

**YEARBOOK**

**OF**

**BALTIMORE YEARLY MEETING**

**OF THE**

**RELIGIOUS SOCIETY OF FRIENDS**

**INCLUDING MINUTES OF THE 345<sup>TH</sup> ANNUAL SESSION**

August 3 — August 8, 2016

## FRIENDS ORGANIZATIONS

- American Friends Service Committee**, 1501 Cherry Street, Philadelphia, PA 19102; 215-241-7000; [www.afsc.org](http://www.afsc.org)
- AFSC-South Region**, 75 Marietta Street, Atlanta, GA 30303; 404-586-0460; [afsc.org/office/atlanta-ga](http://afsc.org/office/atlanta-ga)
- 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; [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**, PO Box 6787, Albany, CA 94706; 510-542-9606; [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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*Annual Session 2016 photo by Jennifer*

# THE SPIRITUAL STATE OF THE YEARLY MEETING

## REPORTED TO ANNUAL SESSION

### AT FREDERICK, MARYLAND

### 8TH MONTH, 2016

*“Friends, keep your meeting in the power of God, and in his wisdom (by which all things were made) and in the love of God, that by that ye may order all to his glory. And when friends have finished their business sit and continue awhile quietly and wait upon the Lord to feel him. And go not beyond the Power, but keep in the Power by which God Almighty may be felt among you.”* George Fox, 1658, quoted by York Friends

Meetings across the geographical breadth of Baltimore Yearly Meeting attest to the work of the Spirit, the presence of God, and the help of the Divine as we struggle, celebrate, explore, and grow in our life together. The challenges may differ, but returning to Center and listening for that still small voice in Meeting for Worship and Business grounds us and prepares us for what is next, whether known or unknown. One Meeting noted that “[o]ur other anchor is sometimes called silence. It might better be called pausing and listening, finding that calm place inside where we can sense the reverberations that our life together has on us and discover what emerges...” (Carlisle). And occasionally the exuberance of the Spirit during business can create desired humor (Deer Creek). These concerns, hopes, and love exist from the largest to the smallest gathering of Friends where the one-year old Fauquier (VA) Worship Group credits its spiritual state to “persistence.” Norfolk Preparative Meeting adds “Because we are a small meeting, all of us are involved in practically everything we do, and we feel this contributes to our high level of satisfaction with the meeting and its projects.”

The experience of Meeting for Worship understandably varies, with deep silence, frequent messages, hoping for more (or less) of one or the other, and an intention to listening to the Divine. Whether through vocal ministry or gathered peace, this listening is at times hard work. Meeting for Worship is the heart of spiritual life and it “nurtures our individual leadings and our committee life as we strive to weave our varied talents and callings into a fabric that supports us all.” (Alexandria). And when our weaving works well, it deepens the quality of worship: “We recognize that when we feel that the work of the Meeting is going smoothly, we have the luxury of the peace that brings us more deeply into silent worship.” (Goose Creek)

Many Meetings speak of nurturing their spiritual community, which creates an image of tending a garden. The seeds are planted through the welcoming of newcomers, caring for those in need, celebrating our children and young Friends, and marking milestones in our lives. The nourishing rain and sunshine are brought by numerous shared activities, such as Spiritual Formation, Friendly Eight Circles, Interfaith activities, and involvement in local community concerns or the wider world of Quakers. The gardening is sometimes hard but these gatherings promote a depth of sharing that allows us to “feel comfortable bringing our struggles into the Light.” (Williamsburg) One Meeting affirmed the fruits of this work:

“A spiritual community involves a joint responsibility to create a safe space to be authentically present and to support each of us in searching, questioning, and sharing.” (Augusta) The cycle will repeat but before it does, we honor what we have grown in God’s garden today. In so doing, we learn that “a path toward wholeness and abundance might be found in Penington’s advice to ‘be no more than God hath made thee,’ to abide in God’s love, and from it do whatever is required of us in that moment, without worrying about what may be required tomorrow, next week, or next year. (Fredrick)

Meetings identify the need to be faithful to the work we are called to do and let go of other tasks without regret as leadings, needs and resources change. Richmond Friends report that “[w]e are waking to the challenge of discerning what work is rightly ours.” South Mountain Friends applied the teachings in the book “Chop Wood, Carry Water” to their daily community work by desiring to do everything “with intentionality and faithfulness.” Sandy Spring notes that “years of change have winnowed our Meeting and we...are examining our work with an eye toward simplifying our focus.” It appears helpful that Meetings (Little Falls, State College) recognize burnout on committees that affect the ability to address tasks “with love and full presence” and examine whether past practices are still necessary (Bethesda)

Our theme of *Living in Right Relationships* at last year’s Annual Session acknowledged the work done and work still to be done on many aspects of relationships. “Attention and labor have been abundantly given to healing relationships, distorted by racism, over consumption and exploitation of the earth and its inhabitants. We gathered in faith that we would discern together how to carry our work forward with new insight.” (The Epistles reported to Annual Session at Frostburg, MD, 8<sup>th</sup> month 9<sup>th</sup> day 2015) As Meetings attend to their spiritual in-reach and nurture, we create a place from which outreach springs. Meetings continue to yearn for greater diversity of income, race, age, and sexual orientation from their outreach efforts. Most Meetings welcome the possibility of growth and recognize that it may bring disquiet and adaptation: “We would have a lot to learn to be welcoming to people with less education and income.” (Floyd) Giving the concern of growth to God can turn a meeting away from ‘negativity’ to “focus on goodness and joy.” (Dunnings Creek) FGC’s and BYM’s Grow Your Meeting program offered at Valley Meeting in October provided tools to prepare for the challenges that might come from an openness to newcomers (available online). Many meetings talk of aging or graying and hope that the Grow Your Meeting program will attract young families. “Religious Education is always a challenge and we are continuously seeking new ways to respond to young Friends who come to Meeting.” (Patapsco) Some meetings are undertaking various efforts, such as revamped websites or use of social media to bring more families through the doors.

Our call to service and following the Quaker Testimonies is abundantly present in the Yearly Meeting showing a capacity to act beyond the Meeting. Our witness to **Integrity** is strong as exemplified by Stony Run’s presence in Baltimore court rooms after the civil unrest around Freddy Grey’s death and Homewood’s weekly vigil under the sign “When Black Lives Matter/Then All Lives Matter.” Annapolis and Patapsco Meetings work with the Maryland Alliance for Justice Reform weaving together various advocates to reduce bail and end mass incarceration as exemplified in Michelle Alexander’s “The New Jim Crow.” The BYM Working Group on Racism inspires many similar groups in our Monthly

Meetings to understand white privilege. Concerns over climate change were brought forward by the Unity with Nature Committee at Annual Session in 2015 with 23 Meetings finding unity with the minute. Our sense of **Stewardship** extends to our care of physical space whether it's the care for a new Meeting House (Roanoke) or making our properties greener by adding composting toilets at Camp Catoctin. The care for the less fortunate creates callings by individuals and Meetings to provide food for the needy (Hopewell). And when religious intolerance became part of the American political discourse and threatened the safety of other faiths, Interim Meeting in March found unity in a minute supporting **Equality** and the right to choose and practice your own Faith.

Tension and challenges provide opportunities for growth. Hostile actions by a neighbor initially created fear but in the end opened the hearts of Richmond Friends to ask "What are we called to do?" The need for Bethesda Meeting to move from its current meetinghouse in 2019 has spawned this query for all Meetings: "What can I bring to this community, through my service on a committee and as an individual...?" A lack of unity on a proposed minute to speak to the violence in Palestine and Israel in witness to our **Peace** testimony created conflicts within Langley Hill leading to the development of a "Quakerism Revealed" program to refresh the whole Meeting's sense of Quaker Process and listening. The "Debate into Dialogue" BYM program created to practice spirit-led listening in 2014 was welcomed by Adelphi and Charlottesville meetings as they dealt with communication challenges. And Friends Meeting of Washington created a "Futures Task Force to identify ways to better bridge the generation gap and make recommendation to carry the Meeting into a future that is more diverse, digital, and dynamic."

The programs of the Yearly Meeting and its staff create another richness that sustains our community and spiritual growth even as we witness many transitions. BYM was awarded a Shoemaker Grant for Growing Diverse Leadership that has led to the hiring of Dyresha Harris who is reaching out to Meeting's and our Camps to attract a broader cross-section of our society into our Society. With the resignation of Riley Robinson, our faithful General Secretary of twelve years, we were blessed to have Bob Rhudy take on the role of interim General Secretary with energy and compassion as we sought a replacement – big shoes to fill! In June, the Supervisory Committee was pleased to present Ned Stowe (Sandy Spring) to Interim Meeting where he was approved with joy as our new General Secretary. The Women's Retreat is always cherished and the shared responsibilities of planning a joy. Young Friends said goodbye to their Youth Programs Manager of the past six years, Alison Duncan with deep gratitude and love (Epistle of Young Friends at 2015 Annual Session)

Our theme for the 2016 Annual Session has been how discernment provides a spiritual basis for our worship, action, and the community we form. Nourishing the inward and outward lives of our Meetings is forever a work in progress as we listen for leadings from individuals and the Meeting. As we walk in God's garden we mustn't let it become fallow, it must absorb our concerns and energy like a rich compost to be transformed with our care and love. Our Meetings are laboring on these tasks in step with the Divine and the end of the journey remains shrouded in mist but we advance with eagerness and anticipation to see the Light.

*“True silence...is to the spirit what sleep is to the body, nourishment and refreshment.”*

(William Penn) quoted by Gettysburg Meeting.

This report was written after prayerful reading of the 2015 Spiritual State of the Meeting Reports submitted by Monthly Meetings and Worship Groups, the minutes of Interim Meetings and 2015 Annual Session, and the Epistles arising from the 2015 Annual Session. The Ministry and Pastoral Care Committee did not attempt to include quotes from all constituent groups within the Yearly Meeting, however, the voices quoted herein reflect themes that were heard across Baltimore Yearly Meeting.



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# THE EPISTLES

## REPORTED TO ANNUAL SESSION AT FREDERICK, MD

### 8TH MONTH 7TH DAY, 2016

To Friends Everywhere,

At a time when the greater world finds itself in upheaval, over 400 Friends (with approximately fifteen percent of the body being first time attenders) gathered in Frederick, Maryland, for the 345th Annual Session of Baltimore Yearly Meeting. During the week, in plenaries, workshops, individual conversations, and Meeting for Worship with a Concern for Business, we considered the many ways in which we are called not only to respond but to plan for action. This sense of change was enhanced by being at Hood College for the first time where we savored the shifts and transformations in the air.

