

2021 Camping Program Committee Annual Report

Committee members: Becca Bacon, Anna Best, Deidre Citro, Brooke Davis (August-January), JoAnn Coates Hunter, Jennifer Collins-Foley, Donald Crawford, Karen Daniel, Robert Finegar, Corinne Joseph, Elizabeth Kellett, Elizabeth Krome, Jacalyn Kosbob, Elizabeth Roush, Nikki Richards, Justin Sykes, and Julie Taylor, clerk

The Camping Program Committee (CPC) has had a very productive year. We welcomed Brian Massey as the new Camping Program Manager and are grateful for the energy he is giving to the camping program. We also welcomed Jared Wood as the new Opequon Director. He brings wonderful energy and light to this community.

This past year has brought changes to the camping program deemed necessary due to the COVID-19 virus. All of our committee meetings were held by Zoom.

The largest change to the camping program was the implementation of a sliding scale for camp fees. In lieu of Monthly Meetings providing scholarships to campers, CPC recommended Meetings donate their scholarship money directly to the camping program to support the full funding of the cost of running camps. This will be further reported in the Camping Program Manager's Annual Report.

We proposed a change to the Manual of Procedure by adding Growing Diverse Leadership, Development, and STRIDE to the list of BYM committees for which the CPC clerk or a CPC member is a member.

Minutes of appreciation were written for Jesse Miller and Jane Megginson. Their years of service to our camping program are greatly appreciated.

We approved the BYM Camps Anti-Racist Statement:

Baltimore Yearly Meeting Camps are made up of campers and staff of many backgrounds, socio-economic levels, gender identities, sexual orientations, faiths, and racial and ethnic identities. We strive to create an inclusive community that holds all members in the Light as we work, play and enjoy time in nature together. We believe camp provides a unique opportunity for young people who might not otherwise meet to share a unique experience of joy, wonder, vulnerability, and empowerment together as they connect with each other. We acknowledge that BYM Camps have historically been white institutions and that outdoor education and recreation spaces have a history of inequality and underrepresentation.

We endeavor to become a more inclusive and equitable organization in which we amplify the voices of people of color among us and help to actively confront racial bias within ourselves and our community. Some of the things we have done to work towards these goals include continuing education, responding to feedback from our camp families and seeking to include more campers of color in our programs. For more than 10 years we

have partnered with STRIDE to sponsor campers of color and challenged socio-economic status. In this same time period, Equity, Diversity and Inclusivity training has been part of pre-camp activities for counselors and staff in order to help work toward these goals. We acknowledge that these steps are only a beginning and that there is more that BYM camps can do to become an anti-racist organization.

We recognize that we are an organization that is predominantly white, and therefore we need to work harder to reach our goal of being inclusive, open, accepting, and inviting to campers, staff, and volunteers of all backgrounds. We wish to disrupt and challenge the notion that it is acceptable for outdoor recreation to be a space of white privilege. We also recognize that our camps each reside within specific geographical communities and that we can take action within those towns and districts to work towards true equity and justice in those broader environments in which BYM Camps are located. We are dedicating time to review our practices and to improve our programming, and we welcome dialog and feedback as we continue to grow

We formed a Sub-committee on Anti-Racist Work, in response to Jesse Miller's letter. The purpose of this subcommittee is to work with our community, both within camp and within the larger BYM community, to address the racism present within our organization. Specifically, their tasks will include: making sure anti-racism training happens every year for counselors, staff, work granters, caretakers, and at some level for all campers. The Sub-committee plans to look at BYM policies that are in place and identify whether they align with our antiracist goals. Their intent is to prevent problems from happening, train people to properly address problems when they arise, and report on the resolution of problems and incorporate the lessons learned into revised protocols. We plan to use a portion of our budget to support antiracist projects identified by the camp staff.

We look forward with joyful anticipation to the reopening of camps this summer and welcoming many new families to our camping program.