Dubois Road. Go to the end. Meeting House is on the left.

Contacts:                 Clerk: Elise Albert; Assistant Clerk: Wesley "Wes" Jordan; Treasurer: Susan "Sue" Podolin; Recording Clerk: Philip Caroom; Recorder: Philip Caroom; Ministry & Worship: Patricia "Tricia" Robinson and Kimberly "Kim" Finch; Nominating: Barbara Thomas; Outreach: Patience "Pat" Schenck; Pastoral Care: Dorothy "Dotty" Doherty; Peace & Social Concerns: Carl Benson; Religious Education: Kimberly Benson & Joanna Tobin; Stewardship & Finance: Karen Cunyngham; Trustees: Marcia Ormsby; Newsletter Editor: Beth Mayer.

### **AUGUSTA WORSHIP GROUP (VALLEY FRIENDS)**

Mailing address:      606 Fraser Lane, Staunton, Virginia 24401-2335

Meeting place:        606 Fraser Lane, Staunton, Virginia 24401-2335  
                                    Wheelchair accessible  
                                    No hearing assistance system

Telephone:              540-885-7973

Web Site:                [www.bym-rsf.org/who\\_we\\_are/meetings/va\\_meetings/augusta.html](http://www.bym-rsf.org/who_we_are/meetings/va_meetings/augusta.html)

E-mail:                  [stevejeantab@earthlink.net](mailto:stevejeantab@earthlink.net)

First Day schedule:    Worship: 10:00 am

Travel directions:      Call for directions.

Contacts:                Clerk: Jeanne Tabscott

### **BALTIMORE MONTHLY MEETING, STONY RUN (CHESAPEAKE QUARTER)**

Mailing address:      5116 North Charles Street, Baltimore, Maryland 21210

Meeting place:        5116 North Charles Street, Baltimore, Maryland 21210  
                                    Wheelchair accessible  
                                    Hearing assistance system available

Telephone:              443-703-2590 – Meeting House  
                                    443-703-2589 – fax

Web site:                [www.stonyrunfriends.org](http://www.stonyrunfriends.org)

E-mail:                  [info@stonyrunfriends.org](mailto:info@stonyrunfriends.org)

First Day schedule:    Worship: 9:30 am (scent-free) and 11:00 am (in July and August at 8:30 am & 10:00 am)



- First Day School: 11:20 am (in July and August 10:20 am)  
Childcare available for all Meetings
- Business Meeting: First First Day: 1:00 pm
- Travel directions: From Baltimore Beltway (I-695): Exit 25 South for Charles Street. The Meeting House is located 4.3 miles south of I-695 Charles Street exit, on the right side of Charles Street, immediately after Cathedral of Mary Our Queen (south of Northern Parkway)  
From Jones Falls Expressway (I-83 North): Exit onto Northern Parkway East, then turn right (south) onto Charles Street.
- Contacts: Clerk: Maria Brown; Assistant Clerk: Lawrence "Larry" Reid; Treasurer: Margaret Allen; Recording Clerk: Nicholas "Nick" Fessenden; Recorder: Karie Firoozmand; Annual Giving: Vacant; Community, Care & Clearness: Lawrence "Larry" Reid and Joan Thompson; Finance: Vacant; Ministry & Counsel: Clinton Pettus; Nominating: Catherine "Cathie" Felter; Baltimore Quaker Peace & Justice (joint with Homewood): Deborah "Debbie" Ramsey; Religious Education: Kathryn "Kathy" Vizachero; Support & Supervision: Elizabeth "Betsy" Forbush; Trustees: Frederic "Fred" Hinze and Francis "Frank" Brocato.

## **BETHESDA FRIENDS MEETING**

- Mailing address: PO Box 30152, Bethesda, Maryland 20824
- Meeting place: Edgemoor Lane and Beverly Road, Bethesda, Maryland (on the campus of Sidwell Friends Lower School)  
Wheelchair accessible  
Hearing assistance system available
- Telephone: 301-986-8681
- Web site: [www.bethesdafriends.org](http://www.bethesdafriends.org)
- E-mail: [info@bethesdafriends.org](mailto:info@bethesdafriends.org)
- First Day schedule: Worship: 9:30 am (except on first First Day of each month) and 11:00 am (every First Day)  
First Day School: 11:20 am
- Business Meeting: First First Day of the month, 9:15 am (except July and August)
- Travel directions: Bethesda Meeting is located on the campus of Sidwell Friends Lower School at Beverly Road and Edgemoor Lane. Parking is ample.  
**From the Red Line Metro Bethesda Station:** At the top of the long escalator, at the bus depot level go to the side where buses enter (at the corner of Edgemoor and Commerce Lanes). Go straight ahead (west) one short block on Edgemoor to cross Woodmont Avenue (with a traffic light). Continue two more blocks, crossing Arlington Avenue (with a traffic light) to the Sidwell Friends Lower School gate. Turn left and the Meeting house is a half block on the right.  
**From the North:** Use Beltway Exit 36 south to Old Georgetown

Road (Route 187) for 2.2 miles. Move into the right lane at the Auburn Avenue traffic light and then move to the new right lane at Cordell Avenue. At the next light, a five-way intersection, take the soft right onto Arlington Road. Turn right at the second light onto Edgemoor Lane, then left onto Beverly Road. The Meeting House is mid-block on the right. **Alternatively**, from Rockville, come south on the Rockville Pike/Wisconsin Avenue (Route 355), turn right on Commerce Lane, cross Old Georgetown Road, and then turn right onto Edgemoor Lane. From East-West Highway (Route 410), cross Wisconsin Avenue (Route 355), onto Old Georgetown Road (Route 187) take the first left onto Edgemoor Lane. Follow it around to the right. Cross Woodmont and Arlington Avenues (with traffic lights), turn left onto Beverly Road. The Meeting House is mid-block on the right.

**From Washington, DC:** Go north on Wisconsin Avenue (Route 355) and turn left Old Georgetown Road (Route 187). Turn left at first traffic light, Edgemoor Lane (bearing right at the Metrobus center to stay on Edgemoor). Cross Arlington Road. At the first intersection, turn left onto Beverly Road. The Meeting House is mid-block on the right.

Contacts:

Co-clerks: Gail Kohanek and Susan Kaul; Treasurer: Jabez McClelland; Assistant Treasurer: Marion Ballard; Recording Clerk: Ronald "Ron" Akins; Recorder: Arlene Rodenbeck; Adult Religious Education: Donna Scarboro and Michael Wallace; Advancement & Outreach: Donna Jarmon Smith and David Murphy; Ministry & Worship: William "Bill" Dietrich and Peter Nielsen-Jones; Nominating: Stephanie Koenig; Pastoral Care: Lauren Brownlee; Peace & Social Justice: Jane Meleney Coe; Religious Education: Margaret Plank and Margaret "Peggy" Edwards; Stewardship & Finance: Daniel "Dan" White; Newsletter Editor: Jane Meleney Coe.

## BLACKSBURG FRIENDS MEETING

Mailing address: PO Box 327, Blacksburg, Virginia 24063-0327

Meeting place: 404 Mt. Tabor Road, Blacksburg, Virginia 24060

Wheelchair accessible

No hearing assistance system

Telephone: 540-552-6713

Web Site: blacksburgfriends.org

First Day schedule: Worship: 10:00 am

First Day School: 10:15 am

Business Meeting: Second First Day of the month at the rise of Meeting (except July and August)

Travel directions: From I-81: Take Exit 118B toward Blacksburg, travel 12.8 miles and turn RIGHT onto US-460 business/N. Main St. (no exit ramp,

after it seems you might have passed Blacksburg). Follow N. Main St. (southbound) 1 mile and turn LEFT on Mt. Tabor Road. Look for our driveway on the RIGHT in about 0.3 miles (between two houses).

Contacts: Clerk: Michelle Wilkins; Treasurer: Elizabeth Briggs; Recording Clerk: Marian "Polly" Archer; Recorder: Jay Wilkins; Hospitality & Outreach: Vacant; Ministry & Oversight: Lyn Day; Nominating: Jay Wilkins; Peace and Social Concerns: Vacant; Quaker Earthcare: Alwyn Moss and Liz Tuchler; Religious Education: Liz Tuchler; Stewardship & Finance: Jay Wilkins.

### **BUCKHANNON PREPARATIVE MEETING (MONONGALIA FRIENDS)**

Mailing address: 1316 South Davis Avenue, Elkins, West Virginia 26241  
Meeting place: West Virginia Wesleyan College Meditation Chapel  
Wheelchair accessible  
No hearing assistance available  
Telephone: 304-472-3097  
Web Site: [www.bym-rsf.org/who\\_we\\_are/meetings/wva\\_meetings/buckhannon.html](http://www.bym-rsf.org/who_we_are/meetings/wva_meetings/buckhannon.html)  
E-mail: [jseaman1@frontier.com](mailto:jseaman1@frontier.com)  
First Day schedule: Worship: 10:00 am - second and fourth First Days  
First Day School: 10:00 am - second and fourth First Days  
Business Meeting: Fourth First Days: 11:15 am  
Travel directions: Go to Buckhannon and follow signs to West Virginia Wesleyan College. Find the tallest steeple, go to the rear of the building, and follow signs to Meditation Chapel.  
Contacts: Clerk: Judith "Judy" Seaman and Grace Harris; Treasurer: Judith "Judy" Seaman; Ministry & Counsel: Committee of the Whole; Peace & Social Concerns: Committee of the Whole; Religious Education: Judith "Judy" Seaman and Grace Harris; Stewardship & Finance: Committee of the Whole.

### **CARLISLE MEETING (WARRINGTON QUARTER)**

Mailing address: 252 A Street, Carlisle, Pennsylvania 17013  
Meeting place: 252 A Street, Carlisle, Pennsylvania 17013  
Wheelchair accessible  
No hearing assistance system  
Telephone: 717-249-8899 – Meeting House  
Web Site: [carlislequakers.org](http://carlislequakers.org)  
E-mail: [carlislequakers@gmail.com](mailto:carlislequakers@gmail.com)  
First Day schedule: Worship: 10:00 am  
First Day School: 10:15 am (Children present first 15 minutes of worship)  
Business Meeting: Second First Day of the month, 11:30 am  
Travel directions: From center of downtown (intersection of High and Hanover

Streets), go west on High to College Street (3rd traffic light). Turn right on College Street, then right at A Street (Meeting House at next alley)

Contacts: Clerk: Andrew "Andy" Hoover; Assistant Clerk: Sherry Harper-McCombs; Treasurer: Marilyn Keener; Recording Clerks: Christine "Chris" Jefferson, Sherry Harper-McCombs, and Morgan Evans; Recorder: Christy Hoover; Budget and Finance: Donald "Don" Kovacs; Ministry & Counsel: Ruth Kovacs; Nominating: Donald "Don" Kovacs; Peace and Social Concerns: Donald "Don" Kovacs.

## **CHARLOTTESVILLE FRIENDS MEETING**

Mailing address: 1104 Forest Street, Charlottesville, Virginia 22903  
Meeting place: 1104 Forest Street, Charlottesville, Virginia 22903  
Wheelchair accessible  
Hearing assistance system available  
Telephone: 434-971-8859 – Meeting House telephone  
Web site: [quakers.avenue.org](http://quakers.avenue.org)  
E-mail: [quakers@avenue.org](mailto:quakers@avenue.org)  
First Day schedule: Worship: 8:30 am and 11:00 am (Fall, Winter and Spring); 8:30 am and 10:15 am (Summer)  
First Day School: 11:00 am - 11:45 am (September to June)  
Adult discussion: 9:45 am (September to June)  
Business Meeting: First First Day at 12:20 pm  
Travel directions: From US 29 in Charlottesville, turn east onto Barracks Road. Follow on Barracks, which becomes Preston, for about one mile uphill and down, to the intersection with Forest (one short block after the light at Rose Hill). Go left onto Forest about four blocks. The Meeting House is at the end of the street on the right. Park in the adjoining Murray School lot.  
Contacts: Clerk: Georgeann Wilcoxson; Treasurer: Jon Nafziger; Recording Clerk: Evangeline "Vonnie" Calland and Robin Albertson-Wren; Recorder: Richard Balnave; Finance: Jonathan Wren; Friendship: Vacant; Ministry & Worship: Vacant; Nominating: Michele Mattiolo; Overseers: Betsy Tucker; Peace & Social Concerns: Alice Anderson; Religious Education: Herbert "Chip" Tucker; Newsletter Editor: Barbie Hill.

## **DEER CREEK MEETING**

Mailing address: PO Box 415, Darlington, Maryland 21034  
Meeting place: 1212 Main Street, Darlington, Maryland 21034  
Wheelchair accessible  
No hearing assistance system  
Telephone: 410-457-9188 – Meeting House telephone  
Web site: [www.deercreekfriends.org](http://www.deercreekfriends.org)

E-mail: info@deercreekfriends.org  
First Day schedule: Worship: 10:00 am Friends gather, 10:50 to 11:30 am Meeting for Worship  
First Day School (Children): 10:15 to 11:30 am  
First Day School (Adults): 10:15 am  
Business Meeting: Third First Day of the month, 9:00 am  
Travel directions: Deer Creek Friends Meeting is in northern Harford County, about forty miles northeast of Baltimore, about one-fifth mile east of US 1, on MD 161. Take 95 to the Churchville/Havre de Grace exit, head toward Churchville on Route 155. Make a right onto 161; follow this through Darlington about five miles. The meetinghouse is on the left shortly after you pass the Darlington Pharmacy.  
Contacts: Clerk: Richard Holloway; Treasurer: Henry Holloway; Recording Clerk: Brooke Derr; Recorder: Margaret Scarborough; Advancement & Outreach: Nicola "Nicky" Roth; Ministry & Oversight: James "Jim" Pickard & Margaret Scarborough; Peace & Social Justice: Mara Walter; Trustees: Richard Holloway; Newsletter Editor: Margaret Scarborough.

### **DUNNINGS CREEK FRIENDS MEETING (CENTRE QUARTER)**

Mailing address: 800 Preston Street, Apt. 1, Bedford, Pennsylvania 15522  
Meeting place: Dunnings Creek Meeting House, 285 Old Quaker Church Road, Fishertown, Pennsylvania 15539  
Wheelchair accessibility with help  
No hearing assistance system  
Telephone: 814-839-2952  
Web site: www.dunningscreekfriends.org  
E-mail:  
First Day schedule: Worship: 11:00  
First Day School: 10:00 am  
Business Meeting: Second First Day, 10:00 am  
Travel directions: The Meeting is about nine miles northwest of Bedford, Pennsylvania. From Bedford, PA take I99 north to the Rt. 56 exit; exit west PA Rt. 56. Go 3.1 miles to Old Quaker Church Road; bear left. Go .3 miles to the Meeting House on the left.  
Contacts: Clerks: Jerry Miller and Susan Williams; Treasurer: Marcia Rogish; Newsletter Editor: Karin Sedewar.

### **FAUQUIER COUNTY FRIENDS WORSHIP GROUP (HERNDON)**

Mailing address: PO Box 224, Bealton, Virginia 22712-0224  
Meeting place: 10877 Willow Drive North, Bealton, Virginia  
Telephone: 703-736-0592  
Web site: www.bym-rsf.org/who\_we\_are/meetings/va\_meetings/fauquier.html

E-mail: faquierfriends@gmail.com  
First Day schedule: Singing: 10:30 am; Worship: 11:00 am  
First Day School:  
Travel directions: The Bealeton Depot is located close to the intersection of 17 and 28. The building is next to the Bealeton public library. The Bealeton Library and Depot are only 19 driving miles from Culpeper Hospital and only 11 ½ driving miles from Fauquier Hospital.  
Contacts: Convener: Bonnie Stockslager.

### **FLOYD MONTHLY MEETING**

Mailing address: 1199 Christiansburg Pike, Floyd, Virginia 24091  
Meeting place: 1199 Christiansburg Pike, Floyd, Virginia 24091  
Wheelchair accessible  
No hearing assistance system  
Telephone: 540-929-4142 or 540-381-4147  
Web site: [www.bym-rsf.org/who\\_we\\_are/meetings/va\\_meetings/floyd.html](http://www.bym-rsf.org/who_we_are/meetings/va_meetings/floyd.html)  
First Day schedule: Worship: 10:00 am  
First Day School: 10:00 am  
Business Meeting: First First Day, 12:00 pm, preceded by pot-luck.  
Travel directions: From places other than Roanoke: from the Floyd traffic light go 8/10 of a mile on 221 in the direction of Roanoke; take a left onto Christiansburg Pike (Rt. 615) for two miles; Meeting House is on the right-hand side.  
From Roanoke: take 221 in the direction of Floyd; just before the village, turn right at Harris & Baker Furniture Co. onto Christiansburg Pike (Rt. 615) for 2 miles; Meeting House is on the right-hand side.  
Contacts: Clerk: Virginia "Ginny" Welton; Treasurer: Kim O'Donnell; Recording Clerk: Nancy Jo "Jo" Parr; Adult Religious Education: Rebecca Dameron; First Day School: Alison Dragoui and Sandra "Sam" Seffens; Ministry & Worship: Sharon Custer-Bogges; Outreach: Edna Whitier; Peace & Social Concerns: Vacant.

### **FREDERICK FRIENDS MEETING (WARRINGTON QUARTER)**

Mailing address: 723 North Market Street, Frederick, Maryland 21701  
Meeting place: 723 North Market Street, Frederick, Maryland 21701  
Wheelchair accessible  
No hearing assistance system  
Telephone: 301-631-1257 – Meeting House  
Web site: [www.fgcquaker.org/cloud/frederick-friends-meeting](http://www.fgcquaker.org/cloud/frederick-friends-meeting)  
E-mail: [clerk@frederickfriends.org](mailto:clerk@frederickfriends.org)  
First Day schedule: Worship: 10:30 am  
First Day School: 10:45 – 11:30 am (mid-September to mid-June)  
(supervised play mid-June to mid-September)

- Business Meeting: Fourth First Day of the month. 9:00 am April to October; 12:00 pm November to March.
- Travel directions: From U.S. Route 15 (North or South) exit onto 7th Street heading east. North Market is 4th traffic light, turn left onto one-way street-1/2 block to Meeting House which is the first freestanding house on the left.
- Contacts: Clerk: Carlotta Joyner; Treasurer: Gregory "Greg" Tobin; Recording Clerk: Olivia Evans and Isaac Smith; Recorder: Kathryn Ruud; First Day School: Kathy Funkhouser & Susanna Laird; Ministry & Counsel: Frances "Francy" Williams; Nominating: Ethan Bliss; Peace & Social Concerns: James "Jim" Wagner; Stewardship & Finance: Annette Breiling; Trustees: Karen White; Newsletter Editor: Katie Bliss.

### **FRIENDS HOUSE WORSHIP GROUP (SANDY SPRING FRIENDS)**

- Mailing address: c/o Sandy Spring Meeting, 17715 Meetinghouse Road, Sandy Spring, Maryland 20860
- Meeting place: Miller Center, Friends House, 17340 Quaker Lane, Sandy Spring, Maryland  
Wheelchair accessible  
No hearing assistance system
- Telephone: 301-924-5100 – Friends House
- First Day schedule: Worship: 10:00 am
- Travel directions: Friends House is in Montgomery County in the community of Sandy Spring. Take Route 108 to Norwood Road and look for sign
- Contacts: Clerk of Sandy Spring Friends Meeting Committee on Aging: Susan Brown.

### **FRIENDS MEETING OF WASHINGTON**

- Mailing address: 2111 Florida Avenue NW, Washington, DC 20008
- Meeting place: 2111 Florida Avenue NW, Washington, DC 20008  
Wheelchair accessible - Meeting Room and Parlor Level  
Hearing assisted equipment available in Meeting Room
- Telephone: 202-483-3310 – Meeting office
- Web site: [quakersdc.org](http://quakersdc.org)
- E-mail: [admin@quakersdc.org](mailto:admin@quakersdc.org)
- First Day schedule: Worship: 9:00 am (Meeting House parlor); 10:30 am (Quaker House Living Room with special welcome to gays, lesbians, bisexuals, and transgenders); 10:30 am (Meeting House Meeting Room); and 6:00 pm (Meeting House Decatur Place Room)  
First Day School: 10:30 am
- Daily Worship: 7:30 am (William Penn House)
- Weekly Worship: Wednesday, 7:00 pm (Meeting House Parlor)



- Business Meeting: Second First Day: 12:00 pm (except July - third First Day and August - no business)
- Travel directions: The Meeting House is in Northwest Washington near Dupont Circle. It is on Florida Avenue between R and S Streets and between 21st and 22nd Streets. The office entrance is on the Decatur Place side of the building. For detailed instructions, call the Meeting office between 8:00 a.m. and 4:30 p.m. weekdays or see the FMW web site.
- Public Transportation-Metro: Go to the Dupont Circle station on the Red line. Exit at Q Street. Walk north (uphill) on nearby Connecticut Avenue to the second traffic light at Florida Avenue. Turn left on Florida and go one half block to the Meeting House on the right.
- Contacts: Clerk: Margeret "Meg" Greene; Alternate Clerk: Daniel "Dan" Dozier; Treasurer: Robert "Bob" Meehan; Assistant Treasurer: Michael North and Justin Connor; Recording Clerk: Shannon Zimmerman; Finance & Stewardship: Byron Sandford; Marriage & Family Relations: Elizabeth Paxton; Membership: Hayden Wetzel and Jean Meyer Capps; Ministry & Worship: Blair Forelaw; Nominating: Elizabeth "Beth" Cogswell; Peace & Social Concerns: Vacant; Religious Education: Kimberly Acquaviva; Trustees: Daniel "Dan" Dozier.

## **GETTYSBURG MONTHLY MEETING (WARRINGTON QUARTER)**

- Mailing address: PO Box 4155, Gettysburg, Pennsylvania 17325-4155
- Meeting place: Glatfelter Lodge, Gettysburg College, Gettysburg, Pennsylvania 17325
- Wheelchair accessible
- No hearing assistance system
- Telephone: 717-420-5900
- Web site: [www.bym-rsf.org/who\\_we\\_are/meetings/pa\\_meetings/gettysburg.html](http://www.bym-rsf.org/who_we_are/meetings/pa_meetings/gettysburg.html)
- First Day schedule: Worship: 10:30 am  
First Day School: 10:30 am
- Business Meeting: First First Day of the month, after rise of Meeting
- Travel directions: From the square in Gettysburg (intersection of US 30 and US [Business] 15) go north one block on Carlisle St. to Water St. Left on Water, go one block and through College Gate to parking lot. Walk north about 75 yards until you see the Memorial Wall. Glatfelter Lodge (Faculty Lounge) is the old stone building with stained glassed windows nearest the wall
- Contacts: Clerk: Margaret Stambaugh; Treasurer: Sandy Moyer; Recording Clerk: Ann Mummert; Ministry & Counsel: Margaret Stambaugh; Religious Education: Andrew Stone.

## **GOOSE CREEK FRIENDS MEETING**

- Mailing address: PO Box 105, Lincoln, Virginia 20160-0105  
Meeting place: 18204 Lincoln Road, Lincoln, Virginia 20160  
Wheelchair accessible  
No hearing assistance system
- Telephone: 540-751-0323 – Meeting House  
Web site: [goosecreekfriends.pbworks.com](http://goosecreekfriends.pbworks.com)
- First Day schedule: Worship: 9:45 am  
First Day School: 10:00 am (following worship with adults)  
Business Meeting: First First Day: 11:00 am
- Travel directions: The Meeting House is in Loudoun County, south of Purcellville. From VA Route 7 (Business) turn south on VA Route 722, Maple Avenue (traffic light at this intersection), which crosses Route 7 (Business) near shopping centers and a 7-11 convenience store. The Meeting House is two miles south, on the left side of the road, in the village of Lincoln. Parking is in the lot across from the Meeting House
- Contacts: Clerk: Deborah "Debbi" Sudduth; Assistant Clerk: Patricia "Pat" Barber; Treasurer: Edward "Ed" Devinney; Assistant Treasurer: Anne "Annie" Carlson; Recording Clerk: Catherine Cox; Finance: John "Jed" Shilling; Ministry & Oversight: Catherine Cox and Sheila Kryston; Peace & Social Concerns: Eric Carlson and Chuck Hedges; Religious Education: Annie Colson and Brett Ann Hoag; Unity with Nature: Deborah "Debbi" Sudduth and Martha Mason Semmes; Newsletter Editor: Catherine Cox.

## **GUNPOWDER FRIENDS MEETING (CHESAPEAKE QUARTER)**

- Mailing address: PO Box 737, Sparks, Maryland 21152-0737  
Meeting place: 14934 Priceville Road, Sparks, Maryland 21152  
Wheelchair accessible  
Hearing assistance available
- Telephone: 410-472-4583 – Meeting House  
Web site: [gunpowder.quaker.org](http://gunpowder.quaker.org)  
E-mail: [meetingclerk3@gmail.com](mailto:meetingclerk3@gmail.com)
- First Day schedule: Worship: 10:00 am  
First Day School: 10:00 am  
Adult Forum: first First Days, 9:00 am  
Quakerism Discussion Group: second First Day, 9:00 am  
Bible Study: fourth First Day, 9:00 am
- Business Meeting: Third First Day: 11:15 am  
Silent Retreat: 2nd Seventh Day 9:00 am - 3:00 pm
- Travel directions: Sparks is about 21 miles north of Baltimore on the Harrisburg Expressway (I-83). Gunpowder Meeting is west of Sparks and west of I-83. Exit I-83 at Belfast Road (Exit 24), turn west toward Butler. Go one-third mile to Priceville Road; left on Priceville

Road for one mile. Where Priceville Road turns right and Quaker Bottom Road continues ahead at the crest of a steep grade, make a sharp right turn into the Meeting House drive.