The opening retreat, led by Nancy Bieber of Lancaster Meeting, called our attention to willingness, attentiveness, and responsiveness, three strands of spiritual discernment which braided their way through the week's deliberations, workshops and activities, with each taking precedence at varying turns.

A sense of movement further permeated our time together. In Business Meeting, we worked to discern our future by: furthering the Growing Diverse Leadership initiative; welcoming a new General Secretary, Ned Stowe; continuing to raise the issues of our impact on the environment by asking Friends to calculate their own and their Meeting's carbon footprints; and, hearing the Healthy Organization and Purposeful Evolution (HOPE) Committee's recommendations for organizational structure change and definition which would support and nurture the work of our committees, staff, and local Meetings. We adopted a budget which supports our values of care of the environment and transformation of our youth into adults unafraid to express their Quaker values in action, and took on rethinking the apportionment formula, or the methods to determine financial contributions by Meetings to the Yearly Meeting, as a challenge for the coming year.

Our first plenary speaker, Christina Repoley, told us that young people need something deeper than values: they need an attachment to something greater to live in this world. Quaker tradition tells us this is possible. We need to be prepared and pay attention when moments of clarity happen. The ad hoc Growing Diverse Leadership Committee (GDLC) reminded us of the need to be intentional in growing our inclusiveness, which includes looking at ourselves and our practices that present roadblocks which many of us do not easily recognize. Although the opportunities are sometimes uncomfortable, we are guided by the GDLC to be courageous as we examine our Monthly and Yearly Meetings.

We were deeply saddened by the racist behavior of local police enforcement that was encountered by Friends of Color at the Friends General Conference Gathering. It heightened our awareness of how much work there is to do in removing obstacles to inclusion in our Yearly Meeting.

We were further emboldened to experience and express courage during our Carey Lecture. Our speaker, George Lakey, emphasized the importance of rising to the occasion when opportunities outside of our comfort zone present themselves, and challenged us to turn fear into excitement. He stressed the importance of community and fostered our natural instinct to reach out our hands to those around us in times of chaos and uncertainty through stories of his past.

Throughout the week, our time was enriched by the presence of visitors from Britain Yearly Meeting and Indiana Yearly Meeting as well as representatives from Friends General Conference, Friends United Meeting, Friends Committee on National Legislation, and the American Friends Service Committee. Visitors from several other Yearly Meetings and organizations also deepened our connections to other Friends.

A suggested change to our Vision Statement was brought forward by the Working Group on Racism report, in which a proposed paragraph on our aspirations to become a more diverse Meeting was added. Friends grappled with the connotations that certain words hold and, therefore, which ones would be best suited to accurately convey the sense of the body regarding diversity. Discernment on the matter led to strong feelings by various members of the community though an undercurrent of excitement could be felt by the body for the minute and the work done by the Working Group on Racism. Ultimately, the proposed addition was approved by the Yearly Meeting as, from it, a clear need to express class as an issue going forward was recognized.

We celebrated the richness of the programming for our children and youth and shared in their joy at being together at Annual Session, though we noted the dwindling number of the youngest children with concern. We give thanks to both the adults who have contributed their time and talents to our young people and to the young people who, in turn, have shared their time and their talents with us. Friends of all ages were invited to explore “the Light within us” through deep discussion and spirited singing in an intergenerational Plenary led by Jen Cort and Lauren Brownlee.

At this year’s Annual Session we have both begun and continued a number of changes in the Yearly Meeting. One Friend shared the conviction that faith does not ask us to pass through a place where it will not guide us. We were challenged to have the courage to step into the future, which assures that there will be still more change to come. We go forth with an open heart and the confidence that we can carry our part of the “joyful burden of love”.

In the Light,  
Baltimore Yearly Meeting of the Religious Society of Friends

## EPISTLE OF YOUNG ADULT FRIENDS

ACCEPTED 8TH MONTH 7TH DAY, 2016

Dear Friends,

Baltimore Yearly Meeting Young Adult Friends (YAFs) first came together in 2016 the initial weekend in January to celebrate the wedding of Erik Hansen and Windy Cooler, both beloved members of Adelphi Monthly Meeting and its greater Yearly Meeting. After much dancing and merriment, we traveled onward to the William Penn House for the second half of the weekend to gather as a community and discuss how to effectively communicate our Quaker faith to those around us. Way Open was provided in the form of a workshop led by Josh Wilson, Patapsco Monthly Meeting, and consisted of three parts.

The first was an activity in which we sat in two circles, the inner facing the outer, and talked about an aspect of our spirituality with the person across from us. After five minutes, one of these circles would rotate and we would discuss a new aspect with a new partner. The second part of the workshop allowed for small group discussion, where Friends reflected over a series of quotes relating to the various Quaker testimonies before discussing the ones that spoke to us on an individual level as so moved. Finally, groups came back together as one to share with each other the words found within the previously smaller setting.

Aside from this workshop, Young Adult Friends engaged in a variety of activities, one such being a morning spent in the Eastern Market in DC where we both window-shopped and participated in a rousing community-oriented game. As is tradition, we also gathered for a meal out, bearing the reward of local cuisine and lively philosophical discussion on the nature of our interpersonal relationships through the use of hypothetical situations that might affect them. Wrapping up our conference, Friends caravanned to the nearby Friends Meeting of Washington to join their Meeting for Worship before departing on their separate ways Sunday morning.

Regrettably, due to both unforeseen circumstances and confused dialogue, the Young Adult Friends community did not hold a summer conference this year. We hope that other Young Adult Friends communities around the world will take a lesson from our mistakes as needed and recognize the value of creating clear channels of communication within their community as we continue to establish ones within ours.

Another lesson in planning that can be learned from our mistakes is one in properly finding appropriate gathering spaces as seen when YAF joined together again in early August at Hood College for Baltimore Yearly Meeting Annual Session 2016. As this was a new location for all, we struggled to adapt and find new common spaces that would allow us to further foster a deeper sense of community. Still, despite these difficulties and the countless responsibilities shared among us (the few, but mighty), Young Adult Friends found a way to come together for business meetings, meals, a meet and greet with FCNL, and other activities. Dialogue between YF and YAF on redefining our relationship between the two communities was also begun to reflect the evolution and growth of both.

Highlights of the week included the discovery of Pretzel Pizza Creation (a well-liked replacement for our late night pizza ordering), intergenerational events such as All-Age Celebration and Produce Department, and plenty of ice cream. Knowing no limits to our creativity, one member of the community proposed the idea of creating a text-based game inspired by Annual Session which should be online by Annual Session 2017.

Despite the many challenges we were faced with this year, Young Adult Friends continues to be a close-knit body of big “F,” little “f” Friends. Though our lives remain ever busy both in and outside of Baltimore Yearly Meeting, we continue to prioritize offering support and encouragement for one another along our separate yet connected journeys. As always, we are grateful for the continued advice and support of the Yearly Meeting, and for one another.

We hope you will further follow us through our photo documented adventures on instagram via @bymyoungadultfriends or <https://www.instagram.com/bymyoungadultfriends/>

In Love and in Light,  
Baltimore Yearly Meeting Young Adult Friends

**EPISTLE OF YOUNG FRIENDS**  
**ACCEPTED 8TH MONTH 7TH DAY, 2016**

Dear Friends,

BYM Young Friends have drawn yet another year filled with caring, trust and love to a close.

In YF tradition, high school age Friends of BYM gathered for five conferences throughout the year, in addition to holding three Nuts and Bolts Committee (NBC) conferences, and then gathered again for the week of Annual Session.

To start off the 2015-16 year, members of the Nuts and Bolts Committee gathered at Annapolis Friends Meeting the second weekend of September. Our new Youth Programs Manager, Jossie Dowling, continued an impressive transition into her new role, holding an enriching training on clearness committees for members of NBC.

The Young Friends welcomed many new faces into our community during our September conference, held at Adelphi Friends Meeting, including our incoming freshmen. A Friendly Adult Presence, Jamie DeMarco, shared his light and expertise with us in the form of a workshop on climate activism. Committees met with their usual gusto, with the addition of three committees new to Young Friends conferences. These included an ad-hoc Songbook Committee, a Homework committee, and F.I.G.H.T. Committee—a play off of the pop culture classic “Fight Club” and a safe space for Friends to engage in active games. We closed our second night with a Coffee House, overflowing with Young Friends’ talent.

The Young Friends happily returned to Homewood Friends Meeting in November for our annual Thanksgiving Conference. The theme of this conference, planned by two sets of twins, was “Twinsgiving,” and we were each paired with a “twin” of our own. In these pairs we held a Twin Olympics. The tone of the conference was also set by a lovely workshop on positive touch, lead by Steph Bean.

In January, the Nuts and Bolts Committee gathered again, this time at the Baltimore Yearly Meeting Office. This ideal space provided NBC with a place to share their joys and concerns as they revisited Young Friends policies and met with the Youth Programs Committee.

Our February conference, fondly dubbed “Love Con,” this year bore a further title: “Pirates of the Connabean.” We were welcomed onto the campus of Sandy Spring Friends School, which was excited to strengthen their relationship with BYM by hosting us. Our workshop on love was lead by a former Young Friends clerk, Micah Whitney, and many Friends shared personal stories in this safe space. The conference was characterized both by silly pirate themed games and by a serious discussion on our Sex Minute, as we revisited the values of our community.

Our spring “Work Con” was held once again at the Clearing, a property in the care of Richmond Friends meeting. Friends raked leaves, cut logs and cleared trails, with the guidance of Ted Heck, a member of Richmond Friends. In meeting for business we discussed a potential Food Ethics Committee, which would help Young Friends allow Quaker values to inform our purchases. We had a joyful weekend full of Easter egg hunts, stories, games and hard work. The conference’s crowning achievement was quite possibly the April Fools prank we played on our Youth Programs Manager, Jossie Dowling.

Friends gathered once again for Grad Con (more like Rad Con) at Hopewell Centre Friends meeting, to say goodbye to our beloved seniors. Our fun clay workshop, lead by Chip Trail, was made possible by an extremely generous donation of clay by Sam Austell. The Hydration Nation Committee, formed earlier this year, made its active debut by holding many fun water games to encourage hydration and to cool off. After a heartfelt and tearful graduation ceremony, we gathered around a beautiful bonfire to send off our seniors with love.

NBC’s Steering Wheel conference is a time for the Young Friends Nuts and Bolts Committee of the coming year to gather, learn their new positions, and begin to work as a group. Although it was hot, Friends’ hearts were warmed further by many productive hours of business.

The following week, Friends gathered at Hood College for BYM’s Annual Session. We welcomed many new faces, lead and participated in intergenerational activities, and attended three enriching Plenary Sessions. We held workshops on Reaching out to Muslim Americans, Climate Change (lead by representatives of the Friends in Unity With Nature Committee), and Ballroom Dancing. We closed out the week by holding an exciting Coffee House for the BYM community and bearing witness to the talent and light deposited so widely across our Yearly Meeting.

We look forward to continuing this witness and living another year in the Light.

Love and Light,  
Young Friends of Baltimore Yearly Meeting

## **EPISTLE OF JUNIOR YOUNG FRIENDS**

**ACCEPTED 8TH MONTH 7TH DAY, 2016**

To Friends Everywhere,

This year in Junior Young Friends (JYF) we enjoyed many fun activities at Annual Session. We explored the new campus while playing our game of Pokemon GO Live! and going on a scavenger hunt. We walked to the Frederick meetinghouse, where we helped pull the morning glories that were trying to strangle some of the flower beds - and then to a local park, where we had fun together and cooled off in the shade on the merry-go-round. For All Age, we did a lot of chalk art and constructed a butterfly shaped labyrinth - our most ambitious one yet - with a little help from former members of JYF. And we rounded out the week by collaborating on getting each other really wet, having even more fun in the process of filling water balloons than we did throwing them.

We also conducted our Meeting for Worship with a Concern for Business, at which we planned our overnight and the All Age Celebration. A recurring topic of discussion - both in and outside of Business Meeting - was how or where to release the kraken, getting into the logistics of the scenario, including feeding, housing and raising it. And throughout the week, we asked people a lot of questions, both by interviewing people outside of JYF, and posing them to each other during our fishbowl.

We would like to thank all the YAFs and adults who make the overnight—and the program—possible. Last, but not least, we would like to extend a huge thank you to Kat Darnell for making this whole week a lot of fun - and for making the JYF program at Baltimore Yearly Meeting Annual Session what it is.

Junior Young Friends of Baltimore Yearly Meeting

## **EPISTLE OF JUNIOR YEARLY MEETING**

**ACCEPTED 8TH MONTH 7TH DAY, 2016**

The Elementary Grades  
Hood College Frederick, MD

In our elementary grades group, ages 5-10, we did many activities together at Annual Session. We set up our new space with stations for arts and crafts, board games, a village, books, lego and other activities. Many kids played in Friendship Village, which became murder village when we had a fight, and then it became Friendship Palace when we made a big fort around it. In the morning classes, each group had a morning meeting before activities where we practiced discernment for our action. On Wednesday, we taught each other

parachute games and practiced discerning action. Together, we learned a song for Meeting for Business. For the All-Age Celebration on Thursday, the kids in the classes had ideas and were getting ready for special tables. Then we took turns running the stations on the night of the All-Age Celebration. On Friday and Saturday, we learned about the Quaker testimonies through books quotations and stories. We made up our own skits together and we presented them for our class. In our free play time we played board games, made pop up cards, made dream catchers, painted, danced, had snack and had lots of table fellowship. Junior Yearly Meeting was a great time for the kids to meet new friends and play with their friends.

## **EPISTLE OF THE 2016 WOMEN'S RETREAT**

January 31, 2016

Dear Friends Everywhere,

Nearly 200 Quaker women (including about 10 non-Friends) gathered on the weekend of January 29-31, 2016 at Pearlstone Jewish retreat center in Northern Maryland for the Baltimore Yearly Meeting Annual Women's retreat. We gathered to consider the theme of "Lighten up! Sharing Love, Light, and Laughter." As we gathered Friday evening after sharing a kosher meal together, we were sung into the gathering, joining in chants and rounds, harmonizing together. Songs of ancient origin and tradition helped us experience the timelessness of that which is holy and filled with Light.

As a Jewish Retreat Center Pearlstone's plenary room displayed sacred text (written in Hebrew, and in translation on the walls) which resonated deeply with us:

"Blessed are you in the city, blessed are you in the field: blessed are you when you come, blessed are you when you leave. I will make a covenant with them on that day, with the animals of the field, the birds of the sky, and the creepers of the earth: and I will banish bow, sword, and war from the land so that all may safely rest."

We are a community that comes together once a year, during some of the most difficult months. The area that comprises BYM was hit by a record-breaking blizzard the previous weekend, so we were grateful that we were able to arrive at this spiritually safe place. At this retreat each year we find communion with women who also seek ways to deepen their spiritual connections with each other. An immediate trust was developed Friday night in our intimate worship sharing groups where we addressed queries together throughout the weekend.

Our plenary speaker on Saturday morning, Erin Rooney Doland, spoke to us of "The Practice of Lightening up". As a professional organizer, and also a Quaker woman, she spoke of how she helps people de-clutter their lives of the physical stuff accumulated over years. She shared with a tone of light and loving humor, her own recognition of how ridding her life of stuff also lightened her spirit. She spoke of how in order to put off her de-cluttering task, she researched the issue and found that this holding on to stuff and possessions is

something that humans from around the world have been dealing with over the ages, and she shared some of that wisdom with us. She spoke of how distracting the clutter can be, keeping us from attending to matters of Spirit.

By listening to each other deeply we built connections with each other that we will carry back to our meetings, and into our personal lives. We gathered in workshops where we explored and experienced political, personal, and spiritual topics. Our circles of conversations nourish each other's spirits; by listening and laughing, singing and chanting, dancing and crying, we developed and renewed connections, which strengthen ourselves, our Monthly Meetings and ultimately our Yearly Meeting.

As we made our way through the weekend we examined challenges before us personally, locally and globally. How does this play of light and shadow work in our lives? How do we build and sustain a community which nourishes Spirit? We found some answers, but also more questions. We reveled in the various playful and serious performances in the coffeehouse (our talent show) on Saturday night and ended with worship sharing, and Meeting for Worship on Sunday, leaving a bit lighter than when we came. Over so many years we women of Baltimore Yearly Meeting have found that when our work in the world is held up by a strong circle of connections with each other and with Spirit, our load will be lightened. When we are deeply centered, when we simplify our physical, intellectual, emotional, and Spiritual places then the Light is able to illuminate the path ahead. We wish that wherever in the world you may reside, that you too may find ways to join with others to deepen in Spirit and in doing so, lighten the burdens you and others may bear.

In the Light,

Baltimore Yearly Meeting Women's Retreat



**MINUTES OF BALTIMORE YEARLY MEETING**  
**INTERIM MEETING**  
**TENTH MONTH 17, 2015**  
**GOOSE CREEK FRIENDS MEETING**

**I2015-42** *Opening.* Baltimore Yearly Meeting's Interim Meeting gathered on 9/17/2015 at the Goose Creek Meeting House in Lincoln, Virginia; a list of attenders' affiliations is attached. Debbi Sudduth (Goose Creek) welcomed and oriented us, and introduced Carolyn Unger (Goose Creek), who told some of the history of the Meeting and Meeting House.

**I2015-43** *Faith and Practice Revision Committee.* Katherine Smith (Maury River), Faith and Practice Revision Committee Clerk, reported; the written version of the report is attached. The now-three-person committee is alive and well. The Committee has met at two times this year, and has also worked by electronic mail and telephone. The committee has heard from only nine Monthly Meetings, and is reluctant to move forward; it invites other Monthly Meetings to respond. The Committee plans to notify Meetings of the sections of Faith and Practice that are the focus of its current work. The Committee is recommending to Supervisory Committee that the Yearly Meeting have an archivist.

We heard a concern that we lack a shared understanding of why we could not unite on the 2013 draft Baltimore Yearly Meeting *Faith and Practice*; we heard a sense that searching and thinking on theological matters must precede editing; we heard a suggestion that the committee might best, for now, focus on the more pragmatic elements of *Faith and Practice*. We heard a sense that dealing with all the pragmatic stuff at once may be unworkable. We heard a sense that making an accessible record of work being done would be useful.

In answer to a question on whether the Committee creates content for *Faith and Practice*, the Interim Meeting Clerk read from the Manual of Procedure's description of changes in *Faith and Practice*, noting that they are "initiated by one or Monthly or Quarterly Meetings or committees of the Yearly Meeting."

The Committee is revising the 1988 version of *Faith and Practice*, using the 2013 draft version as a resource.

**I2015-44** *Peace and Social Concerns Committee.* Phil Caroom (Annapolis), Peace and Social Concerns Committee Clerk, reported. Phil noted that two resignations have left the committee at exactly the right size. Having developed electronic tools last year, the Committee intends to put those tools to use this year. The Committee plans a 4/2/2016 (provisional date) Networking Day, focused on involving young people in peace and social concerns action. On 10/21 and 10/22 in Baltimore and DC, a Quaker is to speak on abuses of solitary confinement. On 10/31 in Linthicum, there is to be an event focused on racial justice. The Committee is supporting the Olive Oil ministry; it sells olive oil produced on a Palestinian farm, raising awareness and supporting the work of folks there.

At the committee's recommendation, we **APPROVED** the laying down of the Criminal and Restorative Justice Working Group and the Working Group on Israel-Palestine.

**I2015-45 Supervisory Committee.** Clinton Pettus (Baltimore, Stony Run), Supervisory Committee Clerk, reported. Clinton presented the proposed membership and a proposed charge for a General Secretary Search Committee; the written version of the proposal is attached. Clinton described the process used by Supervisory Committee to develop its recommendations for General Secretary Search Committee membership.

At Supervisory Committee's recommendation, we **APPROVED** this: we named Ramona Buck (Patapsco), Mary Campbell (Washington), Michael Doo (Baltimore, Stony Run), Betsy Krome (Williamsburg), Lamar Matthew (York), Clinton Pettus (Baltimore, Stony Run), Rebecca Rawls (Langley Hill), and Josh Riley (Hopewell Centre) as our ad hoc General Secretary Search Committee.

Clinton noted that God's time may differ from Supervisory Committee's previously announced goal of presenting a General Secretary proposal at our next Interim Meeting. Clinton noted that the presence of Supervisory Committee member on the search committee should facilitate regular reporting.