Contacts: Clerk: Sharon Daily; Assistant Clerk: Rebecca Richards; Treasurer: Darren Lacey; Assistant Treasurer: Anita Langford; Recording Clerk: Claire Twose and Evelyn "Evie" Poey Fielding; Recorder: Alison Seitz; Care and Oversight: Elizabeth "Susie" Fetter; Finance: Jean Wilson; First Day School: Marilyn Rothstein; Indian Affairs: Vacant; Ministry & Counsel: Louise "LouAnne" Smith; Nominating: Amy Schmaljohn; Peace & Social Justice: Elizabeth "Susie" Fetter; Trustees: Steve Rives; Newsletter Editor: Claire Hartman and Jennifer Robinson.

### **HERNDON FRIENDS MEETING**

Mailing address: 660 Spring Street, Herndon, Virginia 20170  
 Meeting place: 660 Spring Street, Herndon, Virginia 20170  
 Wheelchair accessible  
 No hearing assistance system  
 Telephone: 703-736-0592 – Meeting House  
 Web site: [www.herndonfriends.org](http://www.herndonfriends.org)  
 E-mail: [clerk@herndonfriends.org](mailto:clerk@herndonfriends.org)  
 First Day schedule: Worship: 10:30 am, singing at 10:15 am  
 First Day School: 10:45 am  
 Business Meeting: Second First Day: 9:00 am (except May, July & September)  
 Travel directions: From Dulles Toll Road, go north on Centreville Road which becomes Elden Street. At about 1.2 miles, turn right onto Spring Street, then left on Locust to the parking lot on right  
 Contacts: Clerk: Kimberly "Kim" Glazer; Assistant Clerk: Catherine "Cat" Wilkins; Treasurer: Devin Mahoney; Recording Clerk: Frederick "Fred" Cresson; Recorder: Catharine Tunis; Finance: Al Taylor; Ministry & Oversight: Catherine "Cat" Wilkins; Nominating: Vacant; Peace & Social Concerns: Lynn Witwer; Religious Education: Margaret "Meg" Wallace; Trustees: Worth Kirkman; Newsletter Editor: Frederick "Fred" Cresson.

### **HOMEWOOD FRIENDS MEETING (CHESAPEAKE QUARTER)**

Mailing address: 3107 North Charles Street, Baltimore, Maryland 21218  
 Meeting place: 3107 North Charles Street, Baltimore, Maryland 21218  
 Wheelchair accessible  
 Hearing assistance system available  
 Telephone: 410-235-4438 – Meeting Office  
 Web site: [www.homewoodfriends.org](http://www.homewoodfriends.org)  
 E-mail: [homewoodfriends@verizon.net](mailto:homewoodfriends@verizon.net)  
 First Day schedule: Worship: 10:30 am  
 First Day School: 10:50 am

Business Meeting: Third First Day: 12:15 pm  
Travel directions: On North Charles Street directly across from Baltimore Museum of Art Drive, and John Hopkins University, Homewood Campus  
Contacts: Clerk: George Amoss and Louise Hopkins; Treasurer: Teresa Schiano; Assistant Treasurer: Megan Shook; Recording Clerk: Molly Mitchell; Recorder: Christine "Chris" Rutkowski; Indian Affairs: joint with Stony Run; Ministry & Counsel: vacant; Nominating: Mina Brunyate; Baltimore Quaker Peace & Justice: joint with Stony Run; Religious Education: Christine "Chris" Rutkowski; Stewardship & Finance: Susan Russell Walters; Trustees: John McKusick; Unity with Nature: Anne Griffith; Newsletter Editor: David Penney

## **HOPEWELL CENTRE MONTHLY MEETING**

Mailing address: 604 Hopewell Road, Clearbrook, Virginia 22624  
Meeting place: Hopewell Meeting House – 604 Hopewell Road, Clearbrook, Virginia 22624  
Centre Meeting House – 203 North Washington Street, Winchester, Virginia  
Wheelchair accessible  
No hearing assistance system  
Telephone: 540-667-9114 – Hopewell Meeting House  
Web site: [hopecentre.quaker.org](http://hopecentre.quaker.org)  
E-mail: [hopecentre@wvmcc.com](mailto:hopecentre@wvmcc.com)  
First Day schedule: Worship: 10:00 am  
First Day School: 11:15 am  
Fourth First Day meeting is at Centre Meeting House  
Business Meeting: Second First Day: 11:30 am  
Travel directions: Clearbrook is seven miles north of Winchester. From I-81, take Clearbrook exit #321, turn west on Hopewell Road. The Meeting House is about one mile on the left.  
Centre Meeting House is located in downtown Winchester at 203 North Washington Street at the corner of Washington and Piccadilly Streets.  
Contacts: Clerk: Michael "Mike" Hambach; Assistant Clerk: Carol Melby; Treasurer: James "Jim" Riley; Assistant Treasurer: Anne Bacon; Recording Clerk: Daniel "Dan" Riley; Assistant Recording Clerk: Carol Melby; Advancement & Outreach: Richard Cooper and Margaret "Maggie" Stetler; Ministry & Counsel: Carol Melby; Pastoral Care: Pamela "Pam" Hambach; Peace and Social Justice: Judia Gallinger; Religious Education: Vacant; Stewardship & Finance: James "Jim" Riley; Newsletter Editor: Robyn Harris.

## **HUNTINGTON WORSHIP GROUP (MENALLEN MONTHLY MEETING)**

Mailing address: c/o Menallen Monthly Meeting, 604 Hopewell Road, Clearbrook, Virginia 22624

Meeting place: Quaker Church Road, Huntington Township, Pennsylvania  
Not wheelchair accessible  
No hearing assistance system

Telephone: 717-677-4554 – Clerk of Menallen

Web site: [www.menallenfriends.org/Huntington-Meetinghouse.php](http://www.menallenfriends.org/Huntington-Meetinghouse.php)

First Day schedule: Worship: 10:30 am, first First Day - April to October

## **LANGLEY HILL FRIENDS MEETING**

Mailing address: 6410 Georgetown Pike, McLean, Virginia 22101-2210

Meeting place: 6410 Georgetown Pike, McLean, Virginia 22101  
Wheelchair accessible meeting room  
Hearing assistance system available 72 to 76 MHz

Telephone: 703-442-8394 – Meeting House

Web site: [www.quaker.org/langleyhill](http://www.quaker.org/langleyhill)

E-mail: [langleyhill-owner@yahoogroups.com](mailto:langleyhill-owner@yahoogroups.com)

First Day schedule: Worship: 10:00 am, 9:30 am on second First Day  
First Day School: 10:30 am (nursery at 10:00 am)

Business Meeting: Second First Day: 10:30 am at the rise of Meeting

Travel directions: From Washington: cross Chain Bridge and turn right onto Route 123; continue two miles to the well-marked right turn onto Route 193 (Georgetown Pike); follow Georgetown Pike six-tenths of a mile to the Meeting House on the right.  
From the Beltway: leave the Beltway, turning east (toward Langley and Washington) onto Route 193 (Georgetown Pike); follow Georgetown Pike almost two miles to Meeting House on left.

Contacts: Clerk: Mary Yeaney; Treasurer: Douglas "Doug" Smith; Recording Clerk: Laura Lee Fischer; Recorder: Ann Delorey; Care and Clearness: Timothy "Tim" Yeaney; Directors of the Corporation: Douglas "Doug" Smith; Finance: Douglas "Doug" Smith; Ministry & Worship: Timothy "Tim" Hunt; Nominating: Ann Hunt; Peace & International Outreach: Gary Garriott and Najla Drooby; Religious Education: James "Jim" Hersey and Jeannette Smith; Social Concerns: Loretta Kopelman and Laura Lee Fischer; Newsletter Editor: Jeanne Houghton; Bookkeeper: James "Jim" Laity.

## **LITTLE BRITAIN MONTHLY MEETING (NOTTINGHAM QUARTER)**

Mailing address: c/o Suzanne Lamborn, Clerk, 225 Lees Bridge Road, Nottingham, Pennsylvania 19362

Meeting places: **Eastland**: at Kirks Mills and Friends Roads, Little Britain, Pennsylvania  
Wheelchair accessible

- No hearing assistance system  
**Penn Hill:** Wakefield, Pennsylvania, just south of junction US Route 222 and PA Route 272  
Wheelchair accessible  
Hearing assistance available-microphone and speaker
- Web site: [www.bym-rsf.org/who\\_we\\_are/meetings/pa\\_meetings/littlebritain.html](http://www.bym-rsf.org/who_we_are/meetings/pa_meetings/littlebritain.html)
- First Day schedule: Worship: 11:00 am  
First Day School: 10:00 am
- Business Meeting: Third First Day, at rise of Meeting, (February, April, June, October and November at Eastland) (January, March, May, July, September and December at Penn Hill) (August at Drumore)
- Travel directions: **Eastland Meeting:** From points south: Route I-95 North from Baltimore. Exit onto Route 152 (Fallston) West; to U.S. Route 1 North to Conowingo Hydroelectric Dam; after bridge, at top of hill, turn north onto Route 222. After crossing Pennsylvania border, take right fork at Y in road (approximately 1 mile) onto Little Britain Road; drive about two miles, turn right onto Kirks Mills Road. Turn left on Friends Road at the Meeting House.  
From points north/west: take 272 south after 283 merges with 30. At Wakefield, just after one passes Penn Hill meeting and the Fulton Fire Company, turn left or east on 272. Just after you cross the Creek turn south or right on the first road you come to. Continue on this road which eventually is named Friends Road. You will see the stone meeting house on the left as you get to the end of the road.  
**Penn Hill:** Nine miles north of US Route 1 on US Route 222 at Wakefield, Pennsylvania; 200 feet south of the split of US Route 222 and PA Route 272.
- Contacts: Clerk: Suzanne Lamborn; Assistant Clerk: Mark Brabson; Treasurer: Sarah Brabson; Membership Clerk: Mary Kirk; Ministry & Pastoral Care: Mark Brabson.

## **LITTLE FALLS MEETING OF FRIENDS (CHESAPEAKE QUARTER)**

- Mailing address: PO Box 240, Fallston, Maryland 21047  
Meeting place: 719 Old Fallston Road, Fallston, Maryland 21047  
Wheelchair accessible  
No hearing assistance system
- Telephone: 410-877-3015 – Meeting House  
Web Site: [littlefallsfriends.org](http://littlefallsfriends.org)  
E-mail: [webquaker@littlefallsfriends.org](mailto:webquaker@littlefallsfriends.org)
- First Day schedule: Worship: 10:30 am  
First Day School: 10:45 am  
Adult First Day: 11:15 am
- Business Meeting: First First Day: 11:15 am

Travel directions: At intersection of either Interstate 95 or US 1 and Route 152, go west on Maryland 152. Cross MD 147 (Harford Rd.) and turn left at second light. This will be Old Fallston Road after passing school complex. Little Falls Meeting is about 3/4 mile on the left.

Contacts: Clerk: William Harlan; Treasurer: Ellen Stromdahl; Recording Clerk: Barbara "Bobbie" Siebens; Care and Concerns: Beth Babikow; Peace & Social Concerns: Tracey Stambaugh Waite; Religious Education: Bobbi Sue Bowers (children) & Mary Ellen Saterlie (adult); Board of Trustees: Mark Stromdahl; Communications: Alice Rensberg.

### **LYNCHBURG INDULGED MEETING (ROANOKE QUAKER)**

Mailing address: c/o Heidi Koring, 108 Warren Avenue, Lynchburg, Virginia 24501

Meeting place: Lynchburg College Spiritual Life Center, 500 Westwood Avenue, Lynchburg, Virginia  
Not wheelchair accessible  
No hearing assistance system

Telephone: 804-847-4301 - Convener

Web site: [www.roanokequakers.org](http://www.roanokequakers.org)

First Day schedule: Worship: 10:30 am

Travel directions: Call convener.

Contact: Convener: Heidi Koring.

### **MADISON COUNTY INDULGED MEETING (CHARLOTTESVILLE FRIENDS)**

Mailing address: PO Box 164, Hood, Virginia 22723-0164

Meeting place: 1215 Kinderhook Road, Hood, Virginia  
Not wheelchair accessible  
No hearing assistance system

Telephone: 540-948-7827

Web Site: [www.bym-rsf.org/who\\_we\\_are/meetings/va\\_meetings/madison.html](http://www.bym-rsf.org/who_we_are/meetings/va_meetings/madison.html)

First Day schedule: Worship: 10:00 am, First First Day only

Travel directions: From US 29 south of Madison; 230W for 6 miles; to right on Kinderhook Rd.; 1.8 miles to Driveway on right. House is up the hill.

Contact: Clerk: Tom Warder.

### **MATTAPONI FRIENDS MEETING**

Mailing address: c/o Miriam Maloney, Dayspring Farm, 942 Buena Vista Rd, Cologne, Virginia 23156

Meeting place: Dayspring Farm, 942 Buena Vista Road, Cologne, Virginia 23156  
Not wheelchair accessible



Telephone: No hearing assistance system  
804-785-9401

Web site: [mattaponiquakermeeting.org](http://mattaponiquakermeeting.org)

E-mail: [dayspringfarm@aol.com](mailto:dayspringfarm@aol.com)

First Day schedule: Worship: 10:00 am

Business Meeting: First First Day, after the rise of Meeting.

Travel directions: From Charlottesville, take Route 64 East to Richmond. Just before Richmond, take 295 North and East around Richmond.  
\*Stay on 295 until exit for Route 64. Take 64 East towards Williamsburg and Norfolk. Stay on 64 East until the first West Point exit. That will put you on Route 33. Go through the town of West Point after approximately eight to nine miles. After another five to six miles, at the intersection of Route 33 and Route 14 E, turn right. You will be turning right towards Gloucester. After 1/2 mile, the farm is on the right. It is a big white farm house and you will see a sign for Dayspring Farm.  
From Baltimore or D.C., take Interstate 95 South, through Fredericksburg, all the way to Route 295. Take 295 East towards Williamsburg and Norfolk. Follow directions from \*.

Contacts: Clerk: Steven "Steve" Griswold; Treasurer: Neil Watson; Assistant Treasurer: Charles "Charlie" Maloney; Recording Clerk: Sarah Lavicka.

## **MAURY RIVER FRIENDS MEETING**

Mailing address: PO Box 582, Lexington, Virginia 24450

Meeting place: 34 Waterloo Road, Lexington, Virginia 24450  
Wheelchair accessible  
No hearing assistance system

Web site: [www.quakercloud.org/cloud/maury-river-friends-meeting](http://www.quakercloud.org/cloud/maury-river-friends-meeting)

E-mail: [news@mauryriverfriends.us](mailto:news@mauryriverfriends.us)

First Day schedule: Worship: 10:00 am; adult discussion 11:30 am  
First Day School: 10:00 am with children joining Meeting at 10:40 am

Business Meeting: Fourth First Day: 11:30 am; potluck follows

Travel directions: From I-81, take I-64 West to exit #50 (Kerrs Creek). At the top of the exit ramp, turn left, crossing over I-64. At the next intersection, turn right onto State Route 850 (W. Midland Trail). Travel west four miles through farmland to State Route 629 (Waterloo Drive). Turn left. The Meeting House is on the right just across the bridge.

Contacts: Clerk: Margaret "Peggy" Dyson-Cobb; Treasurer: John White; Recording Clerk: Daphne Raz; Records Clerk: Sarah Giddings; Care & Counsel: Mary Barnes and Keely Massie; Finance & Stewardship: Sandra Stuart; Nominating: Daphne Raz; Peace &

Justice: Kathy Fox; Religious Education: Mary Helen Brainard and Mary Stratton; Worship & Ministry: Natasha "Tasha" Walsh; Newsletter Editor: Richard Barnes.

## **MENALLEN MONTHLY MEETING (WARRINGTON QUARTER)**

Mailing address: PO Box 29, Biglerville, Pennsylvania 17307-0029  
Meeting place: 1107 Carlisle Road (PA Rt. 34), Biglerville, Pennsylvania  
Wheelchair accessible  
No hearing assistance system  
Telephone: 717-677-6078 - Meeting House  
Web site: [www.menallenfriends.org](http://www.menallenfriends.org)  
First Day schedule: Worship: 10:30 am  
First Day School: 10:30 am  
Business Meeting: Second First Day of the month, following Meeting for Worship  
Travel directions: The Meeting is about ten miles north of Gettysburg, Pennsylvania, on PA Rt. 34. Passing through Biglerville, go two and a half miles past two traffic lights. The Meeting House is on the right.  
Contacts: Clerk: Vacant; Treasurer: Judith "Judy" Pyle; Ministry & Pastoral Care: Barclay Brooks; Religious Education: Allison Singley-Fee; Stewardship & Finance: Judith "Judy" Pyle.

## **MIDLOTHIAN FRIENDS MEETING**

Mailing address: PO Box 1003, Midlothian, Virginia 23113  
Meeting place: 900 Preservation Road, Midlothian, Virginia 23113  
Wheelchair accessible  
No hearing assistance system  
Telephone: 804-744-2657  
Web site: [www.midlothianfriends.org](http://www.midlothianfriends.org)  
E-mail address: [quaker\\_town\\_crier@msn.com](mailto:quaker_town_crier@msn.com)  
First Day schedule: Worship: 11:00 am  
First Day School: 11:15 am on second and fourth First Days  
Business Meeting: Second First Day: 9:30 am  
Travel directions: From North and West: From Virginia Route 288, take the Huguenot Trail/Robious Road (Route 711) Exit. Turn right at end of ramp onto Huguenot Trail Road. Go about 1 mile west to the turn-off for Huguenot Springs Road. Go south on Huguenot Springs Road. Go about 1.6 miles on Huguenot Springs Road and turn right onto gravel road across from "School Bus Stop" sign. Meeting House is first on left. (Gray Cape Cod)  
From South and Southwest: From Virginia Route 288, go west on Route 60/Midlothian Turnpike for 2 miles. Take turnoff for Huguenot Springs Road (Route 607) on right. Go north on Huguenot Springs Road for 2 miles. 1 mile after entering Powhatan County, turn left onto gravel road across from "School Bus Stop" sign. Meeting House is first on left. (Gray Cape Cod)

Contacts: Clerk: Thomas DeWeerd; Assistant Clerk: Maria Cannady; Treasurer: Howard Brod; Recording Clerk: Vacant; Care and Community: Brian McCutcheon; Nominating: Jane Roberson; Peace and Social Action: Scott Cannady; QUAKER: Maria Cannady; Newsletter Editor: David Clark.

### **MONONGALIA FRIENDS MEETING**

Mailing address: PO Box 441, Morgantown, West Virginia 25607-0441

Meeting place: 648 East Brockway, Morgantown, West Virginia 26505

Wheelchair accessible

No hearing assistance system

Telephone: 304-599-8233

Web site: [monquakers.wordpress.com](http://monquakers.wordpress.com)

E-mail address: [monquakers@gmail.com](mailto:monquakers@gmail.com)

First Day schedule: Worship: 11:00 am

First Day School: 11:00 am

Business Meeting: Third First Day: 9:30 am

Contacts: Clerk: Catherine Tall; Assistant Clerk: James "Jim" Syphers; Treasurer: John Lozier; Recording Clerk: Ann Payne; Advancement & Outreach: Committee of the whole; Ministry & Oversight: Jim Syphers; Nominating: Jim Syphers; Peace & Social Concerns: James "Jim" Siekmeier; Religious Education: Catherine "Kitty" Lozier and Catherine Tall; Stewardship & Finance: John Lozier; Newsletter Editor: John Lozier.

### **NEWBERRY WORSHIP GROUP (MENALLEN MONTHLY)**

Mailing address: c/o Menallen Monthly Meeting, PO Box 29, Biglerville, Pennsylvania 17307-0029

Meeting place: Redlands Meeting House, Old Quaker Road, Newberrytown, Pennsylvania

Not wheelchair accessible

No hearing assistance system

Telephone: 717-677-4554 - Clerk of Menallen

First Day schedule: Worship: Third First Day at 10:00 am (April through September)

Travel directions: Take PA 74 South through Dillsburg, PA. Continue to PA 177 North, turn left towards Pinchot State Park. Turn Right onto PA 382 (Newberry Road). Turn Left onto Old Quaker Road.

From I-83: exit Newberrytown, travel west on PA 382. Turn right onto Old Quaker Road.

Contacts: Convener: Patricia "Trish" Wisotzkey.

### **NORFOLK PREPARATIVE MEETING (WILLIAMSBURG FRIENDS)**

Mailing address: 518 New Jersey Avenue, Norfolk, Virginia 23508

Meeting place: location varies: call 757-627-6317 or 757-624-1841

Not wheelchair accessible

Telephone: No hearing assistance system  
757-627-6317 or 757-624-1841  
Web site: home.morrisbb.net/housey/WFM/WFM.norfolk.html  
E-mail address: joanvmoore@mac.com  
First Day schedule: Worship: 10:00 am  
Business Meeting: First First Day, following Meeting for Worship  
Travel directions: Call 757-627-6317 or 757-624-1841 for directions  
Contacts: Clerk: Joan V. Moore; Assistant Clerk: Harriet Schley.

### **NOTTINGHAM MONTHLY MEETING (NOTTINGHAM QUARTER)**

Mailing address: 260 South Third Street, Oxford, Pennsylvania 19363  
Meeting place: Oxford Friends Meeting House, 260 South Third Street, Oxford,  
Pennsylvania 19363  
Wheelchair accessible  
No hearing assistance system  
Telephone: 484-758-0750  
Web Site: www.oxfordfriends.org  
E-mail: info@oxfordfriends.org  
First Day schedule: Worship: 10:30 am  
First Day School: 9:30 am  
Business Meeting: Second First Day: 9:30 am, when scheduled  
Travel directions: Take PA Route 472 exit from US Route 1. Turn onto Route 472,  
also known as Lancaster Avenue (from north a left turn and from  
south a right turn). Continue about one mile, bear right at a church  
to a stop light. Turn right at that light onto Third Street and con-  
tinue through the next light. The Meeting House is on the right  
about midway in the block  
Contacts: Clerk: Gail Pietrzyk; Treasurers: Anna Stanton & David Ross;  
Recording Clerk: Janet Eaby; Recorder: Anna Stanton; Ministry  
& Counsel: Vacant; Nominating: Vacant; Religious Education:  
Vacant; Stewardship & Finance: Vacant; Newsletter Editor: Va-  
cant.

### **PATAPSCO FRIENDS MEETING (CHESAPEAKE QUARTER)**

Mailing address: 2331 Calvin Circle, Ellicott City Maryland 21042  
Meeting place: 2331 Calvin Circle, Ellicott City, Maryland 21042  
Wheelchair accessible  
No hearing assistance system  
Telephone: 410-465-6554  
Web site: www.patapscofriends.com  
E-mail: patapsco.friends.meeting@gmail.com  
First Day schedule: Worship: 10:30 am  
First Day School: 10:30 am  
Business Meeting: First First Day: 12:00 pm

- Travel directions: Take Route 29 North to the end. Turn left onto Old Frederick Road (also known as Route 99). Take first right onto Mt. Hebron Drive. Take second left onto Calvin Circle. Please park on the street, not in the church parking lot. Mt. Hebron House is across the parking lot from the church.
- Contacts: Clerk: John Farrell; Assistant Clerk: Karen Ownbey; Treasurer: William "Bill" Mitchell; Assistant Treasurer: Karen Ownbey; Recorder: Ken Stockbridge; Recording Clerk: Bethanne Kashkett; Advancement & Outreach: James "Jim" Rose; Ministry & Care: Rosemary Davis and Susannah Hills Rose; Nominating: vacant; Peace & Social Concerns: Bethanne Kashkett; Religious Education: Ramona Buck; Newsletter Editor: Ramona Buck.

### **PATUXENT FRIENDS MEETING (CHESAPEAKE QUARTER)**

- Mailing address: PO Box 536, Lusby, Maryland 20657
- Meeting place: 12175 Southern Connector Boulevard, Lusby, Maryland 20657  
Wheelchair accessible  
No hearing assistance system
- Telephone: 410-394-1233
- Web site: [www.patuxentfriends.org](http://www.patuxentfriends.org)
- First Day schedule: Worship: 10:00 am  
First Day School: 10:00 am
- Business Meeting: First First Day: 11:30 am
- Travel directions: Rt. 2 and 4 south from Prince Frederick; 18 miles. Turn left on Rousby Hall Road (Rt. 760); turn right at the first light on Rt 765 (H.G. Trueman Road). Go 0.7 miles south. You will pass Southern Calvert Baptist Church on the left; continue a short distance past the Church and a road, then turn left into the next driveway (by a yellow mail box) to the Meeting House.
- Contacts: Clerk: Cynthia Gonzalez; Treasurer: Timothy "Tim" Keck; Recording Clerk: Ann Trentman; Recorder: Bruce Perrygo; Budget & Finance: Vacant; Ministry & Counsel: Kimberly "Kim" Keck; Nominating: Karen Horton; Peace & Social Action: William "Bill" Williams; Religious Education: Kimberly "Kim" Keck; Trustees: Vacant.