We heard of past use of a called Interim Meeting to approve a General Secretary job description; this may happen again.

Clinton reported that Mary Campbell has undertaken to convene the first meeting of the ad hoc General Secretary Search Committee.

At Supervisory Committee's recommendation, we **APPROVED** its proposed charge for the ad hoc General Secretary Search Committee.

**I2015-46 Interim General Secretary's report.** Bob Rhudy (Patapsco), Interim General Secretary, read a report on Bob's first months as Interim General Secretary; the written report is attached. It included news of the hiring of Dyresha Harris as our Outreach and Inclusion Coordinator. Bob shared an introductory letter from Dyresha; the letter is attached.

Bob's travels within and outside the Yearly Meeting have included visits to eleven local Meetings, our three camps, and the Wilderness Center. Bob has participated in a wide variety of events, including our Spiritual Formation Program, a Superintendents and Secretaries Retreat, a Program Committee meeting, a Quarterly Meeting, Friends Committee on National Legislation meetings, a Yearly Meeting youth conference, a fund-raising conference, and a "Grow Your Meeting" workshop.

Bob noted that office repairs are underway.

**I2015-47 Yearly Meeting Presiding Clerk's report.** Ken Stockbridge (Patapsco), Yearly Meeting Presiding Clerk, reported; the written version of the report is attached. Ken saw our recent creation of ad hoc committees as a sign of our energy and vitality. Ken and Ta-

sha Walsh (Maury River), as Presiding Clerk and Interim Meeting Clerk, have named the members of our Ad Hoc Healthy Organization and Purposeful Evolution (HOPE) Committee; Becca Bacon (Hopewell Centre) and Gary Gillespie (Homewood) are to serve as Co-Clerks. Ken reported on current membership on our Ad Hoc Growing Diverse Leadership Committee, including Alison Duncan (Adelphi) and Lauren Brownlee (Bethesda) as core members, Peirce Hammond (Bethesda) representing Ministry and Pastoral Care, and Laura Coleson-Schreur (Baltimore, Stony Run) representing Youth Programs Committee.

Ken reported that Meg Meyer (Baltimore, Stony Run) has agreed to serve as Meeting Visit Coordinator. Ken reported on the Grow Our Meetings workshop held 10/10/2015 at Valley Meeting in Virginia. Ken noted that increased activity leads to more agendas content, and presented suggestion for making our Meetings for Business workable.

We heard a desire for written reports to include identification of the preparers.

**12015-48** *Return of travel minute.* Jolee Robinson (Adelphi) returned a travel minute that had been prepared by Adelphi Monthly Meeting and endorsed by Baltimore Yearly Meeting. A copy of the returned minute is attached.

**12015-49** *Visiting Meetings program.* Ken Stockbridge (Patapsco) spoke for a laryngitic Ann Venable. A booklet on visiting has been prepared and was displayed. Information on the Visiting Meetings program is now available on the Yearly Meeting's web site. Testimonials are included; additional testimonials are solicited. In answer to a question, we heard that our Intervisitation Working Group is now focused on visiting across Yearly Meetings and on the ministry of presence; the Visiting Meetings program is meant to support all types of travel.

**12015-50** *Development Committee.* Liz Hofmeister (Bethesda), Development Committee Clerk, reported; the written version is attached. Liz highlighted an upward trend in total gifts and in the number of contributors. Liz noted that our Green Campaign is currently focused on raising funds to replace our 56-year-old bathhouses at Catoctin with a single, composting bathhouse; the cost is currently estimated to be \$297,000; to date, about \$100,000 has been received and about \$31,000 has been pledged.

Liz emphasized that our Shoemaker Grant funds growing diverse leadership and does not cover direct scholarship costs; these funds must still be raised.

We heard a concern that it's unclear to contribute to the Green Campaign by way of our web site; we heard that a Green Campaign section is now part of our "giving" page. Liz noted that this year 800 people (campers and others at camps) were part of our community.

**12015-51** *Camp Property Manager's annual report.* David Hunter (Frederick), Camp Property Manager, gave an annual report; the written version of the report is attached. David noted that Family Camp Weekends can be attended even in the absence of family. David reported the remaining cabin replacement needs: four at Catoctin; two at Opequon; and seven at Shiloh. The current plan is to replace one cabin at each camp, if possible,

before the start of the 2016 camping season. David estimated that design of the new bathhouse at Catoctin is 85% complete; David envisions a request for proposals in early 2016.

David noted the characteristics of our old bathhouses and our planned bathhouse; the changes reflect changes in our situation, understanding, and priorities. David noted that existing compost piles will continue to be used for kitchen waste. We heard a suggestion that volunteer effort could move needed projects forward; David mentioned that Family Camp Weekends include work projects.

**I2015-52** *Camp Program Manager's annual report.* Jane Megginson (Frederick), Camp Program Manager, gave an annual report; the written version is attached. Jane reported that this year's total camper weeks was an all-time high (by two camper weeks); the camping program directly touched 836 people (campers and others) this year. While the overall percentage of campers of color has increased, there is work to be done to create a more diverse staff and a more diverse Teen Adventure program.

Jane reported on a new camper database that's accessible by camp directors; switching to this new database required a tremendous amount of work. Jane noted that Kathrin Gilbert has moved on to another job from Kathrin's service as Catoctin Co-Director; Jane thanked Kathrin for Kathrin's hard work.

Jane sees extra values in our construction of a new bathhouse: as a sign of our responsiveness to concerns expressed by camping families, and in creating educational opportunities.

**I2015-53** *Treasurer's Report.* Tom Hill (Charlottesville) reported; the written version of the report is attached. Tom noted that the current year total for apportionment is simply  $\frac{3}{4}$  the budget total, not the payments received to date; further, the released funds figure is likely to increase as expenses that qualify for release of funds are accounted for. All things considered, the reported \$1,816 surplus of income over expenses is likely an understatement. Tom noted that our net assets include the increased value of our stocks and investments, which we can't spend unless we sell our investments. Tom mentioned that our annual audit is in our yearbook and that our report to the Internal Revenue Service (our Form 990) is a public document.

In answer to a question, we heard that our Development Committee reports total contributions while our Treasurer's report has separate unrestricted contribution and restricted contribution figures.

**I2015-54** *Nominating Committee.* Erik Hanson (Takoma Park) reported on behalf of Nominating Committee. Erik reported the receipt of these resignations: Kathy Funkhouser (Frederick) from Camp Property Management; Steve Hendrix-Jenkins (Washington) from Camp Property Management; Lou Hart (Charlottesville) from Peace and Social Concerns; St. Clair Allmond (Richmond) from Peace and Social Concerns; Darcy Lane (Sandy Spring) from Youth Programs; and Eli Fishpaw (Maury River) as an alternate to Quaker Earthcare Witness. We accepted these resignations.

At the committee's recommendation, and on this second reading, we **APPROVED** this: we named these people to serve in these positions: Betty Smallwood (Langley Hill), Educational Grants; Paul Phillips (Baltimore, Stony Run), Stewardship and Finance; Mark Stromdahl (Little Falls), Stewardship and Finance; Barbara Adams (Richmond), alternate for Quaker Earthcare Witness.

At the committee's recommendation, on this first and only reading, we **APPROVED** this: we named Kristin Loken (Shepherdstown) as an alternate representative to the 2016 Friends World Committee for Consultation International Representative Meeting; we act in awareness that this is a departure from what's called for in the Manual of Procedure.

**I2015-55 Naming Committee.** We **APPROVED** this: we named Linda Coates (Eastland) to continue Linda's service on Search Committee.

**I2015-56 Closing.** We heard announcements; one is attached. We thanked Goose Friends for their hospitality. We heard, improved, and **APPROVED** these minutes. We adjourned, to gather next as on 3/12/2016 at the Langley Hill Meeting House in McLean, Virginia, or at the call of the Interim Meeting Clerk.

Tasha Walsh, presiding

Arthur David Olson, recording

## **ATTACHMENT I2015-42 MEETINGS REPRESENTED**

**Adelphi:** Michael Newheart, Jolee Robinson; **Alexandria:** John Alder Stephens, Deborah Haines; **Annapolis:** Lee Lougee, Patience Schenck, Barbara Thomas; **Baltimore, Stony Run:** Adrian Bishop, Mike Boardman, Elizabeth DuVerlie, Bob Goren, Nancy Moore, Clinton Pettus, Kathryn Pettus; **Bethesda:** Alexandra Bell, Lauren Brownlee, Peirce Hammond, Liz Hofmeister, Gail Kohanek; **Carlisle:** Andy Hoover; **Charlottesville:** Barbarie Hill, Tom Hill; **Deer Creek:** Becca Rhudy; Floyd: Lee Henkel; **Frederick:** Annette Breiling, Kat Darnell, David Hunter, Jane Megginson, Greg Tobin; **Friends Meeting of Washington:** Mary Campbell, Mark Cannon; **Gettysburg:** Margaret Stambaugh; Goose Creek: Sarah Brownlee, Brian Burgher, Chrissie Devinney, Sheila Kryston, Jeane Smith, Debbi Sudduth, Carolyn Unger; **Gunpowder:** Bob Fetter, Susie Fetter, Rebecca Pickard; **Herndon:** Margaret Fisher, Weez Rothrock, Cathy Tunis, Harry Tunis; **Homewood:** Sarah Bur, Susan Russell Walters; **Hopewell Centre:** Ann Bacon, Martha Hanley, Jim Riley, Josh Riley, Linda Wilk; **Langley Hill:** Sheila Bach, Tim Hunt, Rebecca Rawls; **Maury River:** Eli Fishpaw, Kathy Fox, Katherine Smith, Mary Stratton, Tasha Walsh; **Menallen:** Dave French; **Norfolk:** Andy Conlon; **Patapsco:** Bob Rhudy, Ken Stockbridge; Richmond: Barb Adams, Denna Joy; **Sandy Spring:** Maria Bradley, Katie Caughlan, Kevin Caughlan, Maggie Dorr, Wayne Finegar, Bette Hoover, John Hudson, Toni Hudson, Darcy Lane, Deborah Legowski, Margo Lehman, Jim Lynn, Gloria Victor Dorr; **State College:** Chuck Fager; **Takoma Park:** Windy Cooler, Erik Hanson, Arthur David Olson; **Valley:** Don Crawford; West Branch: Walt Fry; **Yearly Meeting Staff:** Jossie Dowling, Ann Venable; **York:** Lamar Matthew, Harry Scott, Dorothy Shumway.

## **ATTACHMENT I2015-43**

### **FAITH AND PRACTICE REVISION COMMITTEE REPORT**

Delivered by Katherine Smith at October 2015 Interim Meeting,

Held over from August 2015 Annual Session

Friends, this afternoon's report to you from your Faith and Practice Revision Committee is a short one.

First of all be assured that we are, as a committee, alive and well. We are now a threesome, Michael Levy of Adelphi Meeting resigned early in 2015. We advised Nominating Committee that we were far along in our work and therefore did not need a replacement.

In response to our request published in the Interchange Winter 2015, that our monthly meetings consider sections "Life of the Spirit," Meetings for Worship, and Monthly Meetings," we have heard from 9 meetings and one working group. Our log indicates that all of us have received a response from us. To date we have received one inquiry as to our procedures from one additional monthly meeting.

We met together earlier this year, on June 10 at Hopewell Centre, for four hours. We reviewed our goals and our process set back in October 2014. We also met at annual sessions and held an open forum there. Individually we have read again our resource materials, two in number, the approved 1988 Faith and Practice and the draft 2013 Faith and Practice, second reading. We have done much work by e-mail and telephone.

We are also under the instruction, minuted during 2013 Annual Sessions, "that (the) committee will bring forth revisions to our existing 1988 Faith and Practice in segments small enough for meaningful discussion and discernment." (p.137 BYM Yearbook 2013)

In reading your responses thus far received, we have learned that Friends are using both the 1988 F&P and the 2013 draft in their reflections and discernment.

Having heard from only 9 of our 42 monthly meetings, your committee is reluctant to move forward. Will your own meeting help us in this next year? You can of course, respectfully decline. Should this be your corporate decision, please let us know. We understand and will acknowledge your response.

We will be sending a notice to meetings again asking for responses. We will include in that note a specific list of the sections of the Life of the Spirit from the 1988 Faith and Practice to attend to.

A reminder Friends that we encourage you to respond through the monthly meeting process.

This concludes our formal report.

Katherine Smith, Maury River Meeting  
Lamar Matthew, York Meeting  
Linda Wilk, Hopewell Center Meeting

At this time we have one recommendation to make to Supervisory Committee , which is that the Role of archivist be named for Baltimore Yearly Meeting.

Our committee is also considering that certain sections of the 2013 Draft that would be better placed under other areas of our realm of documents, such as the yearbook. These will be brought forward for Spring Interim Meeting.

## **ATTACHMENT I2015-44**

### **CHARGE FOR GENERAL SECRETARY SEARCH COMMITTEE**

#### **Authority and Responsibility**

The General Secretary Search Committee, an ad hoc committee of the Baltimore Yearly Meeting, has authority and responsibility to organize the recruitment and selection process in a manner that is agreed to by the committee members and congruent with spiritual discernment and good personnel practices.

Committee members are expected to contribute to the process by drawing upon their individual gifts and experiences. We trust that each member will contribute to the gathered wisdom of the group.

#### **Timeframe**

We ask that the General Secretary Search Committee present to Supervisory Committee a proposed timeframe within which they think they can complete the work. The timeframe reported to Interim Meeting has been to have the committee's work done by March Interim Meeting, yet we recognize that proceeding faithfully, things will happen according to God's time. Close on-going consultation with Supervisory Committee should include the discussion of the time frame for presenting a candidate.

#### **Position Description**

The General Secretary Search Committee will review and provide input on the position description of the General Secretary. The Supervisory Committee and ultimately Interim Meeting have responsibility for the final position description.

#### **Resources Allocated to Enable the Work of the Committee**

Baltimore Yearly Meeting will provide funding for advertising, preparing and distributing materials, holding conference calls and meetings, making telephone calls, and transporting candidates to interviews. The Interim General Secretary will facilitate arrangements and provide office support, which includes, but is not limited to, collecting useful documents and placing ads.

#### **Groups Receiving Reports and Responsible for Review of the Committee**

- Supervisory Committee – reporting will include monthly updates to Supervisory Committee with more frequent consultation as needed.

- Interim Meeting – a report should be given at each meeting of Interim Meeting until the process is completed. Called sessions of Interim Meeting should be requested as appropriate.

### **Consultation as the Work of the Committee Proceeds**

- Local Meetings
- Standing Committees of the Yearly Meeting
- Healthy Organization and Purposeful Evolution Committee (ad hoc)
- Yearly Meeting Staff Members
- Clerk of Interim Meeting
- Clerk of Baltimore Yearly Meeting

### **Additional Information**

A summary of information on the General Secretary search process for 2005-2006 may be found at <https://goo.gl/hXZiDJ>.

No member of the General Secretary Search Committee shall be a candidate for General Secretary.

Public advertisements will be placed in Friends Journal and Quaker Life. Also, information will be on the BYM Web site and other electronic sites as appropriate.

Final candidates for the position of General Secretary will have a chance to meet with the Supervisory Committee, the BYM staff, clerks of local Meetings, and standing committee clerks before a recommendation for the position is made to the Supervisory Committee.

Supervisory Committee will establish terms and conditions of employment.

## **ATTACHMENT I2015-46**

### **INTERIM GENERAL SECRETARY'S REPORT**

Bob Rhudy

Interim General Secretary's Report to Interim Meeting

October 17, 2015

As you know, I began as your interim general secretary a month before Annual Session. In my first report to you at that time, I said "I have a lot to learn" about Baltimore Yearly Meeting, and I have been continuing that learning about our Yearly Meeting, our Monthly Meetings, our committees, working groups, our programs, our affiliate organizations, and in engaging with our hard-working and talented staff. I have begun meeting and working with many of you. And I have also begun developing relationships with my counterparts in other Yearly Meetings and other national Quaker organizations around the country to discern what we can learn from their experiences that can be of benefit within BYM.

In my first report, I stated (based upon my review of our 2014 Yearbook) that BYM had 25 committees and working groups. From my recent review of our 2015 Yearbook which I



hope you have all received, I have learned that BYM now has a total of 34 committees and working groups, and we also make appointments of our members to a total of 15 affiliate organizations. I expect to have some understanding and engagement of your work in all of these entities.

Following Annual Session, I joined with our staff in taking a week of R & R before returning to a pretty active schedule, particularly as we came into September. I live in Baltimore and normally work at our Sandy Spring office when not traveling to meetings, workshops and conferences on behalf of BYM. I did a count earlier this week and determine that between September 11 and October 10, I was out of Maryland on BYM service for 15 days to Massachusetts, Pennsylvania, Virginia, West Virginia, and the District of Columbia.

I would like to highlight a few of the activities during this period, beginning with Becca's and my participation in BYM's Spiritual Formation Program on September 11-14 at Priest Field Pastoral Center outside of Charlestown, WV. What a wonderful gathering of Friends! This was our first time to participate in this retreat, we intend to return in the Spring, and I encourage you also share the rich and joyful spiritual gift of this gathering.

During September 21-24 I attended the annual Friends Superintendents and Secretaries ("Sups and Secs") Retreat at a Benedictine conference outside of Boston with fifteen other general secretaries, superintendents and directors of other Yearly Meetings and national organizations such as AFSC, FCNL, FGC and FUM. This annual retreat serves as something of a peer support committee for colleagues engaged in these Quaker professions, as well as an opportunity to share experiences for organizational learning and development. I sought to gather information on trends, programs, activities, organizations changes, revenues and other matters especially from other Yearly Meetings, with particular attending to Philadelphia, New York, and New England. I believe such information will be of value to our HOPE Committee as it begins its work. I have also gathered some information about annual session activities and trends for our Program Committee and on other Yearly Meetings' reserve policies and financial trends for our Trustees.

I participated in our Program Committee meeting at Herndon Meeting on September 20 and Chesapeake Quarterly Meeting at Gunpowder Meeting on September 27. I was initially appointed by BYM to the FCNL General Committee in 2007, and I participated in the FCNL Field Committee meeting in D.C. on September 25-26 to prepare for the FCNL Quaker Public Policy Institute and Annual Conference on November 11-15. I dropped into our BYM Youth Conference at Adelphi Meeting Saturday afternoon, September 26, on my way home from the FCNL committee meeting.

During September 30-October 2 I attended the Friends Fiduciary fund-raising conference in Philadelphia across from the Arch Street Monthly Meeting with Ann Venable, Liz Hofmeister, Marion Ballard and others from BYM and another couple of hundred Friends from around the country. Ann, our development director, presented a well-received workshop on how to operate a one-person development office and co-facilitated a very good interest group gathering of Monthly and Yearly Meetings.

On October 10, I engaged with nearly 40 other Friends from throughout BYM in the excellent “Grow Your Meeting” workshop put on by staff from Friends General Conference at Valley Meeting outside of Harrisonburg, Virginia. While the workshop was particularly focused on how Monthly Meetings can continue to grow healthy, active, spiritually centered meeting that enrich their members and are attractive to others in their communities, we also engaged in a rich discussion and initial planning on how—through the work of our new HOPE Committee and otherwise—to grow our Yearly Meeting to better serve our gathered spiritual community. I know Ken will share more on the Grow Our Meeting workshop in his report in a few minutes.

As many of you know, we have been engaged over the past several weeks in recruiting and selecting a new Outreach and Inclusion Coordinator for the BYM Growing Diverse Leadership initiative under the 3-year Shoemaker Foundation [Fund] grant. Ken will talk more about this program in his report, including the creation of the new ad hoc Growing Diverse Leadership Committee to help oversee this project. While this program came out of the leadership in our camp program to very substantially increase the diversity of enrollment of youth and employment of counsels in our camps over the past five years, it will seek to engage the participation of our entire community to grow a richer diversity throughout all of BYM. Reverend Martin Luther King observed that Sunday (“First Day” in our language) is the most segregated day in American society. We are seeking to build, embrace, and demonstrate a more inclusive spiritual community reflective of the our national culture and in keeping with our Quaker values.

Following a couple of months of fairly widely broadcasting the Outreach and Inclusion Coordinator job announcement, we began our review and interview process of applicants in early September. I was joined in this process by an interview committee that included Ann Venable, Alison Duncan, Chloe Tucker, Jane Megginson, and Ken Stockbridge. I am very pleased to announce that we concluded this process with the selection of Dyresha Harris, who has accepted the position and will begin work on November 2.