### **PIPE CREEK FRIENDS MEETING (WARRINGTON QUARTER)**

- Mailing address: PO Box 487, Union Bridge, Maryland 21791-0487
- Meeting place: 455 Quaker Hill Road, Union Bridge, Maryland  
Wheelchair accessible  
No hearing assistance system
- Telephone: 410-374-1933
- Web site: [www.pipecreekfriends.org](http://www.pipecreekfriends.org)
- E-mail: [tonybreda@verizon.com](mailto:tonybreda@verizon.com)
- First Day schedule: Worship: 10:00 am

Business Meeting: First First Day: 11:30 am  
Travel directions: From Main Street (MD75) in Union Bridge turn east on East Locust Street, cross the railroad tracks, and go up the hill. Bear right at the fork; the Meeting House is 0.2 mile on the right.  
Contacts: Clerk: Frank Reitemeyer; Treasurer: Theodore "TR" Wailes; Assistant Treasurer: Mary Briggeman; Recording Clerk: Wilbur Wright; Assistant Recording Clerk: Jo Israelson; Recorder: William "Bill" Powel; Peace & Social Concerns: Frank Reitemeyer.

## **RICHMOND FRIENDS MEETING**

Mailing address: 4500 Kensington Avenue, Richmond, Virginia 23221  
Meeting place: 4500 Kensington Avenue, Richmond, Virginia 23221  
Wheelchair accessible  
Hearing assistance system  
Telephone: 804-358-6185 – Meeting House  
Web site: [www.richmondfriendsmeeting.org](http://www.richmondfriendsmeeting.org)  
E-mail: [clerkofmeeting@richmondfriends.org](mailto:clerkofmeeting@richmondfriends.org)  
First Day schedule: Worship: 9:30 am and 11:00 am  
First Day School: 11:20 am  
Business Meeting: Third First Day: 11:00 am - 12:30 pm  
Travel directions: From the north, take I-95 to Exit 79. Take I-195 South for one and one-half miles and exit at Broad Street/US Route 250. Go right/west on Broad/250 one-half mile to Commonwealth (second traffic light). Go left/south on Commonwealth 12 blocks to Kensington. The Meeting House is on the corner of Kensington and Commonwealth Avenues.  
Contacts: Clerk: Barbara Hulburt; Assistant Clerk: Rande H Humphrey; Treasurer: Marjorie Bertolino; Assistant Treasurer: Carisse Harton; Recorder: Mary Julia Street; Recording Clerks: James "Jim" Thoroman and Tina Mello; Care & Counsel: Christine Olson-Vickers; Financial Stewardship: Steve Humphrey; Ministry & Worship: Tracey Cain; Nominating: Barbara Myers; Peace & Social Concerns: David "Dave" Depp; Religious Education: Barbara "Barb" Adams; Newsletter Editor: Diane Bowden.

## **ROANOKE MONTHLY MEETING**

Mailing address: PO Box 4522, Roanoke Virginia 24015-0522.  
Meeting place: 505 Day Avenue SW, Roanoke, Virginia 24016  
Wheelchair accessible  
No hearing assistance system  
Telephone: 540-723-1131 – Meeting House  
Web site: [www.roanokequakers.org](http://www.roanokequakers.org)  
First Day schedule: Worship: 10:30 am  
First Day School: 10:30 am  
Business Meeting: Third First Day, at rise of Meeting for Worship

- Travel directions: **From I-581 N:** Go south to Elm Street exit. Turn right on Elm Street. Turn left on 5th Street. Turn right on Walnut Avenue (Highland Park on your right) and to go Alexander-Gish House sign (beyond the dead-end sign). The house is on the right, with parking lot.  
**From Hollins area:** Go southwest on Williamson Road. Turn right on Frankin Road. Turn right on Walnut Avenue and go to Alexander-Gish House sign (beyond the dead-end sign). The house is on the right, with parking lot.  
**From the South:** Go north on Highway 220/I-581 to Elm Street exit. Turn left on Elm Street. Turn left on 5th Street. Turn right on Walnut Avenue (Highland Park on your right) and to go Alexander-Gish House sign (beyond the dead-end sign). The house is on the right, with parking lot.
- Contacts: Clerk: Elise Hansard; Treasurer: Letty Collins; Recording Clerk: Mike Heller; Recorder: Judy Marlow; Ministry & Counsel: Charles Finn, Jenny Chapman, Mike Heller, and Heidi Koring; Nominating: Tony Martin; Outreach: John Clark; Peace & Social Concerns: Herb Beskar; Religious Education: Katrina Hurt & John Kern; Stewardship & Finance: Letty Collins; Newsletter Editor: Jenny Chapman.

### **SANDY SPRING FRIENDS MEETING (CHESAPEAKE QUARTER)**

- Mailing address: 17715 Meeting House Road, Sandy Spring, Maryland 20860  
Meeting place: 17715 Meeting House Road, Sandy Spring, Maryland 20860  
Wheelchair accessible  
Hearing assistance system available
- Telephone: 301-774-9792 – Community House  
Web site: [www.sandyspring.org](http://www.sandyspring.org)  
E-mail: [office@sandyspring.org](mailto:office@sandyspring.org)
- First Day schedule: Worship: 9:00 am and 11:00 am (except first First Day), Fifth Day 7:30 pm  
First Day School: 11:20 am (except first First Day)
- Business Meeting: First First Day: 10:15 am
- Travel directions: Sandy Spring is in Montgomery County on Route 108, between Ashton and Olney. Turn south from Route 108 across from the Post Office onto Meeting House Road. The Meeting House is the last building on the parking circle.
- Contacts: Clerk: Mary Satterfield; Assistant Clerk: Edward "Ned" Stowe; Treasurer: Margaret "Meg" Pease-Fye; Assistant Treasurer: Margo Lehman; Recording Clerk: Alice Bowman; Advancement & Outreach: Kendra Biddick; Finance: Vacant; Friends in Unity with Nature: Munro Meyersburg; Marriage & Family Relations: Brian Carroll; Membership & Spiritual Care: Louis "Lou" Harrington; Ministry & Counsel: Samuel Garman; Nominating: John



Parker; Peace: John Salzberg; Religious Education: Vacant; Social Concerns: Vacant; Trustees: Edward "Ned" Stowe; Newsletter Editor: Rosaline Zuses.

### **SHEPHERDSTOWN MONTHLY MEETING**

Mailing address: PO Box 1364, Shepherdstown, West Virginia 25443  
Meeting place: Shepherdstown Train Station, corner of German Street and Audrey Edge Drive, Shepherdstown, West Virginia  
Telephone: 304-584-3126  
Web Site: [shepherdstownfriends.org](http://shepherdstownfriends.org)  
E-mail: [shepherdstownquakers@gmail.com](mailto:shepherdstownquakers@gmail.com)  
First Day schedule: Worship: 10:30 am  
Contact: Clerk: Elizabeth Hostler and Mark Mulligan; Treasurer: Michael Raubertas; Recording Clerk: Garrett Moran; Ministry & Oversight: Janet Harrison; Religious Education: Joan Fisher.

### **SOUTH MOUNTAIN FRIENDS FELLOWSHIP (PATAPSCO FRIENDS)**

Mailing address: c/o Patapsco Friends Meeting, Mt. Hebron House, 2331 Calvin Circle, Ellicott City Maryland 21042  
Meeting place: Maryland Correctional Institute – Hagerstown  
Wheelchair accessible  
No hearing assistance system  
Telephone: 410-465-6554 - Patapsco Friends Meeting  
Seventh Day schedule: Worship: 10:30 am  
Travel directions: Call 410-465-6554 for directions to the meeting place, visitors must be registered

### **STATE COLLEGE FRIENDS MEETING (CENTRE QUARTER)**

Mailing address: 611 East Prospect Avenue, State College, Pennsylvania 16801  
Meeting place: 611 East Prospect Avenue, State College, Pennsylvania 16801  
Wheelchair accessible  
Hearing assistance system available  
Telephone: 814-237-7051 – Meeting House  
Web site: [www.statecollegefriends.org](http://www.statecollegefriends.org)  
E-mail: [office@statecollegefriends.org](mailto:office@statecollegefriends.org)  
First Day Schedule: Worship: 11:00 am  
First Day School: 10:45 am  
Business Meeting: First First Day: 9:00 am  
Travel directions: From Harrisburg use 322W. Use Business Route 322 into State College. Turn right (north) on University Drive; go 1.2 miles. Turn left (west) on East Prospect Avenue. Go one block to the Meeting House. From Huntingdon, Pennsylvania, use Route 26 to University Drive and turn south.  
Contacts: Clerk: Selden Smith; Assistant Clerk: Polly Dunn; Treasurer: Kim Morris; Assistant Treasurer: Judy Melville; Recording

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Clerk: Margaret "Peg" Hansen; Assistant Recording Clerk: Kerry Wiessmann; Recorder: Betsy Gamble; Care & Concern: Dorothy Habecker; Finance: Kerry Wiessmann; Nominating: Vacant; Peace & Social Action: Rotates among committee members; Religious Education: Cynthia "Cy" Merriwether deVries; Worship & Ministry: Margaret "Margy" Fry singer; Newsletter Editor: Marianne Stevens.

### **TAKOMA PARK PREPARATIVE MEETING (ADELPHI FRIENDS)**

Mailing address: PO Box 11365, Takoma Park, Maryland 20913-1365  
Meeting place: Dance Exchange, 7117 Maple Avenue, Takoma Park, Maryland  
Wheelchair accessible  
No hearing assistance system  
Telephone: 301-270-4239 – messages only  
Web site: takomapark.quaker.org  
First Day schedule: Worship: 10:00 am (second hours occasionally follow Meeting)  
Business Meeting: Fourth First Day, following meeting for worship.  
Contacts: Clerk: Julian Dockhorn; Treasurer: Erik Hanson; Recording Clerk: Arthur David Olson

### **VALLEY FRIENDS MEETING**

Mailing address: PO Box 781, Dayton, VA 22821  
Meeting place: 363 High Street, Dayton, Virginia 22821  
Wheelchair accessible  
No hearing assistance system  
Telephone: 540-350-2765 – Clerk  
Web site: valleyfriends.org  
First Day schedule: Worship: 10:00 am, followed by potluck meal on first First Day  
First Day School: 10:00 am  
Adult Religious Education: third and fourth First Day  
Business Meeting: Second First Day, at the rise of Meeting.  
Travel directions: Call 540-433-7291 or see website  
Contacts: Clerk: Doris Martin; Assistant Clerk: Pamela Cook; Treasurer: Sam Moore; Assistant Treasurer: Malinda Miller; Recording Clerk: Frank Barch; Assistant Recording Clerk: Lois Crawford; Recorder: Beverly "Bev" Moore; Care & Counsel: Pamela Cook; Finance & Property: Kara Karr; Ministry & Worship: Donna Detrich; Peace, Social Concerns & Outreach: Sallie King; Quaker Enrichment: Sarah Nieto; Newsletter Editor: Eileen Dight.

### **WARRINGTON MONTHLY MEETING (WARRINGTON QUARTER)**

Mailing address: c/o Stan Jones, Clerk, 1040 Old Mountain Road, Dillsburg, Pennsylvania 17019  
Meeting place: Meetinghouse, Route 74, Wellsville, Pennsylvania  
Wheelchair accessible (portable ramp)

No hearing assistance system

Web site: [www.bym-rsf.org/who\\_we\\_are/meetings/pa\\_meetings/warrington.html](http://www.bym-rsf.org/who_we_are/meetings/pa_meetings/warrington.html)

First Day schedule: Worship: 11:00 am

Business Meeting: First First Day of the month: 11:45 am

Travel directions: Near Wellsville, Pennsylvania, about 14 miles northwest of York, on Carlisle Road (PA 74). The Meeting House is at the intersection of Carlisle Road and Quaker Meeting Road.

Contacts: Clerk: Stan Jones; Treasurer: Patricia "Trish" Wisotzkey; Recording Clerk: Deanna "Dee" Swope; Ministry & Counsel: Terry Smith Wallace; Religious Education: Deanna "Dee" Swope.

### **WEST BRANCH MONTHLY MEETING (CENTRE QUARTER)**

Mailing address: c/o William Thorp, Clerk, 178 Nellie's Road, Grampian, Pennsylvania 16838

Meeting place: Friends Meeting House, 415 First Street, Grampian, Pennsylvania 16838

Wheelchair accessible for Meeting Room. Bathrooms downstairs are not.

No hearing assistance system

Telephone: 814-236-9776

Web site: [www.bym-rsf.org/who\\_we\\_are/meetings/pa\\_meetings/west-branch.html](http://www.bym-rsf.org/who_we_are/meetings/pa_meetings/west-branch.html)

First Day schedule: Worship: 11:00 am  
First Day School: 10:00 am

Business Meeting: At the call of the Clerk.

Travel directions: On US 219, 12 miles southwest of Clearfield, Pennsylvania.

Contacts: Clerk: William Thorp; Treasurer: Susan Thorp; Recording Clerk: Donna McGary; Recorder: Susan "Sue" Johnson; Ministry & Counsel: Dorothy McCracken; Outreach: Nancy Wriglesworth; Peace & Social Concerns: Mike Rancik; Religious Education: Lori Rancik.

### **WILLIAMSBURG FRIENDS MEETING**

Mailing address: PO Box 1034, Williamsburg, Virginia 23187-1034

Meeting place: Montessori School, 4214 Longhill Road, Williamsburg, Virginia 23188

Wheelchair accessible

No hearing assistance system

Voice Mail: 757-887-3108

Web site: [www.williamsburgfriends.org](http://www.williamsburgfriends.org)

E-mail: [clerk@williamsburgfriends.org](mailto:clerk@williamsburgfriends.org)

First Day schedule: Worship, 10:00 am; Second Hour Forum, 11:30 am; First Day School, 10:15 am

Business Meeting: Second First Day: 11:30 am, with potluck following.

- Travel directions: The Montessori School can be reached from the Longhill Rd. exit off Route 199. Once on Longhill Rd. going away from Williamsburg, the school is two miles on the right.
- Contacts: Clerk: Elizabeth "Betsy" Krome and William "Bill" O'Connell; Treasurer: Mary Jane "MJ" Foley; Recording Clerk: Christen Hansel; Recorder: Pamela "Pam" Tyng; Finance & Trustees: Pamela "Pam" Tyng; Ministry & Oversight: Thayer Cory; Nominating: Thayer Cory & Mary Jane "MJ" Foley; Peace & Social Concerns: Timothy "Tim" Lavallee; Religious Education: Deanna Rote; Newsletter Editor: Timothy "Tim" Lavallee.

## YORK FRIENDS MEETING (WARRINGTON QUARTER)

- Mailing address: 135 West Philadelphia Street, York, Pennsylvania 17401
- Meeting place: 135 West Philadelphia Street, York, Pennsylvania 17403  
Wheelchair accessible  
No hearing assistance system
- Telephone: 717-848-6781
- Web site: [www.yorkfriendsmeeting.org](http://www.yorkfriendsmeeting.org)
- E-mail: [clerk@yorkfriendsmeeting.org](mailto:clerk@yorkfriendsmeeting.org)
- First Day schedule: Worship: 8:15 and 11:00 am;  
9:30 am Worship Sharing/Discussion
- Business Meeting: First First Day: 9:30 am
- Travel directions: **From the North:** I-83 to Exit 22, N. George Street (I-83 Business); Follow George Street into town; Turn right on Philadelphia Street; Go 2 blocks, Meeting House will be on your right.  
**From the South:** I-83 to Exit 15, South George Street (I-83 Business); Follow George Street into town; Turn left onto West Princess Street; Take first right onto South Beaver Street; Turn left onto West Philadelphia Street; Go 1/2 block, Meeting House will be on your right.  
**From the East or West:** US. 30 to N. George Street(I-83 Business); Follow George Street into town; Turn right on Philadelphia Street; Go 2 blocks, Meeting House will be on your right.
- Contacts: Clerk: Leada Dietz; Treasurer: Deborah "Deb" Spinelli; Assistant Treasurer: Dawn Mogren; Recorder: Colleen Schields; Recording Clerk: Colleen Schields; Adult Religious Education: Colleen Schields; First Day School: Dorothy Shumway; Ministry & Counsel/Community Life: Dave Fitz; Nominating: Louise Heckert; Peace & Social Concerns: Sally Keller; Stewardship & Finance: Patricia "Pat" Long.

## TRAVEL DIRECTIONS

### YEARLY MEETING OFFICE

The office address is 17100 Quaker Lane, Sandy Spring, Maryland 20860.

From I-495, take exit #31A (Route 97 North—Georgia Avenue towards Wheaton). Go a little over 10 miles. Make a right at Route 108 East. Go about 2 miles; you will see Sherwood Elementary School on the left. At the next light (Norwood Road) make a right. Turn left into Friends House Retirement Community (Quaker Lane). Follow Quaker Lane all the way around Friends House Apartments. Quaker Lane ends at the Baltimore Yearly Meeting office. You will see a basketball hoop in the parking lot. Park and come in through the door with the “Baltimore Yearly Meeting Office” sign.

### CATOCTIN QUAKER CAMP

The camp street address is 12611 Tower Road, Thurmont, Maryland 21788.

**From Route I 70, Route I 270, and Route 340**, take 15 North at Frederick, MD. Go about 10 miles north to the u-turn at the Cunningham Falls State Park - Manor Area. Proceed south on Route 15 and turn right 0.5 miles at the next road - Catoctin Hollow Road. Go 3.6 miles to Mink Farm Road and turn left. Proceed 2 miles turning right at Foxville-Tower Road. The driveway to the camp is on the right just beyond the bridge.

**From points north on Route 15** take 15 south past Thurmont. Take MD Rt. 77 West at Thurmont for 2.5 miles. Turn left at Catoctin Hollow Road. After several miles turn right on Mink Farm Road. Follow it for 1.9 miles. Turn Right on Tower Road. The camp driveway is immediately on your right.

**From Hagerstown and Points West** take I 70 east. Get off at exit 42 (Myersville, Gambril State Park). Turn left (north) on to Route 17. After .8 miles, turn right as indicated by the Greenbriar and Gambril State Parks sign. Also note the brick church on the left. Go only a short distance further to Route 40. Turn right on to Route 40. Turn left into Gambril State Park, just past the DanDee Motel (.7 miles beyond the turn off Ridge Road). Proceed to the top of the mountain. You will find that the road comes to a “T” at the High Knob Scenic Area. Turn right at the “T”. Follow the paved road for 7.4 miles. At this point there is a “Y” in the road, marked by a Frederick Watershed sign. Take the left fork of the “Y” onto Mink Farm Road. Proceed slowly (15 mph) past Middlepoint Road (on the left) to Tower Road, one mile and on the left. Turn left onto Tower Road. The camp is on your immediate right.

### OPEQUON QUAKER CAMP

The camp street address is 2710 Brucetown Road, Clearbrook, Virginia 22624.

**From I-81:** Take exit 321 (Clearbrook). Go east on Hopewell Road to a ‘T’ with Route 11. There will be a church in front of you and the Olde Stone Restaurant to your right. Turn left, then *take your immediate right* onto Brucetown Road. Opequon is three miles from this turn. As you proceed on Brucetown Road you will pass Clearbrook Park, cross a set of railroad tracks, go through the little town of Brucetown and pass through a residential area. You will go down a hill passing several single family homes/trailers on your right. At the

bottom of this hill make a right turn into the camp driveway. If you get to a ‘Y’, the right fork of which crosses a one lane concrete bridge, you’ve gone too far.

## SHILOH QUAKER CAMP

The camp street address is 4774 Middle River Road, Stanardsville, Virginia 22973.

**From DC** – From the Beltway go west on I-66 to exit 43. Go south on Rt. 29 for about 55 miles, past Warrenton and Culpeper. Two miles after Madison, turn right on Rt. 230 at the light. There will be a Sheetz convenience store on your right. Go six miles to Hood, turn right on Rt. 613, and go three miles to the end. It comes to a ‘T’ just after you cross a small bridge. Turn right on Middle River Road (Rt. 667), go 1.4 miles to the camp driveway which crosses a wooden bridge on the right just after a sharp left curve. It is directly across from the Shiloh Church of the Brethren. The church sign is easier to see than is Shiloh’s.

**From Richmond** – Take I-64 west 71 miles to Charlottesville. Turn north on 29 and go 18 miles to Ruckersville. Turn left on 33 West. After several miles you will turn right at a stoplight for Rt. 33 business towards Stanardsville. As you enter Stanardsville, turn right on Rt. 230, go three miles, then turn left on Middle River Road (Rt. 667). Go 1.4 miles to the camp driveway which crosses a wooden bridge on the right just after a sharp left curve. It is directly across from the Shiloh Church of the Brethren. The church sign is easier to see than is Shiloh’s.





Annual Session 2014 photograph by Nony Dutton



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*Annual Session 2014 photograph by Nony Dutton*

# ***MANUAL OF PROCEDURE***

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

**UPDATED THROUGH AUGUST 2014**

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## THE SPIRITUAL BASIS FOR UNITY

*(Adapted from the Report of August 1964)*

The Committees appointed by the two Baltimore Yearly Meetings to study together the question of what in our religious experience would justify the union of the Yearly Meetings see that much spiritual basis for unity now exists among us. This is evident in the uniting of a number of local Meetings, so that at present almost half the membership of the two Yearly Meetings is in united Meetings; in our [adult] Young Friends movement; in the joint work of our committees; in our cooperative efforts of many kinds; and in many shared experiences of worship. All these joint activities obviously would not exist without some measure of unity of spirit.

Our Yearly Meeting has a wide, rich, and diverse heritage, chiefly from historic Christianity interpreted by Quakerism. We not only tolerate diversity, we encourage and cherish it. In every local Meeting we struggle, usually patiently, with the problems that arise from our divergent convictions; and we usually find ourselves richer for our differences. In most if not all of our Monthly Meetings will be found, successfully co-existing, persons as far apart in religious vocabulary and practice as there are anywhere in the Yearly Meeting. Yet these Friends worship together every Sunday, and share nourishment for their spiritual life. Such association is beneficial and even necessary.

Friends in our Yearly Meeting are clear on certain principles which are so basic and essential that we tend to take them for granted and forget that they are essential, and probably the only essentials. We all are clear that religion is a matter of inward, immediate experience. We all acknowledge the guidance of the Inner Light—the Christ within—God’s direct, continuing revelation. All our insights are subject to testing by the insight of the group, by history and tradition, and by the bible and the whole literature of religion. All the Meetings for Worship of our Monthly Meetings aspire to openness to God’s communication directly with every person. Worship is primarily on the basis of expectant waiting upon the Spirit, a communion with God in which mediators or symbols are not necessary. We are all clear that faith is directly expressed in our daily living. We all seek to move towards goals of human welfare, equality, and peace.

We have a profound, often-tested, durable respect for individuals’ affirmation of their own religious experience which must be judged not only by their words but also by the lives they lead. From the stimulus of dissimilarity new insights often arise. Friends must each, as always, work out their own understanding of religion; and each Monthly Meeting must, as always, fit its practice to its own situation and the needs of its members.

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## I. INTRODUCTION

The purpose of this Manual is to provide a basis for the good order of the Religious Society of Friends within Baltimore Yearly Meeting by outlining the organizational structure of the Yearly Meeting, its officers and committees, and its relations to other Friends' bodies.

Certain responsibilities have traditionally been vested in Yearly and Quarterly Meetings by the members of the constituent Monthly Meetings. Establishment, laying down, consolidation, or division of Monthly Meetings, though initiated locally, is subject to the approval of the Yearly and Quarterly Meetings, if any, to which such local Meetings report. Friends have granted the Yearly Meeting the power to determine its budget and to make apportionments thereof to the Monthly Meetings, either directly or through the Quarterly Meetings. This Manual deals solely with the organizational structure the Yearly Meeting establishes to handle matters which are entrusted to it by the constituent Monthly or Quarterly Meetings or by individual Friends.

## II. STRUCTURE OF BALTIMORE YEARLY MEETING OF THE RELIGIOUS SOCIETY OF FRIENDS

Baltimore Yearly Meeting of the Religious Society of Friends is an organization of the members of its constituent Monthly Meetings. The privileges and responsibilities of attendance at and participation in the sessions of Yearly Meeting and of service on its committees are open to all members of the Yearly Meeting.

Intermediate between Monthly Meetings and the Yearly Meeting there have customarily been bodies such as Quarterly Meetings and Half-Yearly Meetings. Throughout this Manual of Procedure the term "Quarterly Meeting(s)" will be used to refer to all such intermediate bodies whether meeting quarterly or in some other pattern.

The Yearly Meeting provides for the appointment of necessary officers as hereinafter outlined and organizes its work through the appointment of committees necessary for the effective carrying out of its concerns. The constitution and duties of the usual committees are provided for in this Manual, but nothing stated below is to be construed as requiring the Yearly Meeting to continue any committee beyond the period of its usefulness or as forbidding the establishment of other organs.

### SESSIONS

The Yearly Meeting meets at least once a year, at an appointed time and place and for a stated length of time.

### FUNCTIONS

The functions of the Yearly Meeting are:

- to hear reports from Quarterly Meetings, Monthly Meetings, and the organs established by the Yearly Meeting, and to take action upon these as appropriate.
- to consider and to implement as proper the concerns of groups or of individual Friends.