Many of you know Dyresha and I think all of you will have that pleasure in the near future. She has worked since 1999 at our Catocin Quaker Camp as a counselor, assistant director and since 2012 as director, and she has been a leader in our Working Group on Diversity at Camps which she co-founded six years ago. She additionally has over 15 years experience as a nonprofit professional in a variety of organizations in Philadelphia and Los Angeles principally working with children, youth and families; and she has her BA from McGill University and MA from University of Pennsylvania. We are delighted that she is joining us in this exciting venture.

Beginning very shortly after I began this job, I have been approached by several of you suggesting the need for some form of BYM mediation, reconciliation and healing process and resource that could be used sometimes for conflicts that arise within our Monthly Meetings, between staff, and otherwise over the development or implementation of policies with the Yearly Meeting. I know that there are models for such services in other Quaker meetings and organizations as well as elsewhere, and believe that we could benefit from their creation in our Yearly Meeting. I understand that several of our committees

would likely need to be involved if we undertook to consider creating such mediation, reconciliation and healing services, and I would like to be involved if I could be of service in considering why and how to provide such services. I also believe that we are currently capable of tending such services from the resources within our Yearly Meeting on an ad hoc basis if requested before such further consideration might take place.

Since I began in July, I have been able to visit during worship, workshops, or other meetings a total of 11 Monthly Meetings, including Adelphi, Annapolis, Deer Creek, Frederick, Goose Creek, Gunpowder, Herndon, Hopewell Center, Patapsco, Stony Run, and Valley. I visited our three camp properties at Catoctin, Opequon and Shiloh in July and August, and I was at the Wilderness Center earlier this month. I look forward to visiting with you in many more Monthly Meetings over the next few months.

I am enjoying working with our excellent BYM staff—Wayne Finegar, Ann Venable, Margo Lehman, Jane Megginson, David Hunter, Jossie Dowling—with our officers, our committee clerks, and with all of you. I look forward to beginning work shortly with our new ad hoc HOPE Committee and Growing Diverse Leadership Committees and with our new Outreach and Inclusion Coordinator, Dyresha Harris. Thank you for the continuing honor of serving you in this role.

## **ATTACHMENT I2015-46**

### **INTRODUCTORY LETTER FROM DYRESHA HARRIS**

Dear Friends,

My name is Dyresha Harris and I have just accepted the position as the new Outreach and Inclusion Coordinator for BYM.

As we transition into fall, I am drawn to thoughts about what this season means. There is a sense of change that we often feel before we can really see it. Even before the turning of the leaves, there's something you can feel in the clearness of the air and the golden quality of the light. This is the time right before the harvest, a time of excitement, industriousness, and the promise of things to come.

And that's how it feels for me at BYM right now. As people committed to living our faith, there has been a long-standing yearning in this community for ever more vibrant connections among diverse peoples and between generations. And here we are, the moment before a season of ripe possibilities as we launch into a plan to more fully live our values of equality and integrity. I feel excited and privileged to work with all of you in this important process.

For the past 6 years, the Working Group on Diversity at Camps has fundraised for, prepared, outfitted, and transported campers of color from Philadelphia to Catoctin. It has also assisted in training and recruiting staff there to get them ready to receive those campers.

As OIC, I will be:

- Expanding that working group model to Baltimore, Charlottesville, and DC and linking these groups to each of our camps;
- Using these groups as a vehicle to strengthen the links between camp and Meeting, between our youth and BYM's structures; and
- Working with the Growing Diverse Leadership Committee and Monthly Meetings to expand these models to BYM as a whole as we seek to make the organization more diverse, inclusive, and sustainable.

In taking this on with you, I am so grateful for all the work in this area that has come before, for the many people who contributed to working on this project, and for the huge amount of resource and wisdom that exists within the BYM community for proceeding forward.

So, if like me, you have been moved by this season of growth, transition, and possibility, please stay tuned in for more opportunities to be involved as the Growing Diverse Leadership Committee and I begin our work in November. I look forward to our service together.

In Love and Light, Dyresha

## **ATTACHMENT I2015-47**

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

Presiding Clerk's Report to Interim Meeting  
Baltimore Yearly Meeting, 10th Month, 2015

Along with other activities, the recent creation of several ad hoc committees especially reflects a pretty intense level of activity within the Yearly Meeting and foreshadows potentially big and promising changes.

**The ad hoc Healthy Organization and Purposeful Evolution (HOPE) Committee** was approved at June Interim Meeting to explore and discern our structures, programs, staffing, and priorities in light of our vision statement and the final recommendations of the ad hoc Vision Implementation Committee. As one piece, it will be providing input into the search process for our next General Secretary. Its charge calls for a final report at Annual Session next summer. We intentionally kept the committee small, but it will be seeking input quite broadly from throughout the Yearly Meeting. Please start thinking about what input you will give us, and we'll be in touch. The committee has had one conference call so far and is just getting underway. The committee members are:

- \*Becca Bacon (Hopewell Centre)
  - \*Windy Cooler (Adelphi)
  - \*Gary Gillespie (Homewood)
  - Tasha Walsh (Maury River) ex officio
  - Barbara Thomas (Annapolis)
  - Ken Stockbridge (Patapsco) ex officio
  - David Hunter (Frederick)
  - Bob Rhudy (Patapsco) ex officio
- \* Coclerks

**The ad hoc Growing Diverse Leadership Committee** was approved at Annual Session to lead the Yearly Meeting's Growing Diverse Leadership Program, which seeks to help us become a more genuinely multicultural and intergenerational community. In March, the Shoemaker Fund awarded the Yearly Meeting a \$225,000 grant to support this program over three years, which in large part will fund the hiring of an Outreach and Inclusion Coordinator (OIC).

The work of this program will involve all of us as a Yearly Meeting. While the program has its roots in the camps and part of it focuses on the camps, it is about much more than the camps. It seeks to provide pathways for campers from diverse backgrounds, especially in terms of race, to come to our camps. Moreover, for campers from any background and for all of our youth who develop a Quaker identity, the program seeks to provide pathways to full participation with the wider Quaker community in our local Meetings, in our Yearly Meeting, and beyond, as they make life's transitions to independent adulthood. The OIC will focus on replicating the Camp Diversity Working Group, which initiated this program giving specific attention to Camp Catoctin, so that we will have similar working groups focused on each of our four camps. The ad hoc Committee will not only guide and support that work but broaden our efforts beyond the camps. The committee will have a subcommittee focused on fostering multicultural community and another subcommittee focused on the intergenerational work.

Given the crosscutting nature of this work, the charge calls on several committees to provide either working members or liaisons. The committees specified in the charge include the Camping Program (CPC), Religious Education (RE), Youth Programs, Ministry and Pastoral Care, Advancement and Outreach, Nominating, and Development Committees, the Working Group on Racism (WGR), Camp Diversity Working Group, Young Friends, and Young Adult Friends. Other committees and working groups are also welcome to name working members or liaisons to the ad hoc Committee. Ex officio members include the Clerk of Interim Meeting, the Outreach and Inclusion Coordinator (OIC), General Secretary (GS), Development Director (DD), Camp Program Manager (CPM), and Youth Programs Manager (YPM). To ensure the Committee has members that have a primary focus on this work, the Clerk of Interim Meeting and I are also appointing a few core members. The naming of committee members is ongoing; we hope to conclude that soon and have an initial meeting. As of 10/14, members included, all as working members:

- Alison Duncan (Adelphi)
- Lauren Brownlee (Bethesda)
- Marsha Holliday (RE)
- Gene Throwe (RE)
- Roni Kingsley (CPC)
- David Etheridge (WGR)
- Dyresha Harris (OIC, ex officio)
- Bob Rhudy (GS, ex officio)
- Ann Venable (DD, ex officio)
- Jane Megginson (CPM, ex officio)
- Jossie Dowling (YPM, ex officio)
- Tasha Walsh (Clerk of IM, ex officio)

In addition, Supervisory Committee has named an **ad hoc General Secretary Search Committee** and an **OIC Interview Committee**, which others will report on. These will help select appointees for two very important positions, who will significantly shape the future of our Yearly Meeting.

In naming members for all of these committees, we have sought whenever possible to achieve diversity across several dimensions.

We also have created a new volunteer position of **Meeting Visit Coordinator**, which Meg Meyer has agreed to fill. This will also be reported separately at Interim Meeting. The position has grown out of efforts over the past year to develop ways to encourage, support, facilitate, and coordinate more visits within the Yearly Meeting by more people in a variety of roles. Such visits greatly enrich both the visitors and the visited, both local Meetings and the Yearly Meeting, and help us all to feel connected in a powerful way. A form is now live to request, offer, or report on Meeting visits at <http://goo.gl/atw0Vq>.

The **Grow Our Meetings Workshop** on 10/10 at Valley Meeting in Virginia provided a wonderful opportunity to connect and collaborate across our local Meetings as we explored and gained some tools for how to help our Meetings be healthy and vital, meet the needs of current members and attenders, reach out to seekers, better understand the needs of newcomers, and build a regional network to share and support such efforts. We also noted the relevance of things we discussed to both our HOPE and Growing Diverse Leadership efforts.

Nearly forty Friends from over a fourth of all our local Meetings and over half of our Virginia Meetings participated. The facilitators and participants developed and sustained a high level of energy and engagement throughout the day. Teams from each Meeting were equipped with exercises to use at their home Meetings; some of us would be willing to also take these to other Meetings who were not able to attend. Baltimore Yearly Meeting cosponsored this workshop with Friends General Conference. Thanks to all who helped make this happen. We hope to be able to offer this or other similar workshops in different regions of the Yearly Meeting in the future.

As this report illustrates, the level of activity within the Yearly Meeting is increasing in important and promising ways. One result is that more items will compete for a fixed amount of time on **Interim Meeting and Annual Session agendas** while we continue to seek to ensure that our work remains grounded in worship. Agendas that are overly packed can drain rather than generate energy for our work together. Business meetings that go over the scheduled time burden us in various ways. For example, parents, whom we especially want to support in participating in our work together, need to pick up their children at appointed times. Clerks naturally prioritize agenda items that require decisions over those that don't. Still, celebrating and sharing the wonderful work we do together is also important to do whenever possible. A variety of approaches can help our business meetings run more smoothly and create space for all we would like to include. Many of those approaches depend on you.

- In this environment, advance reports become more important, and reading them in advance increases their potential effect.
- When we review minutes during business meetings, carefully discern what the body needs to hear and what nonsubstantive or factual improvements could be made separately and do not require time on the floor.
- Preparing your agenda items in as much detail as possible helps tremendously, especially with the minutes. It's not enough to say you want time on the agenda. Tell us what you will say in writing far enough in advance to help our recording clerks prepare. If you are asking for a decision, give us specific

language for the minute you would like to propose.

- Season your proposals as widely as possible before bringing them to the floor. When feasible and applicable, consult with Friends beyond your committee. Anticipate concerns and labor with those who might raise them. Consider visiting local Meetings to discuss your proposals.
- Pay close attention to the time the clerk gives you for your report, and stay within it. Everyone else on the agenda is in exactly the same position. Clerks make very difficult decisions in allocating time on the agenda; respect their discernment. It's the only thing they can really control. When you take more time, you take away time from someone else's agenda item. Be very selective in your oral comments; use your advance reports and interest group time to give more complete information.

I hope that I learned a lot from my first time clerking Annual Session. It was certainly challenging. I had wanted to be more prepared than I was, and we all felt the result. As I intended to do this past year, I will be sure to have detailed conversations with everyone on the agenda no later than 7/15. Please plan to be ready for those conversations. Do not be surprised if I suggest you cover some of your reports during interest groups. Do not expect that you will have as much time on the agenda as you have had in the past.

Our business meetings done right can be the source of much joy, assurance, and even excitement. They can be deeply grounded in worship and truly spiritual experiences for all. In that gathered worship and shared excitement for our work together, we deepen our bonds of community, our love for each other, and our faithfulness. Please join with me in doing our best to make that happen.

## ATTACHMENT I2015-48 TRAVEL MINUTE OF JOLEE ROBINSON



**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.

Baltimore Yearly Mtg,  
 WE WERE BLESSED BY JOLEE'S VISIT.  
 WE PRAY THAT SHE WAS BLESSED BY  
 HER VISIT WITH US.  
 PETER "MAC" McDONALD,  
 CO-DIRECTOR OF MESQUAKIE FRIENDS

## ATTACHMENT I2015-50

### DEVELOPMENT COMMITTEE REPORT

Interim Meeting

October 17, 2015

Goose Creek Friends Meeting

Development Report  
**Fund-raising To Date**

	<b>2013</b>	<b>2014</b>	<b>2015</b>
<b>Gifts- January - September</b>	\$80,922.12	\$120,143.76	\$186,958.35
<b>Pledges</b>	\$0.00	\$4,999.55	\$34,390.00
<b>Fund-raising Total</b>	<b>\$80,922.12</b>	<b>\$125,143.31</b>	<b>\$221,348.35</b>
<b>Number of Giving Units</b>	247	260	289

#### Development Activities Highlights

- Camp Catocin Bath House
  - How we will raise \$297,000. To date \$131,787.21 received in gifts and pledges. We will be asking camp alumni, parents, Friends and meetings to support this project.
  - Website with information about the project is up on the development area of the BYM website.
- Quaker Fund-raising Gathering – Many from BYM attended this semi-annual conference now held in Philadelphia. Ann Venable led a workshop on “Fund-raising in a 1-person shop”. Her primary theme was that this required a team and ideas for developing a strong program.
- Grants- We are waiting to hear on a grant submission to the BamaWorks for support of the Diversity program at Shiloh. We will apply to the Baltimore Foundation for support of campers from the Baltimore area in November. We are delighted that our work with the Shoemaker Fund is moving forward with the hiring of our new Outreach Inclusion Coordinator.
- Fall Camp Appeal Mailing – will follow the Firecircle in a few short weeks.
- Development Director continues to make visits to meetings, camps, and individuals. She certainly appreciates the way Friends always make her feel welcome.
- Visits Program is moving forward and Meg Meyer is coordinating. Additional information to follow later this afternoon.

#### Upcoming Development Activities

- Fall End of the Year Appeal Letter
- Phonathon
- Camp Alumni Survey



- Visits to Monthly Meetings and individuals to present on the Catoctin Bath House project as well as other BYM capitals projects.
- Thank you pictures...
- Planned Giving videos for the website

## ATTACHMENT I2015-51

### CAMP PROPERTY MANAGER'S ANNUAL REPORT

Staff Report of the Camp Property Manager  
to Baltimore Yearly Meeting  
David Hunter  
October 2015

*“Quaker Faith is placed not in the achievements of the past... but in the promise of what is to come”*

Joshua Valle, Friends Journal, April 2014

It is easy for me to fall into the trap of thinking about my effectiveness in this position by looking at what has been accomplished over the last year. Have we replaced enough cabins to know that the campers will be safe and dry for the summer? Will there be enough benches for everyone to sit at in the dining hall? Are our buses going to make it through another summer? But I am realizing that this is a backwards looking approach and it can only tell us where we have been and if we have done well enough. It is good to acknowledge and celebrate our accomplishments but their worth is in the promise of what is to come that they embody.

It is easy to forget to look forward toward the promise of what the Camping Programs and the camp properties will offer the Yearly Meeting and the world around us in the years to come. I am happy to be reminded that how we do what we do and why we choose to do it that way is as important as getting it all done. When we practice our faith effectively we move forward guided by faithful discernment, and we find paths forward that reflect our testimonies, values and ensures that the promise is realized.



Some of the forward looking things we have done this year include:

#### **Family Camp Weekends**

In the spring of 2015 we tried something new; Friends Service Weekends became Family Camp Weekends. One weekend was scheduled at each of the camps (Catoctin, Opequon and Shiloh) in the spring and another in the fall. Staff

with experience in the camping programs were hired to plan and coordinate camp activities and food coordinators were scheduled for each of the weekends so that all would be well fed and the weekend would run smoothly. Activities were offered that appealed to all ages including exploring the camp, ponds and creeks; group games; forest walks; fairy house building; cooking; board games; singing; firecircle; and much, much more. Work projects were included among the activities as well.

The new approach to the weekends was a resounding success! Not only did lots of work get done but new camp families got a taste of what camp is like and were introduced to the properties. Yearly Meeting members who might not have found a reason to visit the camps were able to join us and get a taste of what the camps and the camp properties have to offer, old friends had a chance to get together, reminisce and catch up, and others had the opportunity to come and enjoy the weekend and be rejuvenated! We are looking forward to continuing to expand the camp circle, offer the opportunity for friends to come and enjoy the properties and introduce new friends to all that the Yearly Meeting and the camping programs have to offer.



### **New cabin at Catoctin**

Due to the weather, we got a late start on the new cabin at Catoctin this spring but it was



completed in September and it is beautiful. Thanks again to Peter Bugler for all the care and remarkable craftsmanship that he puts into each cabin. The traditional timber frame technique used to build these cabins brings the accumulated wisdom of our forebearers for design and construction and locally sourced materials together to create a structures that embody simple elegance

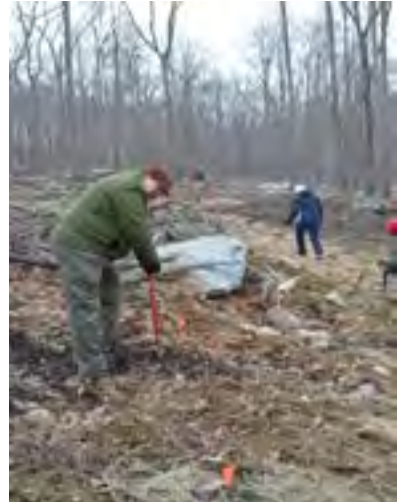
and are built to last. They will serve campers at Catoctin for many decades to come. As of

the end of 2015 we have replaced eight of the twelve cabins at Catoctin. Only four to go!

### Logging, Tree Planting and American Chestnuts

The logging project at Catoctin is complete, our management objectives were carried out beautifully and the forest is lush and thriving. On a walk at one of the Family Camp Weekends we learned to identify some of the trees in the forest. As we walked through a particularly dense stand of new seedlings I heard a voice (whose owner I could not see through all the young trees) coming out of the lush growth. “Man, this is a Tulip Poplar jungle,” my 5 year old friend said, trying out his new tree identification skills.

Several large openings in the forest canopy were created and early this spring over 460 trees were planted. The varieties of trees we used were chosen to increase the diversity of species in the forest, provide food and shelter for wildlife and to help protect the forest soils. Many of the trees planted were evergreens that will play a temporary role in the forest and we look forward to having some of our own Catoctin grown Christmas trees in 8 to 10 years.



Thirteen of the trees we planted are quite special. In the late 1800s blight swept through the forests of the Eastern United States and by the early 1900s nearly all of the mature American Chestnuts were gone. Since this tree played such an important role in our forests, not to mention the trees importance to the rural economy, the American Chestnut Society began working on breeding a new American Chestnut that would be resistant to the blight. The first fruits of their work are just now becoming available.



The new blight resistant American Chestnuts are not commonly available yet because the trees are just now old enough to begin producing quantities of nuts. Nevertheless the American Chestnut Foundation agreed to plant thirteen of these new chestnuts at Catoctin. This is the first time that Restoration Chestnuts have been introduced into Maryland forests. Isn't it exciting to think that the naturalization of the

new American Chestnut in the region is beginning at Catoctin Quaker Camp? What a joy to be a part of seeing what has been called one of the most serious environmental disasters in American History begin to be reversed.

### **Managing Invasive Species at the camp properties**

As we have begun looking at the health of our forests at all of the camp properties we have become increasingly aware of the effects of several invasive species in some areas. Invasive species are organisms that have evolved in ecological communities in one part of the world which humans have intentionally or inadvertently moved to another part of the world. Some of these trans-located species have a formidable competitive advantage over native species. When this happens we call them invasive species since they are capable of out competing the desirable, native species and usually have a serious negative environmental impact.

Sometimes several invasive species can act on a forest at the same time creating effects that are exponentially severe. For example, at Shiloh we have a confluence of invasive species that will have a significant negative impact on part of the property if we do not intervene.

Emerald Ash Borer (EAB) is an insect that is having a devastating impact on all of the varieties of ash trees in our area. Studies have found that once EAB is established mortality rates are around 99% and, if unchecked, all ash in the Eastern United States will be gone in 10 to 15 years. It is often practical to treat trees in an urban landscapes but the cost of the treatment is prohibitive in forests in most cases. It is devastating to think that we may lose all of the ash on the camp properties. They are among our largest most beautiful trees. They are tall supple giants reaching for the sky at all three of the residential camps and it will be sad to watch them disappear from the forest community. However, we can take some comfort in knowing that they do not occupy a terribly unique role in forest. Given time and opportunity other giants will rise in their places.