- to nurture an atmosphere within the Society conducive to the strengthening of the spiritual life of Friends and of the Quarterly and Monthly Meetings, and to the wider dissemination of the principles and testimonies of the Religious Society of Friends.
- to receive and to dispatch epistles from and to other groups of Friends, to accept the minutes of visiting Friends, and to prepare or endorse minutes for its members desirous of visiting among Friends outside the Yearly Meeting.
- to make provision for participation in the work of wider Friends' organizations.
- to approve a budget and to make apportionments thereof to the Monthly Meetings.
- to maintain a central file of information concerning the affairs of the Society within the area of the Yearly Meeting for the use of committees or of individuals in the furtherance of the activities of the Yearly Meeting.
- to perform such other functions as from time to time shall appear proper to the carrying out of the activities of the Yearly Meeting.

## **OFFICERS**

The Presiding Clerk of Yearly Meeting, Recording Clerk of Yearly Meeting, Clerk of Interim Meeting, and Recording Clerk of Interim Meeting are selected from members of Baltimore Yearly Meeting. They are appointed by the Yearly Meeting after nomination by the Interim Meeting and take office at the end of the Yearly Meeting Annual Session at which they are appointed, to serve for terms of two years, or until their successors are appointed. No officer should serve more than six consecutive years in a particular office.

### **Presiding Clerk of Yearly Meeting**

The Presiding Clerk serves as Clerk of all business Meetings of the Yearly Meeting and acts as Convener when special sessions are required. The Clerk attends Interim Meeting, and serves as an alternate to the Clerk of Interim Meeting. The Clerk also serves as a member of the Supervisory Committee, the Program Committee, the Trustees, and, in accordance with the provisions of Friends General Conference, is a member of the Central Committee of that body. Annually, the Clerk nominates and the Annual Session approves an ad hoc Epistle Committee to draft a general epistle to other Friends groups for the Yearly Meeting's review and approval. The Clerk reports to each regular session of the Interim Meeting on activities as Clerk during the intervening period.

A retiring Clerk continues to attend Interim Meeting for one year.

The Presiding Clerk and all former Presiding Clerks may be invited by a Quarterly or Monthly Meeting to serve as Listeners to help the Meeting find clearness on a particular concern, use Quaker process more effectively, and make better use of the resources of the Yearly Meeting. Any one or more of the Clerks may be asked to initiate this process.

### **Clerk of Interim Meeting**

The Clerk of Interim Meeting convenes and guides the sessions of that Meeting, serves as an alternate to the Presiding Clerk of Yearly Meeting, serves on the Supervisory Committee, and may clerk that Committee. The Clerk of Interim Meeting receives and expends the funds of the Yearly Meeting as directed whenever neither the Treasurer nor the Assistant Treasurer is able to do so.

### **Recording Clerks**

The Recording Clerk of Yearly Meeting provides for the orderly recording of the proceedings of the sessions of the Yearly Meeting and serves as an alternate to the Recording Clerk of Interim Meeting.

The Recording Clerk of Interim Meeting provides for the orderly recording of the proceedings of that Meeting and shares the work of recording the proceedings of Yearly Meeting sessions. Reading Clerks are appointed by the Presiding Clerk as needed at Yearly Meeting sessions.

Assistants to these officers may be appointed when deemed necessary.

### **Treasurers**

The Treasurer and Assistant Treasurer are selected from among the members of Baltimore Yearly Meeting. They are nominated to the Yearly Meeting by the Interim Meeting and, when appointed by the Yearly Meeting in session, serve beginning January 1 (the beginning of the Yearly Meeting's fiscal year) following the close of the Annual Session at which appointed, for terms of two years, or until their successors are appointed and qualified. As with other officers, it is preferred that the Treasurer and Assistant Treasurer serve no more than six consecutive years in a particular office. The Treasurer and Assistant Treasurer serve ex-officio as members of the Stewardship and Finance Committee.

The Treasurer monitors and expends the funds of the Yearly Meeting as directed, and maintains financial records and books as directed by the Stewardship and Finance Committee, setting forth the financial conditions and resources of the Yearly Meeting. The Treasurer attends Interim Meeting, and serves as a member of the Trustees, the Supervisory Committee, and the Educational Grants Committee.

The Assistant Treasurer is expected to become familiar with the procedures of the Treasurer, assist the Treasurer and, whenever the Treasurer is unable to serve, serve as Treasurer. The Assistant Treasurer attends Interim Meeting.

## **TRUSTEES**

The Trustees, like other committees of the Meeting, are selected by the Meeting and are expected to act for the whole Meeting in carrying out their responsibilities under the law. Thus, while Trustees must be conscious of their fiduciary obligation to preserve the assets of the Meeting, they must also be continuously sensitive to the spirit of the Meeting and its wish to fulfill the social testimonies of the Society of Friends. The Meeting, in turn, should be sensitive to the legal responsibilities of trustees which can, in certain circumstances, make them personally liable for actions taken in the name of the Meeting.

*Faith and Practice*, 1988, III B, 4b

Trustees and other financial officers should seek to be as responsive as possible, within the limits of legally imposed restrictions, to the considered judgment of the whole Meeting on matters of policy.

*Faith and Practice*, 1988, Appendix I, 2b

The Yearly Meeting appoints generally nine (but no fewer than four) Trustees in accordance with its corporate charter. Each Trustee shall be a member of a constituent Monthly Meeting. These are at present nine in number: the current Presiding Clerk and Treasurer of the Yearly Meeting plus seven persons nominated by the Nominating Committee and appointed by the Yearly Meeting to serve for terms of three years, with the possibility of re-appointment for a second three-year term. A Trustee's term begins at the close of the Yearly Meeting or Interim Meeting Session at which they are appointed and ends at the close of the Annual Session during which their term ends. Normally one of these seven is from each Quarterly Meeting within the Yearly Meeting. The Trustees may not co-opt additional members.

The Trustees are the body authorized to act as the governing body of the Yearly Meeting with respect to legal matters. Either the Clerk of Trustees or Treasurer signs for the Yearly Meeting on forms, such as tax returns, to be filed with governmental entities. Trustees are responsible for obtaining and holding the title to real property owned by the Yearly Meeting, such as burying grounds and camps. Trustees arrange for investing the funds of the Yearly Meeting and, following the policy outlined in *Faith and Practice*, 1988, Appendix I, 3, Trustees ensure restricted funds are managed in accordance with intentions of the original donors. The Trustees arrange for a certified public accountant to audit the Yearly Meeting's book and records in accordance with Yearly Meeting policy and receive and review the auditor's report (currently, an audit is done every three years and more often when the person in the position of Treasurer or General Secretary changes). To accomplish this, the Trustees meet at least annually and report annually to the Yearly Meeting.

Baltimore Yearly Meeting has adopted policies that govern the Trustees. These policies include the Whistle Blower (Appendix B), Conflict of Interest (Appendix C), and Youth Safety Policies (Appendix D to this Manual). Trustee review reinforces the Yearly Meeting's intention that all committee members and corporate practices uphold these policies.

It is the policy of Baltimore Yearly Meeting that the Trustees will keep contemporaneous minutes of all meetings. These minutes are to be sent to the Yearly Meeting Office in a timely fashion for retention.

The Youth Safety Policy Working Group (YSPWG) is under the care of the Trustees. YSPWG includes the following: General Secretary, Youth Programs Manager, Camp Program Manager, Presiding Clerk, Clerk of Supervisory Committee, Clerk of Trustees (or a designated member of Trustees), Clerk of Youth Programs Committee (or a designated member of that Committee), Clerk of Camping Program Committee (or a designated member of that Committee), Clerk of Religious Education Committee (or a designated member of that Committee), Clerk of Junior Yearly Meeting Staff (or a designated member of JYM staff), and others as needed. YSPWG meets at least once per year to review the current Youth Safety Policy, and to discuss any youth safety concerns that may have arisen. The Presiding Clerk ensures that the YSPWG is convened. Throughout the year, the General Secretary keeps the members of YSPWG informed about best practices for youth safety, as information becomes available. YSPWG stands ready to address, in a timely manner, any youth safety policy issues that may arise.

The Clerk, or another designated Trustee, serves as a member of the Camp Property Management Committee. The Clerk, or another designated Trustee, serves as a member of the Development Committee.

### **III. INTERIM MEETING**

All members of Baltimore Yearly Meeting are members of Interim Meeting and are welcome to attend its meetings. Interim Meeting acts for the Yearly Meeting in the intervals between its sessions. It meets at least three times a year and on call as necessary.

In order to assure wide participation in Interim Meeting, each Monthly Meeting in the Yearly Meeting is requested to appoint one person to attend Interim Meetings. Ordinarily, no one serves consecutively as Monthly Meeting appointee for more than six years.

Others expected to participate in Interim Meeting are:

- the officers of the Yearly Meeting: the Presiding Clerk, the retiring Presiding Clerk (for one year following retirement), the Recording Clerk, the Treasurer and the Assistant Treasurer. The Presiding Clerk of Yearly Meeting serves as an alternate to the Clerk of Interim Meeting and the Recording Clerk of Yearly Meeting serves as an alternate to the Recording Clerk of Interim Meeting.
- the Clerk and the Recording Clerk of Interim Meeting.
- the clerks selected by each of the standing administrative and functional committees of the Yearly Meeting including the clerk of Trustees and the Clerks of Baltimore Yearly Meeting Young Friends Executive Committee and Young Adult Friends.
- Friends selected to serve on the Search Committee of Interim Meeting and on the Supervisory Committee.

The functions of Interim Meeting are:

- to act for the Yearly Meeting when necessary in the intervals between sessions.
- to define staffing needs, set staff compensation policies, and be the employer of record. Interim Meeting selects, employs, and defines the responsibilities of the General Secretary.
- to nominate for approval of Yearly Meeting in session persons to serve as Presiding Clerk, Recording Clerk, Clerk of Interim Meeting, Recording Clerk of Interim Meeting, Treasurer, Assistant Treasurer, members of the Supervisory Committee, and members of the Nominating Committee.
- On Spring Yearly Meeting Day, Interim Meeting appoints from the floor a Naming Committee of two Friends to nominate Friends for appointment to fill the vacancies on the Search Committee. This Committee serves for one year or until a new Committee is appointed. The 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.

- to fill vacancies among Yearly Meeting or Interim Meeting officers, or on the Supervisory Committee or the Nominating Committee, when such occur between sessions of the Yearly Meeting.
- to conduct necessary correspondence in the name of the Yearly Meeting between sessions.
- to make sure that adjustments are made in the number of trustees of any corporation to comply with legal requirements.
- to re-examine the function and structure of any Yearly Meeting committee when necessary and make appropriate recommendations to the Yearly Meeting to enable the committee to carry out the concerns placed upon it.
- to consider proposed changes in the Manual of Procedure, report on its actions to those who initiated the proposal, and forward changes to the Yearly Meeting as approved.
- to carry out such other responsibilities as the Yearly Meeting may refer to it.

## **COMMITTEES OF INTERIM MEETING**

### **SEARCH COMMITTEE**

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. These persons attend Interim Meeting. No person may serve for more than six consecutive years. The Committee may not co-opt additional members.

The Search Committee nominates persons to serve as Presiding Clerk, Recording Clerk, Clerk of Interim Meeting, Recording Clerk of Interim Meeting, Treasurer, Assistant Treasurer, members of the Supervisory Committee, and members of the Nominating Committee. These nominations are proposed to Interim Meeting and, if approved, are forwarded to the Yearly Meeting. The Search Committee usually presents these nominations on behalf of Interim Meeting at the Yearly Meeting sessions.

The Search Committee usually reports to Interim Meeting on Summer Yearly Meeting Day. If the Search Committee is able to fill any remaining vacancies after Summer Yearly Meeting Day, it may bring these nominations directly to the Yearly Meeting sessions. At any time the Committee may present to Interim Meeting nominations to fill vacancies which occur during the year.

On Spring Yearly Meeting Day, Interim Meeting appoints from the floor a Naming Committee of two Friends to nominate Friends for appointment to fill the vacancies on the Search Committee. This Committee serves for one year or until a new Committee is appointed. The Committee usually presents its recommendations to Interim Meeting on Summer Yearly Meeting Day. At any time the Committee may present to Interim Meeting nominations to fill vacancies on the Search Committee which occur during the year.

As with other nominating bodies, the Search Committee normally does not nominate any of its own members for other responsibility.

## **SUPERVISORY COMMITTEE**

The Supervisory Committee is composed of the Clerk of Interim Meeting, the Presiding Clerk, the Treasurer of the Yearly Meeting, and four additional members of the Yearly Meeting nominated by the Interim Meeting for appointment by the Yearly Meeting. The Committee may not co-opt additional members. The Supervisory Committee is clerked by the Clerk of Interim Meeting or one of the four appointed members.

The four persons appointed by the Yearly Meeting also attend Interim Meeting. Two of these members are appointed annually for terms of two years. Generally, none of the members may serve on the Supervisory Committee for more than six consecutive years. An individual may again be appointed after a one-year break in service. Terms begin at the end of the Yearly Meeting sessions at which the appointment is made.

The General Secretary is responsible to this committee, specifically to its Clerk. The Committee as a whole guides and supports the work of the General Secretary. The Supervisory Committee writes a position description for the General Secretary to be approved by the Interim Meeting. The Supervisory Committee also ensures the support and nourishment of the staff.

The Supervisory Committee creates, reviews and updates written personnel policies. Supervisory Committee approves written position descriptions of all office staff. The Committee may delegate writing position descriptions to the General Secretary who will consult with appropriate committees and Supervisory Committee. Position descriptions changes that would affect the Yearly Meeting Budget need the approval of the Interim Meeting.

The Supervisory Committee recommends staff compensation policies to Interim Meeting, annually sets specific compensation levels for individual staff, annually reports compensation totals in aggregate form to Interim Meeting, and provides guidance to the General Secretary in the employment of staff.

The Committee will review and remain familiar with the content of the Youth Safety Policy (Appendix D) in order to ensure that the practices of the Committee reflect the guidelines adopted to promote the safety of our youth and youth workers. The Committee will provide any necessary staff and volunteer training and will ensure that programs and events are carried out in compliance with policy guidelines.

The Supervisory Committee also oversees the maintenance of the office-residence property and grounds and the acquisition and maintenance of office equipment and any other fixed assets. Authority for the expenditure of funds for normal maintenance up to a stated dollar amount may be delegated to the General Secretary.

The Supervisory Committee annually provides budget recommendations to the Stewardship and Finance Committee for office staff salaries and benefits and for the maintenance of building, equipment and grounds. As appropriate, the Supervisory Committee will inform the Stewardship and Finance Committee of needed adjustments to the budget.

In addition, this Committee carries out such duties as the Interim Meeting specifically assigns to it, and, between meetings of the Interim Meeting, may act upon urgent matters not involving policy nor of such importance as to justify a special session of the Interim Meeting. All such actions are to be reported to the Interim Meeting at its next session.

## **IV. STAFF**

Interim Meeting selects, employs, and defines the responsibilities of the General Secretary. The General Secretary, with the guidance of the Supervisory Committee, may employ such staff as allowed in the budget approved by the Yearly Meeting in session. The Camp Directors, with the guidance of the Camping Program Committee, employ such staff as the budgets for the various camping programs allow.

Other Committees of the Yearly Meeting desiring staff need to develop a proposal and present it to Interim Meeting for approval. The proposal must include at least the following: 1) job description; 2) the Committee to which the staff is to report; 3) budget and compensation.

After approval of the proposal, the Committee interviews candidates and makes a recommendation to the General Secretary, who employs and directs the staff in accord with the proposal and general Yearly Meeting Personnel Policy. Interim Meeting may require Committees employing or directing staff to coordinate personnel policies.

## **V. COMMITTEES OF THE YEARLY MEETING**

The Yearly Meeting establishes committees for the carrying out of its purposes. All committees are expected to meet at least once annually, either in person or using other modern technology, such as voice- or video-teleconferencing and are expected to report annually. Each committee reports both on its activities and on those matters that are seen as needing attention, with some analysis of the health of the committee. If a committee sees no way in which it can carry out the concerns placed upon it, its members should request the Interim Meeting to re-examine the function and structure of the committee and make appropriate recommendations to the Yearly Meeting. Failure of a committee to report is also an indication that a review process is needed.

Baltimore Yearly Meeting has adopted policies that govern all committees. These policies include Whistle Blower (Appendix B), Conflict of Interest (Appendix C), and Youth Safety Policies (Appendix D to this Manual). Committee review reinforces the Yearly Meeting's intention that all committee members and corporate practices uphold these policies.

It is the policy of Baltimore Yearly Meeting that all committees acting on its behalf, including standing and ad hoc committees, will keep contemporaneous minutes of all committee meetings. These minutes are expected to be sent to the Yearly Meeting Office in a timely fashion for retention.

Concerned individuals desiring to establish a new committee or ad hoc committee take their idea to Interim Meeting, either themselves directly, through their Monthly Meeting(s), or through an appropriate committee if one already exists. If, after due consideration, there



is approval, Interim Meeting recommends to the Yearly Meeting that such a committee or ad hoc committee be established. If the Yearly Meeting approves, the committee or ad hoc committee is established.

Any report, action, or statement of a committee is to be approved in the manner of Friends at a meeting of the committee of which all the members of the committee were given reasonable notice.

Unless otherwise provided, nominations of persons to serve on the committees of the Yearly Meeting are made by the Nominating Committee. Nominations of persons to serve on the Nominating Committee, however, are made by the Interim Meeting. In general, Friends are expected attempt to serve the Yearly Meeting on no more than one standing Committee at a time. However, the nomination of a particularly well qualified Friend as a representative to an outside body or as a member of an ad hoc Committee, after the Nominating Committee has given due consideration to other qualified Friends is permitted. Nothing in this Manual is to be interpreted as barring any Friend from serving in a specific capacity when special circumstances warrant.

All appointments to committees are made by the Yearly Meeting in session, except that Interim Meeting may make appointments to fill vacancies or to meet other requirements arising between Yearly Meeting sessions.

The Yearly Meeting has a responsibility to reject unsuitable names as well as to approve those found acceptable.

Unless other terms are set, approximately one-third of the membership of each committee is appointed annually for terms of three years, such terms to begin at the end of the Yearly Meeting sessions at which the appointments are made. Generally, no one may serve on the same committee for more than six consecutive years, nor is it customary that Friends serve the Yearly Meeting on more than one standing committee at a time. An individual may again be appointed after a one-year break in service.

Any committee, except the Nominating Committee, may co-opt a limited number of Friends for membership for a period not extending beyond the following sessions of Yearly Meeting. Committees may invite other persons, Friends or non-Friends, to serve in a consultative capacity without becoming members of the committee.

Unless otherwise provided, each committee selects its own clerk. Committee clerks are selected from the members of Baltimore Yearly Meeting. Committees are encouraged to make careful provision for their ongoing work by selecting clerks in good time. Committee clerks usually take office at the close of Yearly Meeting's Annual Session, to serve for the coming year. Since it is usually desirable that a clerk have some experience with the particular committee before becoming its clerk, committees may, prior to Yearly Meeting sessions, provide for selecting a prospective clerk from among their continuing members. Committees report the names of their clerks while the Yearly Meeting is still in session. Committee clerks attend Interim Meeting.

Meetings of all Yearly Meeting committees, except the Nominating Committee, are open to all Friends. However, any committee reviewing sensitive matters may hold an executive session.

Yearly Meeting committees are empowered to raise or accept monies only with the prior approval of the Interim Meeting or the Yearly Meeting in session.

All administrative Committees report their recommendations to the Yearly Meeting or to the Interim Meeting for approval, unless authority has previously been given such committees to act on their own proposals.

Functional Committees may act and issue statements on behalf of the Yearly Meeting:

- when such actions or statements have the prior approval of the Yearly Meeting or the Interim Meeting.
- when such actions or statements are clearly in accord with the policy of the Yearly Meeting as enunciated in its minutes or adopted statements.

Other actions or statements not meeting these qualifications will be clearly identified as being the actions or statements of the committee issuing them and not of the Yearly Meeting.

It is the duty of the functional committees from time to time, as the occasion demands, and with the approval of the committee members, to prepare position papers on matters of current interest and concern within their fields of interest and to present these position papers before the Yearly Meeting or the Interim Meeting for approval. If possible, these papers will be distributed to members of the Yearly Meeting along with Yearly Meeting committee reports prior to Yearly Meeting sessions at which they will be considered. These papers, as adopted by the Yearly Meeting, will then form the main part of the background of policy on the basis of which the functional committee may act on behalf of the Yearly Meeting.

The scope of authority possessed by an ad hoc committee is to be included in the charge to the committee; if not included, the committee is governed by the above provisions depending upon whether it is primarily of an administrative or functional character.

As a general practice, the Nominating Committee does not nominate members of an ad hoc committee; the members select themselves. The names of members and the dates of establishment of ad hoc committees are listed in the Yearbook.

When an ad hoc committee is established, a time limit is set for its duration. At the end of that time, a decision is made by the Yearly Meeting as to whether the ad hoc committee is to be continued for another specified period of time, made a standing committee, or laid down. If no decision is made by the Yearly Meeting, the ad hoc committee automatically is laid down when the time limit expires.

Any other groups recognized by the Yearly Meeting which are not standing committees or ad hoc committees are either special groups or working groups. As provided in Section VI

below, the former groups report to the Yearly Meeting, the latter to a sponsoring committee of the Yearly Meeting.

The Committees of Baltimore Yearly Meeting are:

**Administrative Committees:**

- Camp Property Management Committee
- Faith and Practice Revision Committee
- Manual of Procedure Committee
- Nominating Committee
- Program Committee
- Stewardship and Finance Committee

**Functional Committees:**

- Advancement and Outreach Committee
- Camping Program Committee
- Development Committee
- Educational Grants Committee
- Indian Affairs Committee
- Ministry and Pastoral Care
- Peace and Social Concerns Committee
- Religious Education Committee
- Sue Thomas Turner Quaker Education Fund Committee
- Unity with Nature Committee
- Youth Programs Committee

## **ADVANCEMENT AND OUTREACH COMMITTEE**

The Advancement and Outreach Committee consists of approximately nine members nominated by the Nominating Committee and appointed by the Yearly Meeting with care to name Friends who are familiar with Monthly Meetings throughout the Yearly Meeting.

This Committee provides tools and resources to local Meetings looking for outreach ideas, for help starting new meetings and for ways to help those new to Friends learn about the Religious Society of Friends. The Committee works with the Publications Committee to assure that useful information about Baltimore Yearly Meeting, its local Meetings, and the Religious Society of Friends is available from the Yearly Meeting web site and other Yearly Meeting publications.

The Committee names one of its members to serve on the Sue Thomas Turner Quaker Education Fund Committee for a two-year term.

## **CAMP PROPERTY MANAGEMENT COMMITTEE**

The Camp Property Management Committee consists of six members nominated by the Nominating Committee and appointed by the Yearly Meeting. In addition, either the clerk or another member of the Trustees, Camping Program Committee, Stewardship and Finance Committee, and the Camp Property Manager are ex officio members. The Committee may appoint subcommittees as needed, which may include members from outside the Committee. The Committee will normally meet at least twice a year.

The Committee is a governing committee that oversees the management of the present and any future properties the Yearly Meeting uses for Camping Programs, Retreats, and other similar activities. The Committee's purpose is threefold: to plan ahead for the long term needs of the camp properties; to oversee the content and direction of the Camp Property Manager's work; and to support the Camp Property Manager with specific projects as needed. While the committee has full authority to carry out its tasks, the fiduciary responsibility for the Yearly Meeting Properties rests with the Trustees.

The Committee will manage the camp properties as one financial entity and will prepare operating and capital budgets which will be listed separately within the Yearly Meeting budget. For this purpose, appropriate accounts will be established, including a capital reserve account. The committee will be responsible for setting the fees for the use of the properties. All income generated by the camp properties, including timber sales, will be available for the operation and development of the camp properties. Gifts and bequests may be received into the committee's accounts. Financial statements will be prepared annually at the same time as the Yearly Meeting accounts, of which they will form a part.

The Committee will review and remain familiar with the content of the Youth Safety Policy (Appendix D) in order to ensure that the practices of the Committee reflect the guidelines adopted to promote the safety of our youth and youth workers. The Committee will provide any necessary staff and volunteer training and will insure that programs and events are carried off in compliance with policy guidelines.

### **CAMPING PROGRAM COMMITTEE**

The Camping Program Committee consists of approximately 18 persons nominated by the Nominating Committee and appointed by the Yearly Meeting, plus the directors of the camping programs, and the Camp Program Manager, *ex officio*.

The Camping Program Committee oversees and coordinates the philosophy, policy, financing, and program emphasis of all Yearly Meeting endeavors in the field of outdoor religious education—seeking to provide for all the various ages and interests of our Yearly Meeting through a variety of camping styles. The Camp Program Manager is responsible for implementing goals, direction, and policy as set by the Camping Program Committee.

The Committee will review and remain familiar with the content of the Youth Safety Policy (Appendix D) in order to ensure that the practices of the Committee reflect the guidelines adopted to promote the safety of our youth and youth workers. The Committee will provide any necessary staff and volunteer training and will insure that programs and events are carried off in compliance with policy guidelines.

The Camping Program Committee advises the General Secretary on employment of camp directors and the Camp Program Manager. The Committee nurtures and supports the directors and staff in the implementation of the outdoor religious education programs and works to promote awareness of the programs within the wider Quaker community.

The Clerk or another member of the Camping Program Committee serves as a member of the Camp Property Management Committee.

## **DEVELOPMENT COMMITTEE**

The Development Committee consists of five or more members nominated by the Nominating Committee and appointed by the Yearly Meeting. In addition, either the Clerk or another member of the Trustees and one member of Stewardship and Finance Committee are ex-officio members. Development Committee prepares, guides, and assists in the implementation of fundraising plans. It is charged with the creation and subsequent oversight of a comprehensive development plan for Baltimore Yearly Meeting that clarifies the role of Monthly Meeting apportionment; an annual giving program; development policies that address the acceptance and handling of both restricted and unrestricted contributions; and the appropriate uses of Yearly Meeting and Monthly Meeting communication avenues.

The Committee also reviews requests for exceptional, one-time release of the Yearly Meeting mailing list for purposes of financial solicitation and, if it approves, forwards such requests to the next Interim Meeting or Annual Session for final consideration. (Excepted from the Yearly Meeting's policy restricting such use of the mailing list, and thus from Development Committee review, are the affiliated Quaker organizations Friends General Conference, Friends United Meeting, and Friends World Committee for Consultation).

The Committee guides, supports, and assists the Development Director in the following ways: researching for the Yearly Meeting potential sources of financial support, including individuals and Monthly Meetings; cultivating and requesting support from major donors, including individuals, foundations, and other organizations; establishing regular contact with individuals and Monthly Meetings to promote increased giving to Yearly Meeting; creating curricula for supporting Monthly Meetings in their own fundraising efforts; and promoting efforts to secure bequests and other deferred gifts. The Committee maintains appropriate consultation with the General Secretary and Supervisory Committee about shared supervision and personnel matters. If there is no Development Director, the Committee undertakes these duties, and others ascribed to that position, as needed.

The Development Committee has oversight of fundraising efforts that other Yearly Meeting committees may initiate. It assists in the planning and implementation of such efforts and ensures that any fundraising effort is consistent with the overall development plan. The Committee consults with Stewardship and Finance, Camping Program, Camp Property Management, and Youth Programs Committees on a regular basis to discuss the budgetary process and to promote giving. The Development Committee consults with Trustees for guidance on legal and Yearly Meeting policy issues.

## **EDUCATIONAL GRANTS COMMITTEE**

The Educational Grants Committee is composed of at least six members nominated by the Nominating Committee and appointed by the Yearly Meeting, plus the Treasurer of the Yearly Meeting, ex officio. The purpose of this Committee is to help Friends secure post-secondary education by providing grants. Preference is given to requests for loans for undergraduate level study. Monies and income from the Educational Fund, the Fair Hill portions of the Consolidated Endowment Fund, and such other education funds as the Yearly Meeting deems appropriate are used to provide post-secondary grants.

Grants are awarded on the basis of financial need and the Committee's assessment of an applicant's statement of purpose, including consistency with Friends testimonies. The application process is expected to include comments on the applicant's involvement in the Monthly Meeting and any information that would be helpful in making a decision.

The Committee performs its work according to a policy statement approved by the Yearly Meeting.

Baltimore Yearly Meeting does not make loans to students.

The Committee meets in April to evaluate applications and award grants, and on other mutually convenient dates to discuss other business. The Educational Grants Committee reports to the Yearly Meeting at least once a year on the state of the funds, grants made, and any other business conducted.

### **FAITH AND PRACTICE REVISION COMMITTEE**

The Faith and Practice Revision Committee consists of at least three persons nominated by the Nominating Committee and appointed by the Yearly Meeting. These persons are appointed only when proposed revisions have been presented in writing to the Yearly Meeting. The same provisions regarding rotation of members and term limits apply as for other standing committees. When no revisions are before the Committee and the Committee has completed all its responsibilities, the Yearly Meeting releases these persons from their appointment to this Committee.

The Committee receives proposed changes and circulates proposed revisions to all the Monthly and Quarterly Meetings in Baltimore Yearly Meeting with sufficient time that Monthly Meetings may prepare comments for a Quarterly Meeting session before Yearly Meeting. The Committee may help prepare proposed changes to ensure clarity and consistency with other sections of *Faith and Practice*. It is responsible for ensuring that changes approved by the Yearly Meeting are incorporated into *Faith and Practice*. Printing and distribution of *Faith and Practice* or of its revised sections are to be coordinated with the Supervisory Committee.

### **INDIAN AFFAIRS COMMITTEE**

The Indian Affairs Committee consists of approximately 12 members nominated by the Nominating Committee and appointed by the Yearly Meeting.

This Committee stimulates interest in and activity concerning American Indians. It cooperates with other Yearly Meetings and other Friends organizations in projects for the benefit of American Indians. It concerns itself with legislation on local, regional, and national levels involving Native American issues.

The ongoing work of the Indian Affairs Committee is inspired by its history. In 1795, Quakers in the northern Shenandoah Valley, following the model established by William Penn in Pennsylvania, set up a fund under the care of Baltimore Yearly Meeting to pay American Indians for lands Quakers had settled. Unable to locate survivors of the natives,

the Indian Affairs Committee distributes the interest income from this endowment to organizations which assist and advocate for American Indians.

## **MANUAL OF PROCEDURE COMMITTEE**

The Manual of Procedure Committee, composed of not fewer than three persons nominated by the Nominating Committee and appointed by the Yearly Meeting, is responsible for continually updating the Manual by incorporating all changes in procedure adopted by the Yearly Meeting. The Committee may recommend changes in procedure deemed useful to the Yearly Meeting. Such changes are to be recommended in writing to the Interim Meeting for consideration and forwarded to the Yearly Meeting if approved. In the interest of accuracy and clarity, the Manual of Procedure Committee may copy edit the *Manual of Procedure*.

## **MINISTRY AND PASTORAL CARE COMMITTEE**

The Committee is concerned with deepening the spiritual life of Baltimore Yearly Meeting and of its constituent Monthly Meetings. The Committee carries an active concern for calling forth and nurturing the gifts of the Spirit in the Yearly Meeting. The Committee encourages and supports Monthly Meetings as they recognize, publicly affirm, and practically support those individuals who exercise their gifts in faithful ministry and service.

The Committee assists the Yearly Meeting with programs, retreats, workshops at Annual Session, and during the year as needed. The Clerk of the Ministry and Pastoral Care Committee serves as a member of the Program Committee.

The Committee advises Monthly Meetings on the preparation of the Annual Report of the Spiritual State of the Monthly Meeting in accordance with the guidelines in our *Faith and Practice*. The Committee receives the approved reports and incorporates them, with concerns and information about events in the Yearly Meeting, into a Spiritual State of the Yearly Meeting Report to be presented for consideration and acceptance at Annual Session.

The Committee considers requests for Yearly Meeting endorsements of minutes of support for members traveling in the ministry outside our Yearly Meeting. Such minutes usually are prepared by the Monthly Meeting in which the Friends holds membership and then endorsed by the Yearly Meeting (See *Faith and Practice*, Part III, Section B, Sub-section 5,b Minutes for Spiritual Service and, c Endorsements). If there is clearness to proceed, the Committee brings a recommendation to the Yearly Meeting or Interim Meeting for this minute. Minutes endorsed by the Yearly Meeting are expected to be returned to the Yearly Meeting. Ordinarily, the endorsement is for one year.

The Committee maintains the Guidelines for Embracing the Ministry of Friends and supports Monthly Meeting Committee of Oversight for these Friends. The Committee maintains a current list of all recorded ministers within the Yearly Meeting.

## **NOMINATING COMMITTEE**

The Nominating Committee is composed of 12 persons, with at least one from each Quarterly Meeting. One-third of the Committee is nominated each year by the Interim Meeting



for appointment by the Yearly Meeting. Quarterly Meetings may suggest the names of suitable persons from their membership to serve on the Nominating Committee.

The Committee recommends to the Yearly Meeting in session the names of persons to serve on committees and in other offices for which no other means of nomination has been herein provided. Unless otherwise specified, a three-year term is suggested for all committee members, one-third of the membership of a committee being appointed each year to serve from the close of the Yearly Meeting session at which they were appointed. Persons may be appointed to an office or committee for no more than six consecutive years, unless longer terms are specified.

Nominations may arise in the Nominating Committee, or may be suggested to the Committee by Quarterly or Monthly Meetings, by clerks or members of established committees, or by any member of the Yearly Meeting. Normally, persons eligible for nomination are members of Baltimore Yearly Meeting. However, the Nominating Committee may nominate Friends from other Yearly Meetings who are sojourning among us. On the recommendation of a Monthly Meeting, the Committee may nominate an active attender, except that appointments to other Friends organizations must be limited to members of the Society of Friends if the applicable bylaws so specify.

In general, committees charged with a nominating function do not nominate any of their own members; Friends serve the Yearly Meeting on no more than one standing committee at a time. However, the nomination of a particularly well qualified Friend as a representative to an outside body or as a member of an ad hoc committee, after the Nominating Committee has given due consideration to other qualified Friends is permitted. Nothing in this Manual is to be interpreted as barring any Friend from serving in a specific capacity when special circumstances warrant.

Friends appointed to the Nominating Committee may complete a term already being served on another Committee; and a Nominating Committee member may be nominated for service on another committee immediately on rotation off the Nominating Committee.

In order for the business and concerns of the Yearly Meeting to be effectively carried forward, it is desirable for committees to be representative of various age groups and interests and for Friends to become acquainted with various aspects of Yearly Meeting affairs. It is the duty of the Nominating Committee to evaluate the qualifications of Friends for committee service and to endeavor to be informed about the functioning of Yearly Meeting Committees, in order to ascertain at what point a committee assignment or a change of assignment might benefit a Friend, the Yearly Meeting, or both.

### **PEACE AND SOCIAL CONCERNS COMMITTEE**

The Peace and Social Concerns Committee consists of approximately 12 members nominated by the Nominating Committee and appointed by the Yearly Meeting.

The Committee recognizes that an enduring peace requires social justice, and that the two are inextricably bound together. Friends' concerns for nonviolence in international affairs and

in the alleviation of situations of tension in society are translated into education and action programs of the Yearly Meeting. The Committee stimulates and coordinates activities of Monthly Meeting Peace and Social Concerns Committees regarding those issues that affect the fabric of society and on which Quaker testimonies can be brought to bear. It serves as a resource to Baltimore Yearly Meeting and its constituent Meetings, gathering and disseminating information.

The Committee also works with Monthly Meetings to address these concerns. It may also bring to the attention of the Yearly Meeting other international and domestic concerns that affect relationships between the economically developed and less-developed countries or the relationship between people with greatly different economic means wherever they may live.

The Right Sharing of World Resources Working Group (RSWRWG) is under the care of the Peace and Social Concerns Committee. It seeks to challenge the Yearly Meeting and other Quaker groups to simplify our lives and work for a more equitable distribution of global resources.

Friends are encouraged to record their personal statements of pacifism by sending signed and dated statements to their Monthly Meetings and to the Yearly Meeting. The names of all persons filing such statements are to be listed in the Yearbook published following receipt of the documents.

The Peace and Social Concerns Committee acts as the conscience of the Yearly Meeting in issues relating to prison concerns and the death penalty. As appropriate, the Committee recommends to the Nominating one person for a three-year, once renewable appointment by the Yearly Meeting to serve on the Board of Directors of Prisoner Visitation and Support, which meets in Philadelphia two or three times a year.

As appropriate, Peace and Social Concerns recommends to Nominating one person for a three-year, once renewable appointment by the Yearly Meeting, to serve on the Board of Directors of Quaker House, which meets five times a year in Fayetteville, North Carolina.

As appropriate, Peace and Social Concerns recommends to Nominating one person for a three-year, once renewable, appointment by the Yearly Meeting, to serve as a representative to the Participating Members Council of the National Religious Campaign Against Torture.

## **PROGRAM COMMITTEE**

The Program Committee consists of nine persons nominated by the Nominating Committee and appointed by the Yearly Meeting, plus the following, *ex officio*: the Presiding Clerk of the Yearly Meeting, the Clerk of Ministry and Pastoral Care Committee, the General Secretary and Youth Programs Manger of the Yearly Meeting, the Young Friends Annual Session Planners, the clerk of Junior Yearly Meeting staff, and a registrar appointed by the Committee.

The Program Committee has oversight of all program plans for Yearly Meeting sessions. This oversight includes negotiating each year a suitable site for the following year's Annual Session, Junior Yearly Meeting, the planning of the time schedule in detail, assigning places for all meetings, selecting guest speakers and special program events or delegating the selection to appropriate groups, and caring for the book room.

The Committee will review and remain familiar with the content of the Youth Safety Policy (Appendix D) in order to ensure that the practices of the Committee reflect the guidelines adopted to promote the safety of our youth and youth workers. The Committee will provide any necessary staff and volunteer training and will ensure that programs and events are carried off in compliance with policy guidelines.

### **RELIGIOUS EDUCATION COMMITTEE**

The Religious Education Committee consists of approximately 12 persons nominated by the Nominating Committee and appointed by the Yearly Meeting, and the Clerks of the Religious Education Committees of all Monthly Meetings. The Committee is an avenue through which the Yearly Meeting exercises its responsibility for the spiritual nurture of its young people and adults.

The Committee supports Monthly Meeting Religious Education Committees and First Day School teachers in their work with all age groups. This is done through curriculum planning, resource information, and consultation with committee members, as well as through workshops, teacher preparation programs, and retreats.

The Committee names one of its members to serve on the Sue Thomas Turner Quaker Education Fund Committee for a two-year term.

### **STEWARDSHIP AND FINANCE COMMITTEE**

The Stewardship and Finance Committee consists of 14 members nominated by the Nominating Committee and appointed by the Yearly Meeting, with careful attention to the special need of this Committee to be knowledgeable about the situation of all Monthly Meetings. Ideally, each Quarterly Meeting is represented. In addition, the Treasurer and Assistant Treasurer are ex officio members of this Committee, and either the Treasurer or the Clerk of the Stewardship and Finance Committee from each local Meeting is a corresponding member.

Each year, the Committee prepares for Yearly Meeting consideration a budget and a plan of apportionment of the budget to the Monthly Meetings. It has oversight of the accounting methods used and the adequacy of the financial reports given by the Treasurer, and it makes adequate provision for preservation of all assets of the Yearly Meeting not specifically managed by the Trustees.

This Committee is also expected to keep all Monthly Meetings informed of the financial needs of the Yearly Meeting and aware of their responsibility to support adequately the activities of the Religious Society of Friends, including any special appeals from Friends General Conference and Friends United Meeting.

The Clerk or another member of the Stewardship and Finance Committee serves as a member of the Camp Property Management Committee. The Clerk or another member of the Stewardship and Finance Committee serves as a member of the Development Committee.

## **SUE THOMAS TURNER QUAKER EDUCATION FUND COMMITTEE**

The Sue Thomas Turner Quaker Education Fund Committee consists of one member appointed by the Advancement and Outreach Committee and one appointed by the Religious Education Committee. Such appointments are for two-year terms. Members may not serve for more than six consecutive years. Other members may be co-opted as appropriate. In addition, Rosalind Turner Zuses will serve as convener without a term limit until such time as she is unable or unwilling to continue.

The Fund was established in Baltimore Yearly Meeting in 1996 by Howard and Rosalind Turner Zuses in recognition of Sue Thomas Turner's long support of Quaker education and Quaker values in public education. Its purpose is to support the understanding and practice of Quaker faith in schools and to support the growth of a life lived in the Spirit by members of the school communities. School community members include students, faculty, staff, administration, trustees, and parents. The Fund is targeted for, but not limited to, Friends schools under the care of a Friends Meeting.

The Fund is intended to be used for materials, lectures and consultants, workshops and retreats, and programs and activities which help to explain Quaker faith and practice to members of the school communities, to be brought into the schools for individuals or groups from the school communities to attend workshops, classes or retreats on Quaker faith and practice and spiritual development, and for the creation and distribution of materials related to these issues by members of the school communities. The Fund would be limited to uses which are in addition to those already funded by a school or committee budget, or to augment funds to enable a use which exceeds ordinary funding.

Applications from schools, meetings, committees, Friends agencies, or individuals for a specific project must be received by March 1. In general, the Committee meets once a year, usually at Spring Interim Meeting Day. The amount of money distributed is a percentage, adjusted as the Committee determines is appropriate, of the value of the Fund at the time of distribution.

## **UNITY WITH NATURE COMMITTEE**

The Unity with Nature Committee consists of approximately 12 persons nominated by the Nominating Committee and appointed by the Yearly Meeting. Monthly Meetings not represented on the Committee are invited to select representatives to the Committee.

Recognizing that the entire world is an interconnected manifestation of God, the Unity with Nature Committee seeks to work into the beliefs and practices of the Yearly Meeting the twin principles that God's Creation is to be respected, protected, and held in reverence, and that human aspirations for peace and justice depend upon restoring the Earth's ecological integrity. The Committee promotes these principles by example, by communication,

and by providing spiritual and material support to those engaged in transforming our relationship with the Earth. It serves as a resource for Unity with Nature concerns and activities of individuals and of Monthly Meetings.

As appropriate, the Unity with Nature Committee recommends one person as a representative and one person as an alternative representative to the Nominating Committee for a three-year, once renewable appointment by the Yearly Meeting to the Steering Committee of Quaker Earthcare Witness. Unity with Nature recommends to Nominating one person for a three-year, once renewable appointment by the Yearly Meeting, to serve on the Board of Directors of the Friends Wilderness Center.

## **YOUTH PROGRAMS COMMITTEE**

The Youth Program Committee consists of 16 adults nominated by the Nominating Committee and appointed by the Yearly Meeting, as well as the Youth Programs Manager, the Young Friends Clerks, and Young Friends appointed by the Young Friends Business Meeting.

The Committee will review and remain familiar with the content of the Youth Safety Policy (Appendix D) in order to ensure that the practices of the Committee reflect the guidelines adopted to promote the safety of our youth and youth workers. The Committee will provide any necessary staff and volunteer training and will ensure that programs and events are carried off in compliance with policy guidelines.

The Youth Programs Committee oversees and coordinates all Yearly Meeting youth programs—for junior high/middle school and high school youth, with the exception of the Camping Program and Junior Yearly Meeting. It provides advice and support for the Youth Programs Manager. To this end the Committee does the following: provides a Designated Friendly Adult Presence (FAP) for every Young Friends and Junior Young Friends conference; recruits, trains, evaluates, and mentors adults in the Yearly Meeting who have a leading to work with our programs; supports the Youth Programs Manager in coordinating and communicating with Junior Yearly Meeting and other Yearly Meeting committees involved in youth programs; provides the Yearly Meeting with access to the approved Junior Young Friends Handbook and Young Friends Handbook and ensures that Yearly Meeting is notified of major revisions.

The Young Friends Yearly Meeting Planners serve on the Program Committee. The Young Friends Executive Committee is nominated and appointed by the Young Friends Business Meeting. To encourage youth to take an active part in the affairs of the Yearly Meeting, the Young Friends Executive Committee Clerk is expected to participate in Interim Meeting. Details of the procedures of the Young Friends Executive Committee and Young Friends Conferences can be found in the Young Friends Handbook, available from Baltimore Yearly Meeting.

## **VI. SPECIAL GROUPS AND WORKING GROUPS**

### **Special Groups**

Concerned individuals desiring to establish a new Special Group bring their idea to Interim

Meeting, either themselves directly, or through a Monthly Meeting, or through a standing committee of the Yearly Meeting. If, after due consideration, there is general support and approval, Interim Meeting recommends to the Yearly Meeting that such a Special Group be established. If the Yearly Meeting approves, the group is established.

Some groups organize themselves while some others consist of ex officio members. The description of each group explains its concerns, organization, and membership. Unless otherwise provided, each group selects its own clerk.

Each group is expected to report annually to the Yearly Meeting. Any report, action, or statement of a special group is expected to be approved in the manner of Friends at a meeting of the group of which all the members of the group were given reasonable notice. Special groups are empowered to raise or accept monies only with the prior approval of the Interim Meeting or the Yearly Meeting in session.

### **Working Groups**

Any standing committee or the Trustees, with the concurrence of Interim Meeting, may establish a Working Group. The Working Group need not have members of the sponsoring committee among its members, but reports to and through that committee. Unless otherwise provided, each Working Group selects its own clerk. Each Working Group is expected to report in writing annually to the Yearly Meeting. Any report, action, or statement of a Working Group is expected to be approved in the manner of Friends at a meeting of the Group of which all members of the Group were given reasonable notice. Working Groups are empowered to raise or accept monies only with the prior approval of the Interim Meeting and in coordination with the Development Committee. The minute establishing the Working Group specifies whether a member of the Working Group or the clerk of the sponsoring committee will authorize disbursements. When the Working Group's activities are complete or it is no longer active, the sponsoring committee or Interim Meeting lays it down.

One Special Group is currently active within Baltimore Yearly Meeting:

### **YOUNG ADULT FRIENDS**

Baltimore Yearly Meeting Young Adult Friends, constituted in 1986, is a group of women and men aged approximately 18 to 40 years. It is open to other adults who may be interested in the group's activities. It chooses its own officers, term lengths, meeting times, and goals. Its Clerk attends Interim Meeting.

The general purpose of the group is to let young adult Quakers and attenders share their spiritual journeys with others. It provides fellowship for people from widely scattered Meetings and includes those who may feel isolated because there are few of their age in their Meetings.

The group meets at Yearly Meeting and reports to Yearly Meeting. The group holds several retreats a year. These include worship, meetings for business, workshops, service projects, cooking and cleaning together, and social time. Young Adult Friends suggests names each

year to the Nominating Committee for appointment by the Yearly Meeting of a young adult representative to Young Friends of North America's regional meetings and annual conference. Travel support for this representative is included in the Yearly Meeting budget.

## **VII. AFFILIATION WITH FRIENDS GENERAL CONFERENCE, FRIENDS UNITED MEETING, AND FRIENDS WORLD COMMITTEE FOR CONSULTATION**

Baltimore Yearly Meeting is affiliated with three larger bodies of Friends: Friends General Conference, Friends United Meeting and Friends World Committee for Consultation. Any member of Baltimore Yearly Meeting may be considered for appointment to the various agencies of each of these organizations. Appointments of the appropriate number of persons are made annually to serve three-year terms as members of the Central Committee of Friends General Conference and as representatives to Friends World Committee for Consultation, Section of the Americas. Appointments of the appropriate number of representatives and alternates to Friends United Meeting are made every three years at the Yearly Meeting sessions immediately preceding the Friends United Meeting Triennial sessions. Appointments to such responsibilities are made by the Yearly Meeting, upon nomination by the Nominating Committee, in accordance with the procedures and requests of the respective bodies.

### **FRIENDS GENERAL CONFERENCE**

Friends General Conference, established in 1900, is an association of some 14 Yearly Meetings and other regional Friends entities and eight Monthly Meetings as of 2002. Its coordinating body is its Central Committee, to which member groups make appointments in proportion to the number of persons in their fellowship.

Central Committee members are expected to participate in one long weekend annually, and to serve on one of the program or administrative committees. This may involve several other meetings annually. In addition they are expected to communicate to Friends General Conference the needs and hopes of their parent bodies, and to interpret to their own groups the needs and programs of Friends General Conference.

All Friends are encouraged to attend the annual week-long Friends General Conference Gathering of Friends each summer. Information about FGC resources may be found on their web site, [www.FGCQuaker.org](http://www.FGCQuaker.org). Details of the procedures of Friends General Conference can be found in the Friends General Conference Organizational Blue Book available from Friends General Conference, 1216 Arch Street, 2B, Philadelphia Pennsylvania 19107.

### **FRIENDS UNITED MEETING**

Friends United Meeting, formed in 1902 as the Five Years Meeting of Friends, is composed of Yearly Meetings, 20 as of 1999, and smaller Quaker groups. It meets triennially and publishes a complete record of its proceedings. It has jurisdiction over matters delegated to it by the constituent Yearly Meetings. Friends United Meeting may provide Yearly Meetings with advice and counsel.



Each Yearly Meeting in Friends United Meeting is entitled to appoint five representatives to the Triennial Sessions, plus one additional representative for each 1,000 members or major fraction thereof. (According to FUM procedures, if an appointed representative does not attend the Triennial, those representatives present may select a replacement representative from those members of Baltimore Yearly Meeting attending the Triennial. This is to be reported to the Yearly Meeting in session.) Representatives form the Representative Body. Major matters and proposals are considered by the Representative Body and the plenary sessions. Routine procedural matters may be acted upon by the Representative Body and reported to the Plenary Session which reserves the right to approve, disapprove, or reconsider.

At the time representatives are nominated, each Yearly Meeting names one of its representatives to serve on the Triennial Nominating Committee and another to serve on the Triennial New Business Committee. Baltimore Yearly Meeting's representatives, including those persons named to the General Board, serve also for the three years following the Triennial sessions to which they were appointed as a support group for the relationship between Baltimore Yearly Meeting and Friends United Meeting.

Between Triennial Sessions, the General Board is the responsible body and legal representative of Friends United Meeting. Each Yearly Meeting makes appointments to the General Board during the year preceding the Triennial Sessions. The formula for determining the number of appointments is: membership of 3,000 or less, maximum of 2 appointees; 3,001 to 10,000, maximum of 3 appointees; 10,001 and over, maximum of 4 appointees. One of the General Board members is designated to serve on the General Board Nominating Committee.

The General Board has four regular administrative Committees: Executive Committee, Finance Committee, Nominating Committee, and Program Coordinating and Priorities Committee. The Nominating Committee of the General Board includes one appointee from each Yearly Meeting, designated by the Yearly Meeting, from among those who are its General Board representatives. The General Board also appoints from its members such program committees as are necessary to give continuity and support to the work of Friends United Meeting. Every member of the General Board serves on at least one of its committees.

Practice has been for each Yearly Meeting to name one representative to the Triennial Planning Committee for the upcoming Triennial.

Yearly Meetings contribute to a travel pool, administered by the General Board, to cover expenses of the designated number of representatives traveling to and from the Triennial sessions.

All Friends are encouraged to attend the Friends United Meeting Triennial sessions. Information about Friends United Meeting resources may be found on their web site, [www.fum.org](http://www.fum.org).

Details of the procedures of Friends United Meeting can be found in the pamphlet, Friends United Meeting Organization and Procedure, 1996, available from Friends United Meeting, 101 Quaker Hill Drive, Richmond Indiana 47374.

## **FRIENDS WORLD COMMITTEE FOR CONSULTATION**

Friends World Committee for Consultation (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.

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, four 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.

Friends World Committee for Consultation is organized into four geographical sections. Baltimore Yearly Meeting is in the Section of the Americas, which covers the entire western hemisphere. The Section, in turn, is divided into smaller geographical regions, of which Baltimore Yearly Meeting is in the Southeastern region. Some activities of the Section of the Americas are the Quaker Youth Pilgrimage (in collaboration with the Europe and Middle East Section), Wider Quaker Fellowship, and Comité de los Amigos 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 are expected to be committed to openness and learning from Friends representing other traditions of worship, theology, and culture.

These representatives attend Sectional and regional meetings (usually an annual meeting for each) and are eligible to serve on the various committees of the Section. All Friends are welcome at Sectional and regional meetings. The representatives help keep the Yearly Meeting informed about the activities of the organization.

## **VIII. CORPORATIONS AFFILIATED WITH BALTIMORE YEARLY MEETING FRIENDS HOUSE, INC.**

Friends House, Inc., established in 1966, is governed by a Board of Trustees consisting of 12 members nominated by the Nominating Committee and appointed by the Yearly Meeting, four each year for three-year terms, plus seven members nominated by the Board of Trustees of Friends House, Inc. and also appointed by the Yearly Meeting for three-year terms, two each year in two years and three the following year. An appointment begins with the next meeting of the Board of Trustees after the Yearly Meeting Session that made the appointment. A person may serve no more than two consecutive terms. All trustees are selected from the members of the Religious Society of Friends.

Trustees attend meetings, conduct business, and help keep the Yearly Meeting informed of the work of the Board in operating a retirement home near Sandy Spring, Maryland.

### **FRIENDS NURSING HOME, INC.**

Friends Nursing Home, Inc., established in 1968, has the same 19 persons as their Trustees with the same conditions of appointment and of service as the members of the Board of Trustees of Friends House, Inc.

The Trustees operate Friends Nursing Home and keep the Yearly Meeting informed of its progress.

### **MILES WHITE BENEFICIAL SOCIETY**

The Miles White Beneficial Society of Baltimore City was founded and incorporated in 1874 to administer a trust established under the will of Miles White, a member of the Eutaw Street Meeting, the predecessor of Baltimore Monthly Meeting, Homewood. Upon the consolidation of Baltimore Yearly Meeting in 1968, oversight of this trust passed to the Yearly 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."

The trust is administered by the trustees of the Society who "shall annually make a written statement of its operations, and of the disposition and condition of its finances for the preceding year, and submit the same to the Baltimore Yearly Meeting of Friends." There are eight to ten trustees, nominated by the Nominating Committee and appointed by the Yearly Meeting during its Annual Session to serve a three-year term which commences after the Miles White Beneficial Society's annual meeting in October. Appointees serve no more than two consecutive terms. Trustees meet monthly, as needed.

### **SANDY SPRING FRIENDS SCHOOL, INC.**

Sandy Spring Friends School, Inc., established in 1959, is governed by a Board of Trustees consisting of between 20 and 30 persons, normally 24: four appointed by the Yearly Meeting, eight by Sandy Spring Monthly Meeting, and the remainder by the Board itself. Ordinarily each year the Yearly Meeting appoints one trustee to serve a four-year term

commencing with the September meeting of the Board following appointment. Appointees serve no more than two consecutive terms.

The appointees attend meetings of the Board of Trustees, participate in the directions of the programs of the corporation, and keep the Yearly Meeting informed of such programs. Sandy Spring Friends School reports annually to the Yearly Meeting.

## **IX. REPRESENTATIVES TO OTHER ORGANIZATIONS**

Representatives to organizations not part of the Yearly Meeting but to which the Yearly Meeting regularly nominates, appoints, or sends representatives, are nominated by the Nominating Committee and appointed by the Yearly Meeting in accordance with the procedures of the organizations to which they are named.

### **AMERICAN FRIENDS SERVICE COMMITTEE**

The American Friends Service Committee 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. Attracting the support and partnership of people of many races, religions, and cultures, AFSC's work is based on the Quaker belief in the worth of every person and faith in the power of love to overcome violence and injustice.

AFSC is directed by the American Friends Service Committee Corporation, through a Board of Directors elected by the Corporation from among its members. Corporation members all must be members of the Religious Society of Friends.

Baltimore Yearly Meeting may appoint five persons to the Corporation. These persons, nominated by the Nominating Committee and appointed by the Yearly Meeting, in staggered three-year terms are expected to participate in the annual meeting of the Corporation, usually held in Philadelphia.

These representatives are selected from those interested in projects of the American Friends Service Committee. They attempt to interest other persons in contributing to, working for, and being concerned about the American Friends Service Committee.

### **FRIENDS COMMITTEE ON NATIONAL LEGISLATION**

The Friends Committee on National Legislation (FCNL) is a public interest lobby founded in 1943 by members of the Religious Society of Friends. FCNL seeks to bring the concerns, experiences, and testimonies of Friends to bear on policy decisions in the nation's capital. People of many religious backgrounds participate in this work. FCNL's staff and volunteers work with a nationwide network of thousands to advocate social and economic justice, peace, and good government.

FCNL is governed by a General Committee of 240 Friends, two-thirds of whom are appointed by 26 of the U.S. Yearly Meetings and seven national Friends organizations; the

other third is appointed by the General Committee itself. All members of the General Committee must be members of the Religious Society of Friends and U. S. citizens. The General Committee meets each November to conduct business that includes establishing legislative policy and priorities. Between these Annual Meetings an Executive Committee and several other Committees guide the program and administration of FCNL. Further information is available at the FCNL web site.

The six Baltimore Yearly Meeting representatives to the FCNL are nominated by the Nominating Committee and appointed by the Yearly Meeting, two each year for three-year terms.

These representatives are selected from those interested in the work of the Friends Committee on National Legislation and are expected to participate in its meetings. They attempt to educate other persons concerning the purposes of the Friends Committee on National Legislation in the area of civic action in matters of concern to Friends, and to interest others in contributing to, and working for, this organization.

### **FRIENDS WILDERNESS CENTER**

The Friends Wilderness Center provides a place for meditation and spiritual nourishment in a rustic environment within Rolling Ridge Foundation property in Jefferson County, West Virginia. Its mission includes preserving this natural sanctuary and hosting a variety of events. The Board of Directors consists of six to fifteen members, a majority of whom must be members of the Society of Friends. Unity with Nature recommends to Nominating one person for a three-year, once renewable, appointment by the Yearly Meeting, to serve on the Board of Directors.

### **NATIONAL RELIGIOUS CAMPAIGN AGAINST TORTURE (NRCAT)**

The National Religious Campaign Against Torture (NRCAT) was launched during the conference "Theology, International Law and Torture: A Conference on Human Rights and Religious Commitment," which was held January 13-16, 2006 at Princeton Theological Seminary. Brought together by staff people of various national faith groups and those in the religious community who were already working on the issue, participants discussed the possibility of developing an ongoing national religious anti-torture campaign.

In 2009, the Board of Directors of NRCAT voted to continue its efforts to end U.S.-sponsored torture forever and to expand into two new areas of work: ending torture in U.S. prisons and advocating for U.S. policies and practices that help end torture by other governments. Baltimore Yearly Meeting and several of its constituent Monthly Meetings are Participating and Endorsing Members of NRCAT. As appropriate, Peace and Social Concerns Committee recommends one person to Nominating for a three-year, once renewable, appointment by the Yearly Meeting, to serve as a representative to the Participating Members Council of NRCAT.

### **PRISONER VISITATION AND SUPPORT**

Prisoner Visitation and Support is an incorporated organization sponsored by more than 30 national religious bodies and socially-concerned agencies. It seeks to meet the needs of

prisoners in the United States federal and military prison systems through an alternative ministry that is separate from official prison structures.

The Peace and Social Concerns Committee recommends to the Nominating Committee, as appropriate, one person for a three-year, once renewable, appointment by the Yearly Meeting to serve on the Board of Directors of Prisoner Visitation and Support, which meets in Philadelphia two or three times a year.

### **QUAKER EARTHCARE WITNESS**

The Quaker Earthcare Witness is an organization of North American Quakers seeking ways to integrate their concern for environment with Friends long-standing testimonies for simplicity, peace and equality. It has a policy-making General Committee to which Yearly Meetings name representatives. A smaller Steering Committee, drawn from the General Committee, oversees ongoing activities.

The Unity with Nature Committee suggests names, as appropriate, to the Nominating Committee for appointment by the Yearly Meeting of a representative and an alternate representative for a three-year, once renewable appointment to the Steering Committee of Quaker Earthcare Witness.

### **QUAKER HOUSE, FAYETTEVILLE, N.C.**

Established in 1969, Quaker House is an incorporated organization with representatives appointed by three yearly meetings and other socially-concerned agencies. It provides assistance to military personnel, their families, and those contemplating military service. Quaker House offers counseling in the areas of conscientious objection, delayed enlistment claims, and Absent Without Leave and Unauthorized Absence issues. As appropriate, Peace and Social Concerns Committee recommends to Nominating one person for a three-year, once renewable, appointment by the Yearly Meeting, to serve on the Board of Directors of Quaker House, which meets five times a year in Fayetteville, North Carolina.

### **WILLIAM PENN HOUSE**

William Penn House is a Quaker seminar and hospitality center in Washington, District of Columbia. Established in 1966 as a project of Friends Meeting of Washington, it was incorporated as an independent, nonprofit entity in November 1993. Its structure includes a National Consultative Committee of representatives from 20 Friends organizations and Yearly Meetings.

Baltimore Yearly Meeting may appoint one person as representative and one alternate to the National Consultative Committee for a term of three years. Nominations are made by the Nominating Committee and approved by the Yearly Meeting in session.

### **YOUNG FRIENDS OF NORTH AMERICA**

Young Friends of North America, formed in 1953, is an open religious fellowship of Friends from across North America and from a variety of Quaker backgrounds. Although most of the group is between the ages of 18 and 35, there is no upper age limit. Young Friends of North America gathers regionally in the spring and fall and meets as a whole for a week-long summer conference. Baltimore Yearly Meeting Young Adult Friends sug-

gests names each year to the Nominating Committee to appoint by the Yearly Meeting of a young adult representative to Young Friends of North America's regional meetings and annual conference.

## **X. CHANGES IN *FAITH AND PRACTICE***

Revisions to Faith and Practice are initiated by one or more Monthly or Quarterly Meetings or committees of the Yearly Meeting and are presented in writing to the Yearly Meeting. The Yearly Meeting then appoints at least three persons, nominated by the Nominating Committee, to serve on the Faith and Practice Revision Committee.

The Committee may help prepare proposed changes to ensure clarity and consistency with other sections of *Faith and Practice*. It circulates proposed revisions to all the Monthly and Quarterly Meetings in Baltimore Yearly Meeting with sufficient time that Monthly Meetings may prepare comments for a Quarterly Meeting session before Yearly Meeting. It is responsible for ensuring that changes approved by the Yearly Meeting are incorporated into *Faith and Practice*.

## **XI. CHANGES IN THE MANUAL OF PROCEDURE**

Changes in the Manual of Procedure may be initiated by Interim Meeting or by any member or any committee of the Yearly Meeting. Ideally, the proposal is first presented in writing to the Interim Meeting. The Interim Meeting will consider the proposal at its next meeting. If considered appropriate as presented or revised, the proposal will be forwarded to the Yearly Meeting at its next session, except that changes presented by the Manual of Procedure Committee implementing a policy adopted at the last Annual Session do not have to be forwarded. Where substantive changes have been made (that is, changes that alter the meaning of the Manual, for example, adding a new committee or laying down an existing one), the changes are forwarded. The Yearly Meeting in session receives proposed changes and may approve, reject, postpone, or return the proposed change to the Interim Meeting for further consideration. In any case, a written report of the action of the Interim Meeting is to be sent to those initiating the item, who may then, if so led, take the matter directly to a Yearly Meeting session.

The Manual of Procedure Committee incorporates into the Manual changes in procedure adopted by the Yearly Meeting and recommends changes in procedure deemed useful to the Yearly Meeting. When proposing changes, Yearly Meeting members or committees may find it helpful to work with the Manual of Procedure Committee. In the interest of accuracy and clarity, the Manual of Procedure Committee may copy-edit the *Manual of Procedure*.



## XII. APPENDICES

### APPENDIX A

#### ARTICLES OF CONSOLIDATION

Baltimore Yearly Meeting of Friends, Stony Run

Baltimore Yearly Meeting of Friends (Orthodox)

First: Baltimore Yearly Meeting of Friends, Stony Run, and Baltimore Yearly Meeting of Friends (Orthodox) agree that such corporations shall consolidate and thereby form a new corporation. The terms and conditions of the consolidation and the mode of carrying the same into effect are hereby set forth in these Articles of Consolidation.

Second: The new corporation shall be formed under the laws of the State of Maryland.

Third: The consolidating corporations are Baltimore Yearly Meeting of Friends, Stony Run, and Baltimore Yearly Meeting of Friends (Orthodox) both of which are corporations organized and existing under the laws of the State of Maryland.

Fourth: The matters and facts required to be stated in Articles of Incorporation other than provisions with respect to incorporators are:

1. The name of the corporation is: Baltimore Yearly Meeting of the Religious Society of Friends.

2. Baltimore Yearly Meeting of the Religious Society of Friends is composed of the members of Monthly Meetings formerly affiliated with Baltimore Yearly Meeting of Friends, Stony Run, and Baltimore Yearly Meeting (Orthodox) (sometimes through intermediate bodies such as Quarterly Meetings) together with all those persons who may hereafter become members thereof, located in Maryland, Pennsylvania, Virginia, the District of Columbia and other adjacent areas.

3. The purposes for which the corporation is formed are:

(A) To continue without interruption the work of Baltimore Yearly Meeting of Friends, Stony Run, and Baltimore Yearly Meeting of Friends (Orthodox) and to have all their powers, duties, and obligations.

(B) To promote the religious interests and welfare of its members and its constituent Monthly Meetings, together with the boards, committees, institutions and instrumentalities affiliated with the Religious Society of Friends, as well as to maintain relations with other religious fellowships to the end that mutual understanding and cooperation may be advanced.

(C) To acquire by purchase, gift, devise, bequest, or otherwise, and to own, invest, reinvest, or dispose of property, both real and personal, for such religious, educational, philanthropic and other related work as the Yearly Meeting may undertake; to purchase, own, receive, sell, assign, care for, rent, lease, mortgage, or otherwise encumber, sell, assign, transfer and convey such property for the general purposes of the Yearly Meeting; to receive and hold in trust both real and personal property for Monthly or Quarterly Meetings, boards, institutions and instrumentalities of the Religious Society of Friends, or agencies affiliated with the Religious Society of Friends and to invest and reinvest the same; and to make any contracts for promoting the objects and purposes of the Yearly Meeting.

(D) In general to exercise any, all and every power which has heretofore been exercised by Baltimore Yearly Meeting of Friends, Stony Run, and by Baltimore Yearly Meeting of Friends (Orthodox) and which any non-profit religious and charitable corporation can be authorized to exercise, but no other power.

4. The post office address of the principal office of the corporation in Maryland is 5116 North Charles Street, Baltimore, Maryland 21210. The name of the Resident Agent of the corporation in Maryland is Theodore H. Mattheiss and the post office address of the Resident Agent is 5116 North Charles Street, Baltimore, Maryland 21210. Said Resident Agent is a citizen of the State of Maryland and actually resides therein.

5. The membership of the corporation entitled to participate in its activities and meetings shall consist of the members of the Monthly Meeting congregations affiliated with the Yearly Meeting.

6. The number of the Trustees of the corporation shall be nine (9), which number may be increased or decreased pursuant to a "Manual of Procedure for Baltimore Yearly Meeting of the Religious Society of Friends," but shall never be less than four (4). The names of the Trustees who shall act initially until their successors are chosen and qualify are: James D. Peacock, William J. Evans, F. Hooper Bond.

7. The Yearly Meeting shall not be authorized to issue capital stock.

8. The duration of the corporation shall be perpetual.

Fifth: (A) The principal offices of Baltimore Yearly Meeting of Friends, Stony Run, and Baltimore Yearly Meeting of Friends (Orthodox) are both located in the City of Baltimore, State of Maryland.

(B) Baltimore Yearly Meeting of Friends, Stony Run, owns real property in Frederick County and Cecil County in the State of Maryland, the title to which could be affected by the recording of an instrument among the land record.

(C) Baltimore Yearly Meeting of Friends (Orthodox) owns no real property in the State of Maryland, title to which could be affected by the recording of an instrument among the land records.

Sixth: These Articles of Consolidation were advised by the Executive Committee of Baltimore Yearly Meeting of Friends, Stony Run, and by the Executive Council of Baltimore Yearly Meeting of Friends (Orthodox) on April 1, 1967 by the adoption of a Minute declaring that the proposed consolidation provided herein was advisable substantially upon the terms and provisions set forth in these Articles of Consolidation and directing that the proposed Articles of Consolidation be submitted for action thereon at the regular annual sessions of the respective Yearly Meetings. Thereafter these Articles of Consolidation were approved by the respective regular annual sessions of the Baltimore Yearly Meeting of Friends, Stony Run, and Baltimore Yearly Meeting of Friends (Orthodox) according to the manner of Friends, without dissent, at said sessions both of which were held on Saturday, August 5th, at 2:00 P.M. as provided by the Laws of Maryland and the Charters of the respective corporations.

Seventh: Both Baltimore Yearly Meeting of Friends, Stony Run, and Baltimore Yearly Meeting of Friends (Orthodox) agree to execute, deliver and file any and all instruments or documents necessary or appropriate to accomplish the objective above stated.

IN WITNESS WHEREOF, Baltimore Yearly Meeting of Friends, Stony Run, and Baltimore Yearly Meeting of Friends (Orthodox) have caused these Articles of Consolidation to be signed

in their respective corporate names and on their behalf by their respective officers and their respective corporate seals to be hereunto affixed and attested as of this fifth day of August, 1967.

Attest: BALTIMORE YEARLY MEETING OF FRIENDS, STONY RUN

Mary S. Farquhar

Harry S. Scott, Jr.

Recording Clerk

Presiding Clerk

Attest: BALTIMORE YEARLY MEETING OF FRIENDS (ORTHODOX)

Lucy G. Wellons

Alfred H. Mikesell

Recording Clerk

Acting Alternate Presiding Clerk

## **REVISIONS TO THE ARTICLES OF CONSOLIDATION**

Approved by Baltimore Yearly Meeting Representative Meeting, October 28, 1995 (R95-57)

Recorded: Department of Assessments and Taxation of the State of Maryland, December 4, 1995

Fourth:

2. “Baltimore Yearly Meeting of the Religious Society of Friends is composed of the members of Monthly Meetings located in Maryland, Pennsylvania, Virginia, the District of Columbia and other adjacent areas formerly affiliated with Baltimore Yearly Meeting of Friends, Stony Run, and Baltimore Yearly Meeting (Orthodox), together with all those persons who may hereafter become members of existing or newly created Monthly Meetings.”

3. (B) First sentence. “The corporation is organized exclusively to promote the religious, charitable, and educational interests of its members and its constituent Monthly Meetings, together with the boards, committees, institutions and instrumentalities affiliated with the Religious Society of Friends.”

Sentence added: “For the above purposes the corporation may make distributions to organizations under Section 501(c)(3) of the Internal Revenue Code (or the corresponding section of any future Federal tax code.)”

(C) First sentence. “To acquire by purchase, gift, devise, bequest, or otherwise, and to own, invest, reinvest, or dispose of property, both real and personal, for religious, charitable and educational purposes and other related work as the Yearly Meeting may undertake:...”

(D) Second sentence added. “Notwithstanding any other provision of these articles, the corporation shall not carry on any activity not permitted to be carried on (a) by a corporation exempt from Federal income tax under Section 501 (c)(3) of the Internal Revenue Code (or corresponding section of any future Federal tax code) or by a corporation, contributions to which are deductible under Section 170(c)(2) of the Internal Revenue Code (or corresponding section of any future Federal tax code).”

4. First and second sentences. “The post office address of the principal office of the corporation in Maryland is 17100 Quaker Lane, Sandy Spring, Maryland 20860. The name of the Resident Agent of the corporation in Maryland is Frank Massey and the post office address of the Resident Agent is 17100 Quaker Lane, Sandy Spring, Maryland 20860.” [NOTE: The present Resident Agent is Karen A. Treber and the post office address of the Resident Agent is 240 Armstrong Avenue, Frostburg, Maryland 21532.]

6. Third and fourth sentences added. “Each Trustee shall be a member of a Monthly Meeting which is constituent of the Baltimore Yearly Meeting. The trustee shall be appointed at the annual meeting of the Baltimore Yearly Meeting, usually held in August of each year, for a term as designated in the Manual of Procedure of the Baltimore Yearly Meeting.”

8. Second sentence added. “However, should the corporation be dissolved the assets shall be distributed for one or more exempt purposes within the meaning of Section 501(c)(3) of the Internal Revenue Code, or corresponding section of any future tax code, or shall be

distributed to the Federal government, or to a state or local government for a public purpose.”

9. New paragraph added. “9. No part of the net earnings of the corporation shall inure to the benefit of, or be distributable to its members, trustees, directors, officers or other private persons, except that the corporation shall be authorized and empowered to pay reasonable compensation for services rendered and to make payments and distributions in furtherance of Section 501(c)(3) purposes. No substantial part of the activities of the corporation shall be the carrying on of propaganda, or otherwise attempting to influence legislation, and the corporation shall not participate in, or intervene in (including the publishing and issuing of statements) any political campaign on behalf of, or in opposition to, any candidate for public office.”

## **REVISION TO THE ARTICLES OF CONSOLIDATION**

Recorded with the State of Maryland: September 5, 1996

Fourth: 1. "The name of the Corporation is: Baltimore Yearly Meeting of the Religious Society of Friends, Inc."

## **APPENDIX B**

### **WHISTLEBLOWER PROTECTION POLICY**

Baltimore Yearly Meeting is committed to the highest ethical and legal standards. In line with this commitment and BYM’s commitment to open communication, this policy provides an avenue for members of BYM to raise concerns with reassurance that they will be protected from reprisals or victimization for reporting improper conduct such as incorrect financial reporting, unlawful activity, activities that violate BYM’s policies, or other serious improper conduct.

Any BYM member (or attender of a BYM monthly meeting) who learns of unethical or wrongful conduct within Baltimore Yearly Meeting is encouraged to report this to any of the following people for further action: the General Secretary, the Clerk of Interim Meeting, the Clerk of the Yearly Meeting, or the Clerk of Trustees.

No person will be penalized, formally or informally, or retaliated against for any such report. Harassment or victimization for reporting concerns under this policy will not be tolerated.

Every effort will be made to treat the complainant’s identity with appropriate regard for confidentiality. We encourage Friends to put their names to allegations because appropriate follow-up questions and investigation may not be possible unless the complainant is identified. Concerns expressed anonymously will be explored appropriately, but consideration will be given to the seriousness of the issue raised, the credibility of the concern, and the likelihood of confirming the allegation from attributable sources.

## **APPENDIX C**

### **CONFLICT OF INTEREST POLICY**

All Baltimore Yearly Meeting members, or attenders of BYM monthly meetings (“Friends”) are expected to avoid actual or potential conflicts of interest in dealings with BYM. Further, all Friends are expected to act in the best interest of Baltimore Yearly Meeting when fulfilling their duties as staff members or as volunteers.

An actual or potential conflict of interest occurs when a Friend is in a position to influence a decision that may result in a personal gain for that Friend, an entity associated with that Friend, or for a relative as a result of BYM’s business dealings. For the purposes of this policy, a relative

is any person who is related by blood, adoption, marriage or committed partnership, or whose relationship with the employee is similar to that of persons who are related by blood, adoption, marriage or committed partnership.

Any Friend who has any influence on transactions involving purchases, contracts, or leases that might result in personal gain for the Friend, associated entity, or a relative must disclose, as soon as possible, to the General Secretary or the Clerk of Trustees the existence of any actual or potential conflict of interest so that safeguards can be established to protect all parties.

Any Friend serving on a BYM Committee that contracts for goods or services on behalf of BYM must not take part in any committee decision involving a contract with a business in which the Friend or a relative of the Friend holds any significant beneficial interest. The nature and extent of such a beneficial interest must be disclosed to the members of the committee making the decision.

Personal gain may result not only in cases in which a Friend, associated entity, or relative has a significant ownership in a firm with which BYM does business, but also when a Friend, associated business, or relative receives any kickback, bribe, substantial gift, or special consideration as a result of any transaction or business dealings involving BYM.

The intent of this policy is to uphold the high standards of transparency and integrity that BYM always has expected of Friends. Nevertheless, the policy should be interpreted with a standard of reasonableness. Thus, failure to disclose conflicts involving very small amounts of money or failure to make formal disclosure of relationships that are well known to all parties involved will not be deemed to be violations of this policy.

## **APPENDIX D**

### **YOUTH SAFETY POLICY**

Originally Approved October 17, 2009

Updated June 15, 2013

#### **Purpose Statement**

Baltimore Yearly Meeting (BYM) seeks to provide a safe and secure environment for the children and youth who participate in our programs and activities. We strive to provide an atmosphere of openness and trust among children, among adults, and between children and adults. We seek Divine guidance in all aspects of our programming, operations and staffing. We affirm that the adults in our programs have the responsibility for the safety and care of all, but especially the children in our programs. Beyond written policies, we recognize that careful attention and vigilance needs to be maintained to nurture this atmosphere and provide individuals the opportunity to experience safety in our community.

All of our youth programs honor that of God in every person. After research, thought, discussion, and prayer, we have created this policy and procedures to promote the safety of all within the Yearly Meeting community while respecting the Light within each of us. The policy set forth in this document acknowledges that each of our youth programs is unique and has different operating norms. Therefore, this document strives to provide overarching policies and guidelines which allow each program the flexibility needed to operate. These procedures focus on preventing harm, responding in a timely and appropriate way to suspicions or incidents of child abuse, and offering support, clarity and allowing room for healing. By implementing the

following practices, our goal is to maintain high-quality care and protection of the children and youth of Baltimore Yearly Meeting. The Yearly Meeting also seeks to protect from false accusations all who work with and support any of the Yearly Meeting's programs.

### **Definitions**

For purposes of this policy, the terms “child,” “children,” “youth,” or “minors” include all persons under the age of eighteen (18) years. “Youth Worker” refers to someone who is working within Yearly Meeting programs for youth, including paid staff, work-grant recipients and volunteers. “Applicant” refers to anyone who is applying to be a youth worker. “Participant” is any individual, regardless of age, who is not working, but participating in a Youth Program.

Support workers are those who assist in various youth programs by doing jobs necessary to such programs, but who are not involved in directly ministering to youth. By way of example, these workers include, but are not limited to, kitchen staff, grounds keepers and bus drivers. For purposes of this policy, these staff and volunteers shall be referred to as “Support Workers.”

Within BYM programs – which include, but are not limited to, the Junior Yearly Meeting program, the BYM Youth Programs, and the BYM Camping programs – some “youths” may indeed be “Youth Workers,” while some people over the age of 18 may be “participants.” Youth Workers who are under the age of 18 shall be referred to in this Policy as “Minor Youth Workers.”

Those in charge of those programs shall be referred to in this Policy as “Program Managers.”

### **Preventive Measures**

BYM seeks to prevent the occurrence of child abuse within its programs. Prevention occurs in various ways that include: carefully screening applicants, checking references, conducting criminal background checks, and regularly re-checking criminal records. It also includes training on the signs and symptoms of possible child abuse, regular monitoring of staff during youth activities, ensuring this Policy is disseminated to all who work with youth, training on this Youth Safety Policy, and creating procedures appropriate for each youth program, and monitoring compliance with those procedures, especially those designed to limit situations of one youth meeting with one adult in a closed room that might give rise to the opportunity of child abuse.

### **Selection of Workers for Positions Supervising Youth**

Year-round staff members involved with youth are hired by the General Secretary of BYM using a process that involves but is not limited to a written application, interview, reference checks and criminal background check. These year-round staff members oversee the various BYM programs for youth.

People who oversee the BYM programs serving youth are charged with the responsibility of discerning the suitability of staff and volunteers to work with our youth. All BYM employees and any persons who desire to work directly with the children participating in our programs and activities will be screened using the procedures below:

#### **a. Written application:**

All applicants for any Youth Worker position must complete an application. The applications for various BYM youth programs may differ slightly depending upon individual program needs.

However, each application will request basic information from the applicant, and will inquire into such matters as previous experience with children and religious affiliation. It will require at least two references, employment information and disclosure of any criminal convictions. (See **Youth Safety Appendix A** for a copy of the application for use with all youth staff and camp staff, BYM staff, and JYM volunteers) Applicants with experience in one or more Quaker programs are encouraged to obtain one of their references from someone associated with that program, or from their Monthly Meeting. This shall not be a requirement.

Access to the completed application forms will be available to those reviewing the application, and to relevant BYM staff and committee clerks.

b. Applicant Interview:

Upon review of the applications, a personal interview will be conducted with all selected applicants to consider their suitability. The Camp Directors conduct interviews for the camp staff; the Junior Yearly Meeting committee clerks interview possible volunteer staff for JYM; and the Friendly Adult Presence (FAP) subcommittee interviews possible staff for BYM Young Friends and Junior Young Friends programs. Procedures for conducting and documenting the interview or training process will be determined by the particular youth program. Any concerns raised during the interview process are to be noted in writing on or with the application, and signed and dated by the noting interviewer.

c. Reference Checks:

Before an applicant is permitted to work with children and youth in any BYM program, at least two of the applicant's personal references will be checked. Individuals familiar with the applicant but not identified by that applicant as a reference also may be contacted for input.

d. Six-Month Association Rule:

In an effort to ensure that we know the individuals who will help our youth develop and be asked to serve as role models, no unpaid worker will be considered for any positions involving supervisory contact with minors until she or he has been known to a Quaker community for a minimum of the previous six (6) months before applying for a position in a BYM youth program. Quaker communities may include Friends schools, Friends camps, Monthly Meetings or other Quaker organizations.

e. Exceptions to the selection process:

We recognize that there are some categories of workers which are not vetted using the above detailed application process, such as occasional workshop leaders and non-program-affiliated bus drivers. Notwithstanding, all such workers are still required to undergo a criminal background check unless program staff will be present at all times during the occasional person's direct contact with youth.

f. Criminal Background Check:

A state/district and national criminal background check covering the jurisdiction in which the worker resides is required for all Youth Workers and Support Workers within BYM youth programs, excepting Minor Youth Workers. Until the background check is complete, no adult applicant will be allowed to volunteer or be employed in any of the youth programs. Periodic re-checks will occur, based on the specific youth program's need, but rechecks will occur no less frequently than every three years.



Before a background check is run, a prospective worker will be asked to complete and sign an authorization and release form as well as an information form allowing BYM to access this information and share it with appropriate personnel. (See **Youth Safety Appendix A** for Authorization & Release and Information forms.) A failure to disclose a criminal conviction on the background authorization form and/or declining to sign the authorization form will be a basis for prohibiting the individual from working with children or acting in a support capacity in our youth programs. An applicant will be provided with the opportunity to explain any extenuating circumstances regarding criminal convictions on the application.

Conviction of a crime does not mean that someone could not work with children nor does it mean that he or she does not have gifts to offer the BYM community. But in order to protect the safety of our youth, individuals convicted of any of the following types of crimes will not be employed nor serve as volunteers in our youth programs:

Any crimes involving children such as, but not limited to, child abuse, sexual abuse, child neglect, child pornography, and human trafficking.

Additionally, applicants convicted of “barrier crimes”, as defined by Virginia law, will not be placed in positions working with youth in any BYM programs located in Virginia. All other convictions will be assessed based on the type of crime, numbers of convictions and date(s) of convictions to ascertain whether the individual is suited to working with youth at all, or at the time of the application.

The background check authorization form and results will be maintained in confidence in a locked file at the BYM office. Should the criminal background check indicate any convictions that would ban or limit the involvement of an applicant, the Yearly Meeting staff will communicate with the applicant and notify him or her of the reason s/he is not eligible to work with youth in BYM programs. The applicant has the right to review the report. If the applicant believes that the criminal background report is incorrect, s/he may go through the appropriate legal channels to correct it and then reapply. BYM staff will notify the person responsible for the appropriate program that the applicant is not currently eligible to work with youth. In these instances, the General Secretary, Program Manager and the appropriate program committee clerk will be consulted. The Yearly Meeting Presiding Clerk may substitute for the General Secretary, as needed.

### **Minor Youth Workers:**

Because of the difference in legal status between youths and those over 18, the selection process for Minor Youth Workers is somewhat different. We recognize that there may be times when it is necessary or desirable for workers (paid or volunteer) who are under age 18 to assist in caring for children during programs or activities. The following guidelines apply to such workers:

- Minor Youth Workers must be at least age 14; Note, the minimum age may be higher for some BYM youth programs based on the program, job description, location of where the program is conducted and the regulations in that jurisdiction.
- An age gap of at least two years or two grade levels between Minor Youth Workers and the children under their care is expected. Some programs may require a wider age gap.

- Minor Youth Workers must provide at least two references, with one preferably from their Monthly Meeting or another BYM program, or from a person in a position of responsibility concerning such experience at another Quaker or religious institution or other group. References are to include information about the applicant's prior experience working with children.
- All Minor Youth Workers must have the express permission of a parent or guardian to engage in this ministry.
- Minor Youth Workers must be under the supervision of an adult at all times.
- Note: Criminal background checks are not available for minors.

### **Worker-to-Youth Ratios:**

Given that our Yearly Meeting youth programs serve children from infancy through early adulthood, each youth program will develop guidelines for its programs and events that identify the maximum number of participants that one worker may be responsible for supervising, in accordance with applicable laws. Programs employing workers under the age of eighteen (18) years will include in their guidelines the discernment as to the ages of children a Minor Youth Worker may care for, and the number of participants a Minor Youth Worker may reasonably be expected to work with.

### **Two-Adult Guideline**

For the protection of all, where possible, at least two adult workers will be in attendance at all times when minors are being supervised during our programs and activities. One-on-one (adult-child) interactions behind closed doors or in a secluded area are prohibited, except as may be required for medical or similar purposes. Transportation of youth or support workers are expected to conform to this guideline where possible.

We encourage any private conversations to be held in public view.

Workers must ensure that they are not alone with only one unrelated youth. Classroom doors are to remain open if there is no uncovered window that provides a clear view into the room. Workers are never to be alone with a child in a private bathroom/ or bathroom stall with the door closed.

During times when there are not two adults present with a group of youth, another appropriate adult will be assigned to make periodic unannounced site checks to such group.

Note: The BYM Camping program adheres to state-specific regulations regarding youth-to-staff ratios, which may differ at times with this guideline.

### **Open Door Guideline**

When a program involving youth uses a classroom or other meeting room, the door to the room is to always remain open unless there is an uncovered window in the door or a side window beside it that provides a clear view into the room. Doors are never to be locked while youth are inside the room.

### **Check-in/Check-out Procedure**

All programs which serve youth within BYM will have clear check-in and check-out procedures which ensure that the staff/volunteers can account for the number, identity and where-

abouts of the youth under their care from arrival to departure. Each program will provide the particular procedures for these safeguards. Each such procedure will be submitted for approval to the Program Manager, or the person in charge.

### **Discipline Policy**

BYM strives to create a safe and nurturing environment where youth of all ages can experience the community of Friends. Our program leaders and staff work hard to use conflict resolution familiar to Friends when the need arises. Physical discipline such as spanking, grabbing, or hitting children is unacceptable under any circumstance. Workers should consult with the program director or committee clerk if assistance is needed with disciplinary issues.

### **Responding to Allegations of Child Abuse**

BYM operates in Maryland, Pennsylvania, Virginia, West Virginia and the District of Columbia, and the terms “child abuse,” “child neglect” and “child sexual abuse” have different definitions in each such jurisdiction, as well as different reporting requirements. (See **Youth Safety Appendix B** for pertinent laws regarding child abuse for each of these jurisdictions.) Notwithstanding these various definitions, child abuse, neglect or sexual abuse generally include, but are not limited to the following:

- Any treatment, action or behavior or lack thereof to a child by any adult or other child that is not accidental, and that causes physical, sexual or emotional harm or injury to that child. This includes actions or behaviors that are direct as well as indirect though writing, phone calls, texting, instant messaging, via any form of social media or other form of communication or interaction.
- Any act that involves sexual molestation or exploitation of a child by a parent or other person who has permanent or temporary care or responsibility for supervision of a child, or by any household or family member. These acts include incest, rape, sodomy, sexual offense, and unnatural or perverted sexual practices. [These acts by other adults would be defined as sexual crimes and be described in another part of the law.] This includes actions or behaviors that are direct as well as indirect though writing, phone calls, texting, instant messaging, via any form of social media or any other form of communication or interaction.
- Any action or failure to act that deprives a child of essential needs, such as adequate food, water, shelter, or medical care, by a caregiver who bears responsibility for providing such.

If an individual suspects abuse or neglect of a child participating in any BYM program, whether the abuse is suspected to have occurred in the youth program or elsewhere, s/he will immediately notify 1) the Yearly Meeting Program Manager or 2) the appropriate committee clerk for further action, AND make an oral report to the civil authorities, and follow that by a written report to the civil authorities within 24-48 hours, as mandated by state law. (See **Youth Safety Appendix C** for Important Contact Information.) The Program Manager or committee clerk who receives the initial report shall notify the General Secretary as soon as possible.

Any sexual activity between any Youth Worker (including Minor Youth Workers) and a youth participant of a BYM program in which the Youth Worker is involved, is contrary to BYM policy.

### **Steps in Handling Suspected or Actual Abuse**

While our youth programs strive to foster communities of caring and respect for all, we recognize that the possibility exists for abuse or neglect of children during participation in a youth program, as well as the possibility of discovering, during a youth event, evidence of abuse of a child participant that has occurred elsewhere.

In the event that a suspicion of child abuse or neglect is raised at a BYM program event or activity, regardless of where the abuse is alleged to have occurred, the following procedure shall be followed:

1. All youth workers shall comply with state requirements regarding reporting of any suspected child abuse, whether or not the statute includes the youth worker as a mandatory reporter. In Maryland, the duty to report is triggered as follows: “An individual shall immediately report suspected child abuse or neglect to the local department of social services, or report the suspected incident to a local law enforcement agency.”
  - a. Report the suspicion or incident to the Program Manager or committee clerk as soon as possible, AND
  - b. Make an oral report of the suspicion or incident to the local Department of Social Services or Police. (See **Appendix C** for Important Contact Information).
  - c. The youth worker shall follow up by making a written report to the civil authority within 24-48 hours of the oral report. (See **Youth Safety Appendix B** for required forms or list of information to provide if no form required).
2. Immediate steps will be taken by the Program Director or person in charge (PIC) to ensure that all other children and youth in the youth program are safe, as applicable.
3. If applicable, the employee or volunteer alleged to be the perpetrator of the abuse or misconduct will immediately be placed on leave from working with children and will not be permitted to participate in any activities involving children or youth, pending an investigation.
4. The parent or guardian of the youth will be notified by the person in charge as soon as possible, excepting circumstances in which such parent or guardian is the alleged abuser. (If there are multiple people in charge, those people will meet to be informed about the incident as soon as possible and to designate a point person to contact the parent or guardian and report to the authorities.) Information on the suspicion or incident will be provided to the parent or guardian including the requirement that youth workers must report such suspicions or incidents to the Program Manager, parents, and to the authorities.
5. In situations where the parent or guardian is available and not the alleged abuser, the Program Manager will assist as requested by the parent or guardian to care for the needs of the child. If the parent or guardian is not immediately available or is the alleged abuser, the Program Manager will ensure that the child, the alleged victim, receives immediate medical attention, if and as appropriate.
6. Investigation of the suspicion or incident is the responsibility of the civil authorities who are trained for this purpose. BYM officials and all involved are expected to cooperate fully with any investigation. During the course of any investigation, all involved are reminded that confidentiality is important to the alleged victim as well as the alleged

perpetrator. Any person ultimately found guilty of abuse by the authorities will be permanently removed from his or her position with children or youth, and will not be permitted to participate in any activities involving children and youth in Yearly Meeting.

7. The General Secretary of the Yearly Meeting or his or her designee will ensure that all required reports to the civil authorities are made and that internal written records are kept regarding the suspicion or incident. The internal records will include, in detail, all steps taken by BYM in compliance with this policy and state law, as well as all actions to foster the healing of everyone involved. These will be kept in a locked file.

8. The Presiding Clerk of the Yearly Meeting and the Yearly Meeting's insurance carrier will be notified by BYM's General Secretary or his or her designee. If the insurer of the local venue is not the same as BYM's carrier, staff will advise the contact person for that venue that an incident has occurred, and that while BYM carries insurance, it is also appropriate for a representative of that venue to contact its insurer.

9. After consultation with BYM's legal counsel, the Presiding Clerk of the Yearly Meeting or his or her designee will determine whether, to what extent and by whom internal announcements or reports will be made within BYM to Friends.

10. After consultation with BYM's legal counsel, the Presiding Clerk of Yearly Meeting or his or her designee will be our spokesperson to the media, if that is deemed necessary, concerning incidents of abuse or neglect. However, if that person is alleged to be involved, the Interim Meeting Clerk or his or her designee will be the spokesperson. All others are to refrain from speaking to the media.

11. The Clerk of the Committee charged with supervision of the Program (or Supervisory Committee for staff), the General Secretary, the Presiding Clerk of Yearly Meeting, the appropriate program manager, the Camp Director (where appropriate) and BYM's legal counsel will together determine what information might need to be communicated to help the program community recover. This group will make decisions about communicating information and facilitating healing, and will assist in carrying these out.

12. The point person among those in charge will contact the parent or guardian and the victim to inform them of steps that were taken so as to close the feedback loop.

13. At the conclusion of the investigation, if it is determined by the civil authorities that they do not have enough information to move forward, or if the suspicion is unsubstantiated, the Program Manager of person in charge will meet with the appropriate persons to determine whether any further internal steps need to be taken.

14. Throughout the process, the confidentiality of both the youth and the accused is very important, as is the healing of the community. All are asked to keep this in mind as decisions are made and related actions occur.

### **Non-Reportable Behavior that Raises Concern**

Behavior that raises concern is recognized as something that is very difficult to define, and will vary from program to program depending on the developmental stage of the participants. For

example, while it may be appropriate for an adult worker to hold a baby or one-year-old in his/her lap and cuddle it, it is not appropriate for an adult worker to hold a sixteen-year-old in his/her lap and cuddle. That said, appropriate behavior is generally related to interpersonal boundaries and feelings of safety on an individual and community level.

### **A. Behaviors Occurring Internally**

We recognize that some situations, actions or behaviors of Youth Workers that are not reportable as suspicious of child abuse may still concern us. Situations involving disconcerting behaviors are to be handled in the following manner:

1) The disconcerting behavior will be brought to the attention of the person in charge (PIC), i.e. Camp Director, Youth Secretary, Designated Friendly Adult Presence (DFAP), or Program Manager by the individual(s) observing or receiving a report about the behavior. The PIC will work with all the individuals involved to attempt to bring clarity to the situation.

2) If the disconcerting behavior appears to be of a serious, but still non-reportable, nature, the PIC will note the concern in writing and notify the program staff person or the program committee clerk of the concern as soon as possible. The General Secretary or designee must be consulted as soon as possible and is to be kept informed throughout the entire process.

3) If, after this, the behavior is deemed serious by the PIC or the General Secretary, the individual in question will be notified in writing that he/she is being put on inactive status and cannot participate in any Baltimore Yearly Meeting youth program until the matter is cleared up. At this point, an inquiry will be initiated by the program staff person, in concurrence with the General Secretary, to determine the following:

1. The complaint has a basis for further investigation. If so, conduct an internal inquiry and,
  - i. If deemed reportable, take reporting steps as indicated previously.
  - ii. If non-reportable but the behavior indicates
    - a. a lack of good judgment, or
    - b. an insufficient level of maturity for the position of Youth Worker, or
    - c. an inappropriate sense of boundaries, then
2. The PIC and/or the General Secretary shall determine a course of action appropriate to the circumstances. Actions may include, but are not limited to the following:
  - i. provide additional training,
  - ii. provide closer supervision,
  - iii. offer a clearness committee,
  - iv. temporarily restrict participation in Youth Programs pending additional maturity, and/or
  - v. bar permanently from youth work.

If the internal inquiry indicates that the individual should be barred from the youth program, the program staff person may contact the clerk of individual's Monthly Meeting to convey the general outline of the situation and to request that the Monthly Meeting attend to the spiritual

and emotional needs of the individual.

Information about the situation will be shared only on an as-needed basis, and, only to the limited extent necessary. Any written documents will be kept locked in a confidential file in the Baltimore Yearly Meeting office.

**B. Behavior Outside of BYM that Raises Concerns**

An individual may question the appropriateness of a Youth Worker's involvement with youth based upon that worker's behavior outside Yearly Meeting activities. When such a concern is brought to the attention of a BYM youth program leader, care needs to be taken to discern the appropriate response. The response shall be determined by the Program Manager, program committee clerk and the General Secretary and may include any of the steps listed above. At all times respect and concern needs to be held for all involved, and information about the situation will be shared only on a limited, need-to-know basis.

**Training**

BYM youth programs will require and provide training on this Policy for all Youth Workers. (See **Youth Safety Appendix D** for Acknowledgement form for Youth Workers to sign and submit upon receipt and/or training on this Policy.) Additionally, BYM will strive to provide opportunities for additional training classes or events on a regular basis. All persons working with youth are expected to attend training regarding youth safety.

**Policy Revisions**

The Youth Safety Policy Working Group will meet at least once per year to review this Youth Safety Policy and will bring proposed revisions of this Policy to Interim Meeting or Annual Session as needed.



**YOUTH SAFETY APPENDIX A**  
**Baltimore Yearly Meeting of the Religious Society of Friends**  
**CRIMINAL RECORDS & REFERENCE CHECKS**  
**Authorization & Release**

Baltimore Yearly Meeting (BYM) requires a criminal records check as well as employer and personal reference checks for those who wish to work with youth or in a support capacity with youth pursuant to BYM's Youth Safety Policy and State law.

- I authorize BYM and its affiliates to perform a criminal background check on me.
- I authorize the release information from my current and former employers as needed in response to reference checks by BYM.
- I understand and authorize BYM to release the results of my criminal background check and employment and personal reference checks to appropriate leadership on an as-needed basis. Note that this may include an applicant's Monthly Meeting Clerk, though the position applied for is not conducted by the applicant's Monthly Meeting.
- I understand and authorize BYM to conduct subsequent periodic criminal background checks so long as I continue to be involved with youth as a volunteer or employee, in any capacity.
- I understand that, by law, I have the right to review the results of the criminal records check and I have the right to contest those results with the appropriate civil authorities.
- I understand that the results of the criminal background check will be utilized for determining my eligibility for working with youth or in a support capacity with youth.
- I understand that it is BYM's policy to disallow anyone with convictions for child abuse or sexual crimes to work with or near youth.
- I hereby affirm that I have never been convicted of child abuse or sexual offenses.
- I hereby affirm that I have never been accused of being sexually, physically or emotionally abusive of a child.

By my signature below, I for myself, my heirs, executors and administrators, do forever release and discharge and agree to indemnify Baltimore Yearly Meeting and its officers, employees and agents to be harmless from and against any and all causes of actions, suits, liabilities, costs, demands and claims and related expenses including attorneys' fees and court costs and any other expenses resulting from the investigation into my background in connection with my application to take or continue in a position as an employee, friendly adult presence or volunteer of Baltimore Yearly Meeting.

Print Name: \_\_\_\_\_ Date: \_\_\_\_\_

Sign Name: \_\_\_\_\_

Signed in the presence of: \_\_\_\_\_ (Witness signature)



## **YOUTH SAFETY APPENDIX B**

### **Pertinent Laws Regarding Child Abuse**

#### **for**

#### **Maryland, Virginia, West Virginia, Pennsylvania, and the District of Columbia**

##### Maryland Child Abuse and Related Laws

Child Abuse: In Maryland Code, child abuse laws can be found both in the Family Law Article at Sections 5-701ff as well as in many places throughout the Criminal Law Article such as at Sections 3-601-602, 3-301ff and 11-207ff. You will find that when child abuse is discussed it is generally in reference to the laws found in the Family Law Article. In this section, child abuse is generally defined as injury to a child in which the child's health or welfare is harmed or put at substantial risk of being harmed, physically, emotionally, sexually or via neglect by the actions or failures to act of a parent or person with temporary or permanent responsibility for the child. Individuals who cause similar harms to a child with no legal responsibility for the child would be charged under the criminal statutes.

Reporters: Maryland law identifies those who are legally required to report suspected child abuse and neglect. These mandatory reporters are: health practitioner, police officer, educator, human services worker. Recently Maryland passed a new law which states that "a report is required when a person has reason to believe that a child has been subjected to abuse or neglect." There is an exception for ministers of an established church of any denomination who are not required to report if the disclosure was made under circumstances in which the minister is bound to maintain confidentiality. While this new law broadens the arena of who shall report suspected child abuse and neglect, the mandatory reporter sections in this law were maintained. Only time will tell how and to what extent Maryland will enforce this new provision.

**When & Where to Report:** A report must be made when a mandatory reporter or other individual has reason to believe that a child has been subjected to abuse or neglect. A report shall be made orally as soon as possible, and followed up with a written report within 48 hours thereafter. Reports will be made to the local department of social services in the location in which the abuse alleged occurred or to the local police. Maryland State provides a form to use for the written report as attached.

Past Abuse: The mandatory reporting requirements do not change if the abuse was alleged to have taken place some time ago, even years ago, and without regard for whether the alleged victim is now an adult or the alleged abuser is no longer living.

Immunity: Under Maryland law, reporters are immune to prosecution for making the report so long as the report was made in good faith.

##### West Virginia Child Abuse and Related Laws

Child Abuse: West Virginia defines child abuse and neglect as non-accidental harms or threats of harm to a child's physical, mental or emotional wellbeing by a parent, guardian or anyone responsible for the child's well-being. Additionally, West Virginia specifically includes the following within the definition of child abuse: attempted sale of a child, battered child syndrome, harms or threats of harm via domestic violence, and physical injury as a result of

excessive corporal punishment. West Virginia's child abuse laws can be found in West Virginia Code §49-6A-2 and the pertinent domestic violence laws at §49-1-3(a)(4), (c).

Reporters: Mandated reporters, as they are termed in West Virginia, include mental, dental or medical professionals; Christian Science practitioners and healers; teachers or other school personnel; social service, child care or foster care workers; emergency medical services personnel; peace officers, law enforcement officials or humane officers; clergy; circuit court judges, family court judges, employees of the Division of Juvenile Services or magistrates; youth camp administrators, counselors, employees, coaches or volunteers of entities that provide organized activities for children; and commercial firm or photographic print processors. Note the specific inclusion of clergy, youth camps and organized activities for children.

The law also states that any person who has reasonable cause to suspect a child is abused or neglected *may* report. However, any person over the age of 18 who receives a disclosure from a credible witness or who observes any sexual abuse or sexual assault of a child *shall immediately* report, no more than 48 hours after receiving the disclosure or making the observation to the Department of Health and Human Services or the State Police or any other law enforcement agency with jurisdiction.

With the exception of the attorney-client privilege, the legal privileges that can be asserted to prevent forced testimony for some professionals such as by physician regarding his or her patients are suspended regarding suspected or known child abuse. Additionally, the husband-wife privilege cannot be invoked in situations involving suspected or known child abuse.

**When & Where to Report:** A report must be made by a mandatory reporter upon reasonable cause to suspect a child is being neglected or abused. The reporting process is to first make a verbal report to the State Police or any law enforcement agency. If requested, a reporter must make a follow-up written report within 48 hours.

Immunity: Persons, officials and any institution participating in good faith in any act required by the reporting laws shall be immune from any civil or criminal liability as a result.

#### Virginia Child Abuse and Related Laws

Child Abuse: In the Commonwealth of Virginia, laws regarding child abuse are found in that state's Code at §63.2-100. Child abuse is defined as the actions or failures to act of a parent, guardian or another responsible for the child who creates, inflicts, or threatens to inflict or allows another to inflict physical, mental injury or sexual abuse or exploitation on a person under the age of 18. This specifically includes having a child in the presence of the manufacture of certain controlled substances, during the sale of such substances, as well as knowingly leaving a child alone in the same dwelling with another unrelated individual who has been convicted of an offense against a minor for which registration as a sexual offender is required.

Reporters: Mandatory reporters in Virginia are as follows: all persons licensed to practice medicine or any of the healing arts; hospital residents, interns and all nurses; social workers and probation officers; teachers & other employees at public or private schools, kindergartens and nursery schools; persons providing child care for pay on a regular basis;

mental health professionals; law enforcement officers, animal control officers and mediators; professional staff of private or state-run hospitals, institutions or facilities to which children have been placed for treatment or care; adults associated with or employed by any public or private organization responsible for the care, custody or control of children; court-appointed special advocates; adults trained by Social Services to recognize and report child abuse and neglect; persons employed by local departments who determine eligibility for public assistance; emergency medical services personnel; persons employed by public or private institutions of higher learning; athletic coaches, directors or adults employed by or volunteering with private sports organizations or teams; and administrators or adult employees of public or private day camps, youth centers and youth recreation programs. Take special note of these last few mentioned mandatory reporters – youth recreation programs and camps.

Any person who suspects that a child is abused or neglected may report.

In Virginia, clergy are exempted as mandatory reporters if the following conditions are met: The clergy is a regular minister, priest, rabbi, imam or duly accredited practitioner of any religious organization or denomination usually referred to as a church as it relates to (i) information required by the doctrine of the religious organization or denomination to be kept in a confidential manner, or (ii) information that would be subject to a privilege in the context of testimony in court. Exemptions to reporting are not allowed due to husband-wife privilege or doctor-patient privilege.

**When & Where to Report:** Reporting is required when a mandatory reporter acting in his or her professional capacity believes there is reason to suspect a child is being abused or neglected. This includes finding controlled substances in a newborn or the finding of a newborn with an illness, disease or condition that to a reasonable degree of medical certainty is attributable to the *in utero* exposure of a controlled substance not legally prescribed.

Exceptions include children who in good faith are under treatment solely by spiritual means through prayer, in accordance with the tenets and practices of that religion.

The reporting process is to immediately report to the local department of social services in the geographic area in which the abuse is alleged to have occurred or to use the state hotline. If the alleged abuser is an employee of that department of social services, the report shall be made to the court for that area. The local department is responsible for the report to be reduced to writing on the prescribed form.

Immunity: Not directly addressed.

#### Pennsylvania Child Abuse and Related Laws

Child Abuse: Pennsylvania State laws on child abuse are located in the state statutes at Cons. Tit. 23, §630 3. This state's child abuse definition is inclusive of the acts of not only a child's legally responsible care-givers but also abuse by all others. Child abuse is non-accidental actions or inactions that cause serious physical or mental injury to a child or creates an imminent risk of serious physical or mental harm to a child. Serious physical harm includes bodily injury that causes severe pain or significantly impairs a child's physical functioning, either temporarily or permanently. Serious mental injury is defined as something that renders the child chronically and severely anxious, agitated, depressed, socially withdrawn,

psychotic or in reasonable fear that his or her life or safety is threatened. Sexual abuse and child neglect are also covered under these laws.

Reporters: Mandatory reporters include: licensed physicians, osteopaths, medical examiners, coroners, funeral directors, dentists, optometrists, chiropractors, podiatrists, interns, nurses or hospital personnel; Christian Scientist practitioners and members of the clergy; school administrators, teachers, school nurses, social services workers, day care workers, foster care workers; mental health professionals; and peace officers or law enforcement officials.

Any person who has reason to suspect that a child is abused or neglected may report.

A report is required when a person who in the course of employment, occupation or practice of a profession, comes into contact with children, has reasonable cause to suspect, on the basis of medical, professional, or other training and experience, that a child is a victim of child abuse.

Exceptions to the reporting requirement are made for attorney-client privilege and members of the clergy that are specially protected under Pennsylvania law regarding confidential communications. Other privileges such as doctor-patient are suspended as regards suspected child abuse.

**When & Where to Report:** The reporting process includes an initial immediate oral report followed by a written report within 48 hours. Reports are to be made to the Department of Public Welfare. Pennsylvania provides a form that is to be used for the follow-up written report, as attached.

Immunity: A person, institution or agency that participates in good faith in making a report whether required to or not shall have immunity from civil and criminal liability.

#### District of Columbia Child Abuse and Related Laws

Child Abuse: Child abuse laws for the District of Columbia are found in D.C.'s Code at §16-2301. DC's definition of child abuse includes infliction of mental or physical injury, sexual abuse and exploitation as well as negligent treatment or maltreatment by a person responsible for the child's wellbeing.

Reporters: A report is required by a mandatory reporter when a person knows or has reasonable cause to suspect that a child has been or is in immediate danger or being mentally or physically abused or neglected.

Mandatory reporters in DC include: Child and Family Services Agency employees, agents and contractors; physicians, psychologists, medical examiners, dentists, chiropractors, registered nurses, licensed practical nurses or persons involved in the care and treatment of patients; law enforcement officers, humane officers; school officials, teachers or athletic coaches; Department of Parks and Recreation employees, public housing resident managers, social service workers or daycare workers; human trafficking counselors; domestic violence counselors or mental health professionals.

Exceptions include attorneys exercising the attorney-client privilege due to active representation of a client and in which the basis for the suspicion arises solely in the course of that representation. However, neither the doctor-patient nor the husband-wife privilege is permitted as regards suspected child abuse.

Any other person who knows or has reason to suspect that a child is being abused or neglected may report.

**When & Where to Report:** A report is to be made when the reporter knows or has reasonable cause to suspect that a child know to him or her in his or her professional official capacity has been or is in immediate danger of being a mentally or physically abused or neglected child. The reporting procedures include making an immediate oral report to the police department or Child and Family Services Agency. A follow-up written report is to be made only upon request by the agency or police or if the abuse involves drug-related activity.

Immunity: Those making reports of suspected child abuse in good faith shall have immunity from civil and criminal liability.

## **YOUTH SAFETY APPENDIX C**

### **Important Contact Information**

**BYM** Office of General Secretary  
301-774-7663

**Hotlines to Report Child Abuse:** Maryland 800-332-6347  
Virginia 800-552-7096  
West Virginia 800-352-65143  
Pennsylvania 800-932-0313  
District of Columbia 202-671-7233

*\*Contact the state in which the abuse occurred.*

*\*All of these hotlines are available 24/7.*

**Law Enforcement:** You may also contact the local law enforcement agency for the jurisdiction in which the abuse took place.

**BYM Attorney:** Erika E. Cole, Esq.,  
The Law Offices of Erika E. Cole, LLC,  
9433 Common Brook Road, Suite 208  
Owings Mills, MD 21117  
(phone) 410-654-4300  
(fax) 410-654-4301

BYM Insurance Company:



## YOUTH SAFETY APPENDIX D

### Acknowledgement Form

#### ACKNOWLEDGEMENT

- I have received a copy of Baltimore Yearly Meeting’s Youth Safety Policy.
- I have read and understand the contents of this Policy.
- I have participated or will participate in training regarding this policy.
- I understand that it is Baltimore Yearly Meeting’s policy that if I have a suspicion of child abuse, I will immediately do the following:
  - Inform the Program Manager for the program which I am involved in at the time my suspicion arises; AND
  - Report the suspected abuse verbally to the department of social services or the police for the geographic location in which the suspected abuse occurred; AND
  - Follow up with a written report to the civil authorities within 24 – 48 hours of the verbal report.
  
- I agree to comply with the policies set forth in this Youth Safety Policy.

\_\_\_\_\_  
Signature

\_\_\_\_\_  
Date

\_\_\_\_\_  
Printed Name

## APPENDIX E

### GUIDELINES FOR EMBRACING THE MINISTRY OF FRIENDS

Approved October 19, 2013

#### Background

These guidelines offer information to Friends who may ask to have a ministry embraced by their Monthly Meeting and/or Baltimore Yearly Meeting (BYM). A summary of the steps to be followed appears on pages \_\_\_\_.

The term “embracing” is defined as “taking or receiving gladly or eagerly.” In these guidelines “embraced” and/or “embracing” mean affirmation and support provided by BYM to Friends; and, as a “minister” is defined as a “servant,” “ministry” may be defined as “service.”

The Committee on Nurture and Recognition of Ministry (CNRM) chose the term “embraced” at the March 1999 Representative Meeting, and was reaffirmed in a retreat for members of CNRM and the BYM Ministry and Counsel Committee, who met on May 20, 2000 to revise these guidelines.

“Embraced” was selected for its positive connotations. The Committees also felt the term “embraced” is less likely to be misinterpreted, as such terms as “affirmed,” “recorded,” and “recognized” that have a history of use by Friends in other contexts might be. Beyond the immediate condition of having one’s specific ministry embraced for a specific period, the term “embraced ministry” confers no special or lasting status.

In 2001, the Committee on Nurture and Recognition of Ministry was merged with the Ministry and Counsel Committee to form the Ministry and Pastoral Care Committee (M&PC). In October 2011, M&PC affirmed this understanding of embraced ministry. In 2013 these guidelines were updated.

### **Key role of Monthly Meetings**

Friends seeking to have their ministry embraced should begin with individual discernment, by asking their Monthly Meetings for assistance in describing and understanding their ministry.

Some Monthly Meetings have undertaken to release Friends for particular ministries by providing financial and other support for that ministry. “Released” has traditionally meant, “to be released from external concerns to concentrate on the specifics of the work of the ministry.” Examples of support may include providing housing, transportation, or funds to release a Friend from the need to earn all or part of their support while undertaking a ministry.

### **Embraced ministry**

Friends may seek to have their ministry embraced by BYM. Being so embraced means BYM, at its Annual Session or Interim Meeting:

- 1) Has prayerfully studied and considered the ministry.
- 2) Unites with the ministry and feels that it is led by the Spirit.
- 3) Undertakes to provide care and spiritual accountability through M&PC.
- 4) Undertakes to endorse travel minutes, if needed.
- 5) Undertakes to facilitate awareness of the embraced ministry by making known the Yearly Meeting’s affirmation of the ministry as Spirit-guided work.

BYM’s act of embracing a particular ministry carries with it no expectation the ministry will be supported financially by BYM. However, if the ministry is embraced, it will be considered a program of BYM, under the care of a standing committee (either M&PC or its designated Sponsoring Committee).

Monthly Meetings may have their own guidelines for embracing the ministry of Friends or for releasing Friends to follow a leading. The guidelines and process expressed here specifically addresses ministries seeking to be embraced by BYM.

### **Nature of the ministry to be embraced**

Ministries can involve gifts of speaking, teaching, discerning God’s word, or service, such as healing or peacemaking. If rightly led and ordered, these gifts have as their wellspring God’s Spirit. The test for an embraced ministry is whether a Monthly Meeting and/or BYM concur it is rightly ordered and can unite with it.

The Religious Society of Friends has been described as a “priesthood of all believers” from which the laity, not the ministers, have been eliminated. Among Friends, each and every Friend is called to exercise appropriate ministry. Friends have a long history of discerning and supporting individuals’ ministries.

These guidelines speak to a covenant made with God, and clarified through individual and corporate discernment. At the heart of the covenant is the experience of being called forth to perform God's service, and responding to this call with faith, love, and truth. Prayerful consideration, including both individual and corporate discernment, is required to test whether an individual is rightly led.

### **Discerning and embracing a ministry—overview**

The process of discerning, seasoning, and embracing a ministry may be considered as a sequence of distinct steps. The process includes:

- 1) Individual discernment.
- 2) Corporate discernment: the clearness process.
- 3) The role of BYM and its committees.
- 4) Sponsoring Committee.
- 5) Working Support Committee.

### **Individual discernment**

A Friend's ministry begins with a leading. Friends are urged to study examples of leadings and how they have been tested, from the writings of Friends such as John Woolman and Lucretia Mott. A Friend must seek the still, quiet center and see what the Spirit teaches, and then assess whether and how these actions are in accord with Scripture and the testimonies of Friends.

If the sense of being led to a ministry persists, a Friend may further test the leading through corporate discernment.

### **Corporate discernment: the clearness process**

Corporate discernment regarding a leading or ministry begins when a Friend asks for a Clearness Committee from his or her Monthly Meeting.

The Clearness Committee explores with the Friend what he or she feels called to do, probing to ascertain the spiritual roots of the leading, its depth and clarity, and whether there are considerations that might weigh against pursuing it. Clearness Committee questions might focus on:

- 1) The nature of the Friend's gift.
- 2) The Friend's understanding of what he or she is called to do.
- 3) How the leading fits with Friends testimonies, values, and practices.
- 4) Resources available to the Friend.
- 5) Resources needed to carry out the leading.
- 6) The amount of support likely to be available from the Monthly Meeting, other organizations, host communities, and/or interested individuals.

Historically, the clearness process has often taken years. It is important to take all the time necessary to discern clearly whether the Friend is ready to move forward with the proposed ministry, or whether further seasoning is needed.

If the Clearness Committee feels that the ministry merits the support of the Monthly Meet-

ing, the Committee should bring its recommendation to a meeting for worship with concern for business and ask the Monthly Meeting to embrace the Friend's ministry and to minute its support of it.

If the Clearness Committee and the Monthly Meeting discern that the ministry will involve the interests of BYM, or is important enough to merit consideration by BYM, the Monthly Meeting should forward this minute of support to BYM, asking the ministry be embraced by BYM.

Whether the ministry is supported within the Monthly Meeting, or embraced by BYM, the Monthly Meeting will take responsibility for receiving donations and disbursing funds needed to support the embraced ministry financially. This responsibility may be delegated to another organization, as appropriate.

If a ministry is embraced by BYM, all fundraising activity within BYM must be coordinated with BYM's Development Committee. The Monthly Meeting should prayerfully consider whether it has the capacity to manage the administration of these financial matters.

### **The role of BYM and its committees**

When a Monthly Meeting asks BYM to embrace the ministry of a particular Friend, BYM should take the following steps:

- 1) Refer the Monthly Meeting's request to M&PC.
- 2) M&PC should ascertain how the proposed ministry expresses Quaker values, practices, or beliefs, and how it relates to the work of BYM.
- 3) M&PC should determine whether the scope and nature of the ministry's work truly justify embracing the ministry at the Yearly Meeting level.
- 4) M&PC should decide whether to take responsibility for supporting the embraced ministry or to ask another BYM standing committee to do so.
- 5) The appropriate BYM committee presents a minute to BYM asking it to embrace the ministry.
- 6) If the minute is approved, either M&PC or another BYM committee will convene (nominate) two committees to support the embraced ministry:
  - a) a Sponsoring Committee and
  - b) a Working Support Committee.

### **Sponsoring Committee**

M&PC will normally serve as the Sponsoring Committee, given its primary responsibility for ministry. When deemed appropriate, however, another BYM committee may serve as the Sponsoring Committee. To assure accountability to BYM the Sponsoring Committee will bring a minute to Annual Session or Interim Meeting asking BYM to embrace the proposed ministry. If the minute is approved, the Sponsoring Committee will also:

- 1) Ensure the ministry is carried out in good order, in accord with Friends testimonies and practices.
- 2) Assure compliance with general standards of satisfactory financial management, including relevant insurance and tax matters.
- 3) Verify the resources supporting the ministry are well-used and accounted for.

- 4) Review and present travel minutes to BYM for endorsement.
- 5) Meet with the Friend and members of the Working Support Committee often enough to maintain good communication.
- 6) Receive and review periodic reports submitted by the Working Support Committee.
- 7) Bring recommendations for major changes in the ministry to BYM for approval.

### **Working Support Committee**

The Sponsoring Committee names three to six Friends to a Working Support Committee, whose purpose is to assist an embraced Friend in carrying forward their ministry. These Friends ought to have relevant experience, spiritual depth, and a leading to support the proposed ministry. Members of the Working Support Committee customarily serve three-year terms. During their term of service they will:

- 1) Encourage the embraced Friend to maintain a daily spiritual practice.
- 2) Help the Friend with discernment and use of his or her leading, skills, and judgment.
- 3) Work to develop needed resources, including identifying possible contributors, helping with mailings and letter writing, and making personal solicitations, consistent with Friends' testimonies and practices.
- 4) Engage with other organizations, host communities, or individuals to explore their understanding and expectations about the work being undertaken, recognizing that in some cases the embraced ministry of Friends will place them within other accountability structures that will of necessity take supervisory precedence.
- 5) Help the Friend in handling adversity.
- 6) Serve as traveling companions to the embraced Friend whenever possible.
- 7) Identify others with similar leadings.
- 8) Report annually or more frequently on program progress. Reports should be forwarded to the Sponsoring committee and the Monthly Meeting.
- 9) Discern when it may be appropriate to lay down the embraced ministry, or discontinue BYM's embrace of it, and discuss with the Sponsoring Committee.

The Working Support Committee may call on the Sponsoring Committee for counsel and assistance in the face of any difficulty experienced with the program.

### **Steps to be taken by BYM Friends considering an "embraced ministry."**

- 1) Pray for greater clarity regarding your ministry.
- 2) Read and prayerfully consider the resources available to you.
- 3) If your Monthly Meeting is unsure how to proceed, ask for assistance from BYM's M&PC.
- 4) Ask your Monthly Meeting to convene a Clearness Committee to help in the discernment of your ministry and its spiritual foundation.
- 5) Meet with your Clearness Committee to explore your ministry and consider the resources it might require.
- 6) If your Clearness Committee unites with your ministry, it should bring a recommendation to its meeting for business asking that the Monthly Meeting:

- a) Minute its support of your ministry, including in the minute a description of the work you are led to do.
  - b) Appoint a support committee to help you plan and do the work.
  - c) If your ministry involves travel among Friends, provide you with a travel minute describing your relationship to the meeting and the nature of your ministry.
- 7) If the Monthly Meeting agrees to take these steps, explore with your support committee the organizational and financial requirements of the work you are led to do.
  - 8) If necessary, with the help of your support committee, reach out to individuals and organizations outside the Monthly Meeting whose help is needed to undertake the work you are led to do. Make sure they understand your ministry, as well as the testimonies and practices of Friends.
  - 9) With the help of your support committee assess realistically the resources needed to carry out your ministry and resources available from your meeting. Identify and access additional resources as needed.
  - 10) If your ministry or its impact extends well beyond the boundaries of your Monthly Meeting, your support committee may recommend to the Monthly Meeting that it ask BYM to embrace the ministry.
  - 11) If the Monthly Meeting agrees BYM should be asked to embrace your ministry, it will send a request to BYM and the request will be referred to BYM's M&PC.
  - 12) M&PC will explore whether it would be appropriate for BYM to embrace your ministry. M&PC may ask you to provide a full explanation of your ministry, the names of other persons or groups who may participate in it, cost estimates, and a copy of any of your travel minutes.
  - 13) If it decides to recommend BYM embrace your ministry, M&PC Committee will decide which BYM committee will serve as a Sponsoring Committee for it.
  - 14) The Sponsoring Committee is responsible for recommending to BYM that your ministry be embraced by BYM. 15) The Sponsoring Committee confers with you and your Monthly Meeting to identify Friends to serve on a Working Support Committee.
  - 16) Meet frequently with the Working Support Committee and provide an annual report to the Sponsoring Committee.
  - 17) Continue your spiritual practices and prayerful discernment.
  - 18) As you may feel led, be prepared to discuss with your Working Support Committee when it would be appropriate to transform or lay down the ministry.
  - 19) Share the fruits of your experience with your ministry with other Friends.

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The reports of members of the staff of Baltimore Yearly Meeting are included in the minutes of Interim Meeting and Annual Session and can be found on the pages as listed below.

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Camp Property Manager.....	David Hunter davidhunter@bym-rsf.org Annual Report.....	21
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Youth Programs Manager.....	Alison Duncan youthprograms@bym-rsf.org Annual Report.....	64

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## FRIENDS RETIREMENT COMMUNITIES

**Broadmead**, 13801 York Road, Cockeysville, MD 21030; 410-527-1900; [broadmead.org](http://broadmead.org)  
**Foxdale Village**, 500 E. Marilyn Avenue, State College, PA 16801; 814-238-3322; [foxdalevillage.org](http://foxdalevillage.org)

**Friends House**, 17340 Quaker Lane, Sandy Spring, MD 20860; 301-924-5100; [friends-house.com](http://friends-house.com)

**Kendal at Lexington**, 160 Kendal Drive, Lexington, VA 24450; 540-463-1910; [kalex.kendal.org](http://kalex.kendal.org)

## YEARLY MEETING CAMPS

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**Shiloh Quaker Camp**, 4774 Middle River Road, Stanardsville, VA 22973; 540-948-5226

**Teen Adventure**, 495 Snakefoot Lane, Lexington, VA 24450; 540-463-7234

## REGIONAL FRIENDS SCHOOLS

**Friends Community School**, 5901 Westchester Park Drive, College Park, MD 20740; 301-441-2100; Larry Clements, Head; [friendscommunityschool.org](http://friendscommunityschool.org)

**Friends Meeting School**, 3232 Green Valley Road, Ijamsville, MD 21754 301-798-0288; Wilmer Graham, Head; [friendsmeetingschool.org](http://friendsmeetingschool.org)

**Friends School of Baltimore**, 5114 North Charles Street, Baltimore, MD 21210 410-649-3200; Matthew Miccichi, Head; [friendsbalt.org](http://friendsbalt.org)

**George Fox Friends School**, 2009 Gap Newport Pike, Cochranville, PA 19330; 610-593-7122; Jenny Eckert, Head; [www.gffs.org](http://www.gffs.org)

**Harford Friends School**, 2230 Rock Spring Road, Forest Hill, MD 21050; 410-452-5507; Jonathan Huxtable, Head; [harfordfriends.org](http://harfordfriends.org)

**Menallen Friends Preschool**, PO Box 29, Biglerville, PA 17307; 717-677-6078; [www.menallenfriends.org/Preschool.php](http://www.menallenfriends.org/Preschool.php)

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**Sidwell Friends School**, 3825 Wisconsin Avenue NW, Washington, DC 20016 202-537-8100; Tom Farquhar, Head; [sidwell.edu/](http://sidwell.edu/)

**State College Friends School**, 1900 University Drive, State College, PA 16801 814-237-8386; Dan Hendey, Head; [statecollegefriendsschool.org](http://statecollegefriendsschool.org)

**Tandem Friends School**, 279 Tandem Lane, Charlottesville, VA 22902 434-296-1303; Andy Jones-Wilkins, Head; [tandemfms.org](http://tandemfms.org)

## FRIENDS HISTORICAL COLLECTIONS

**Friends Historical Collection at Guilford College**, 5800 West Friendly Avenue, Greensboro, NC 27410; [www.guilford.edu/library/fhc](http://www.guilford.edu/library/fhc)

**Friends Historical Library at Swarthmore College**, 500 College Avenue, Swarthmore, PA 19081; 610-328-8496

**Quaker Collection at Haverford College**, 370 Lancaster Avenue, Haverford, PA 19041; 610-896-1161; [www.haverford.edu/library/special](http://www.haverford.edu/library/special)

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