However, in some areas it may be challenging for the new trees to become established. At Shiloh the forest that is home to many Ash trees is also home to a host of invasive species that are currently waiting in the understory. As the ash die out these invasive vines, undesirable trees and shrubs will take advantage of the newly available light and make it very difficult for desirable native species to flourish. It will be important that we increase our management of invasive species before we lose the ash trees so that other native species can take their places.

Forests are not only a beautiful home for our programs they are essential to our health and the health of the planet. As we face the challenges of climate change healthy forests will play an essential role in our efforts to preserve the planet and maintain earth as a healthy home for creation.

### **A New Bathhouse for Catoctin**

Lots of time and energy have gone into planning and designing new bathhouses for Catoctin this year. Others have written a great deal about the importance of new bathhouses at Catoctin (See this year's Firecircle and the Development Committee's case statement





for bathhouses at Catoctin) , but I have to mention that I have enjoyed the collaborative process we have employed to design this structure immensely. The time spent meeting with Catoctin staff, alumni, off-season renters, State and local permitting authorities, architects and engineers has been an education and a pleasure. The sharing of ideas, taking time to reflect on the values we want to up hold in the design of the building, the care and concern that has gone into the work, the waiting in silence for way to open for us, have all added up to an enriching personal experience for me and a thoughtful, practical and beautiful design. The building will reflect many of the things we value as Friends, how we want to live with one another as a community and the tender care we want to offer the environment.

We can't wait to begin construction in August of 2016 so that the building will be ready for the 2017 camping season. There is a lot to be done between now and next August so that we will be ready to break ground immediately after camp closes. There will be design questions to finalize, site plan modifications to file with the county, permits to apply for and contractors to hire. There will also be money to be raised and this is the part of the work we can all share! Isn't it wonderful to know that we all have a role to play in making this much needed building a reality! Let's get busy fulfilling the promise of a more beautiful and sustainable future for our camping programs!

**Coming soon:  
Cabins at Shiloh and Ope-  
quon**

We are looking forward to building cabins at Shiloh and Opequon before the 2016 camping season. They will replace cabins that are at the end of their useful lives and the design will be similar to other cabins that have been replaced at Shiloh and Opequon in recent years. We are



excited about possibilities for locally sourced building materials we have been exploring. We are striving to use materials that are produced as close to the camps as possible in order to reduce the overall carbon footprint of the structure. Of course we are looking for materials that are the right fit for the camps as well. We have replaced six of the eight camper cabins at Opequon and three of the ten camper cabins at Shiloh so we can begin to see the light at the end of the tunnel. Soon we will be able to rest assured that our campers will be sheltered in safe, practical and attractive cabins for decades to come.

### **Observations**

I have been noticing that more and more of my time has been spent in the office, doing administrative work and working with committees of the Yearly Meeting rather than working at the camp properties, working with the caretakers or working with contractors and vendors. Much of this is connected to having been in the position for over twelve years and having identified and begun to work on some of the more complex projects and engaging with some of the more complicated issues. Regulatory demands placed on us by the states and counties where we operate camps as well as the Federal government continue to complicate the work we do. It also seems that the Yearly Meeting is spending more energy working to create guidance, clarify its procedures and create policies that will help guide our work in the future. These are all good things for us to be working on but I feel that it is worth noting how the focus of the work is changing.

Examples of how my time was spent in these areas over the last year include: working with the Yearly Meeting Trustees on a Vehicle and Driving policy for the Yearly Meetings vehicles, beginning to work with the Working Group on Yearly Meeting Reserves, and working with the US Department of Transportation on bringing the Yearly Meetings vehicles and drivers into better compliance with federal regulations. It is also true that when we undertake larger projects, like the Bathhouses at Catoctin, there is much more time spent in preparation than there is with smaller projects.

### **Gratitude**

I want to express my appreciation the Yearly Meeting's caretakers at the camp properties: Jake Butler at Shiloh and Don Frame at Catoctin. Many envy them for the opportunity live at the beautiful camp properties but this is often isolated and lonely work. When there are people around they are as likely to hear about problems that have come up as to hear out expressions of gratitude and appreciation. We are grateful for the care and diligence with which the watch over the properties, prepare them for our use and the assistance they offer when problems arise.

I am also grateful for the work of the Camp Property Management Committee. The assistance and guidance they offer me in my work is priceless and the loving care they express through attending long meetings, turning out for events at the camps and promoting the care and use of the properties is wonderful to behold. It is a joy to watch and participate the current committee's efforts to reevaluate the role of the committee and improve upon how they undertake their work. This kind of reflection can only lead us in exciting positive new directions.

### **In Conclusion...**

One of the things that I enjoy most about my job is the opportunity to interact with a broad variety of people. Inevitably the people I enjoy most are the Quakers and camp friends that I have the opportunity to visit with. I cannot move among Friends or those who have been touched by our camps without hearing stories of how lives are changed by our programs. It is clear that Friends are proud of the Yearly Meeting's commitment to making these life-changing opportunities possible.

We have worked hard, scraped by, and cobbled together creative solutions to bring our



programs to life year after year. Through this hard work we have established programs that others strive to emulate because it is evident that they make a difference in the lives that they touch. I would like to suggest that we are beginning to arrive at a point in our corporate life where we can shift our focus from addressing the needs of the moment to ensuring the promise that the camping program and the camp properties hold is carried forward into the future. It will take all of us to fulfill the promise, but the camp properties, our young people and the sustenance and strength we gain from the camps are worth the effort.

Gratefully submitted,

David Hunter

## **ATTACHMENT I2016-52**

### **CAMP PROGRAM MANAGER'S ANNUAL REPORT**

Camp Program Manager Annual Report to Tenth Month Interim Meeting  
October 17, 2016

The BYM Camps—Shiloh, Opequon, Catoclin and Teen Adventure (TA)—had a great 2015 season. For the third year in a row we are at a high of camper weeks enrolled- this year, we tied last year's number of camper weeks (1388), which exceeded (just barely) the former high in 2013 (1386). In other words, enrollment continues to be good. We always have some areas we want to improve and the Camping Program Committee, Directors, and I continue to explore ways that we can improve enrollment and ways we can strengthen camp overall.

One of the ways we are improving camp overall, and the Yearly Meeting and camp families can help, is the kick off of our new Greening Campaign! We have started raising money to work on the exciting multi-year projects to improve our facilities in much needed

areas, and as we improve them, we are working sustainability into our plans. Our first project, construction starting at the end of camp in 2016, will be a new bath house at Catoctin. The new bath house will include composting toilets, as well as a higher, airier ceiling to improve light and air quality, and doors on toilet stalls! In addition, the bath house design will include 2 private shower/toilet rooms that are gender neutral and accessible, as part of the design.

Future year plans include new Opequon bath houses, overhauling the Shiloh art pavilion, and some improvements to the BYM Office in Sandy Spring. Please join us in supporting this effort to update our facilities and build in some teachable/usable environmental improvements as well.

### **Diversity and Inclusion**

Our residential camps are making great headway and average 30% campers of color compared to the first year we started collecting this data in 2008 when only 17% of our residential campers were of color. At Teen Adventure, only 16% of our campers are of color, up from 13% in 2008. Clearly we have a long way to go with TA, and some more work to do with our residential camps, including increasing the presence of staff of color. Fortunately, a lot of hard work by the Camp Working Group on Racism, along with a lot of other individuals in the Yearly Meeting has paid off and we have received a very generous grant from the Shoemaker Fund to help us fund a full time person to work on creating a more inclusive Yearly Meeting stemming from the work we have started at our camps. The new position, the Outreach and Inclusion Coordinator (OIC), will start this Fall to continue the efforts begun at our camps to reach out to campers that are generally underrepresented and work with volunteers to spread this intentional work throughout our camps, and our Yearly Meeting. I am so excited that the hard work of so many people has paid off to take this program to the next level. I cannot wait to see what our new OIC person can do when able to focus on this effort full time, and to see what the members of our camps and Yearly Meeting will do with this great opportunity!

### **Administrative Details**

I spent a tremendous amount of time this past year switching the camper database from a local server based database to a cloud based system. Along with that I had the opportunity (and the pitfalls) of designing a new camper registration system. Most of you will experience this change if you register campers or sign up for a work grant at camp. I was able to make some improvements on our previous registration system and found that some of the choices I made and some of the things our excellent camp database company, CampBrain, promised were not ready yet. So there is more tweaking to do. Overall, though, there were more improvements and potential in this new system. Some of the things that I am excited about:

- \* Directors can now access the database and look up information about campers, camper families, and medical information wherever they have access to the internet. In the past, only the office staff had access to camper data.
- \*The camp medical staff can track which camper needs medication at what times using database reporting.
- \* This year staff applications and staff form management will be accessible to



our directors online.

\* Most of the forms – medical, financial aid, releases – are all done online now and thus can be stored with each camper record online (camper medical and release forms need to be stored and accessible for 17 years for legal reasons).

\* Having forms accessible online means we no longer need to mail out packets to all camp families, saving paper, postage, and time.

\* The new database has simplified the process of emailing camp families.

There are other benefits, but these are the ones that spring to mind. Thanks to the camp families for being patient with some of the bumps and being willing to learn a new system and give feedback to help improve it! I am going to Toronto this fall to attend a conference for CampBrain users to help me and help CampBrain improve the system even more.

## **Staff**

The BYM Camps provide a service to the young people of our Yearly Meeting by giving them an opportunity to seek meaningful work, often a first job, doing something they love, with a great group of peers. The work is demanding and rewarding. Our staffers carry a tremendous amount of responsibility for the physical, mental and spiritual care of just under 600 campers. They learn a lot, they grow a lot, and they give a lot. Every application is reviewed. The top candidates are interviewed and new hires reference-checked. In 2015 BYM Camps employed 134 summer camp staff, 39 of whom were new. That is a lot of interviewing! The new hires all get two references checked, and get background checks performed. Most arrive at camp two weeks before the campers to start training for their new job. Our camp directors interview, hire, train, and supervise all of their own staff. You know that old saying, “Ginger Rogers did everything Fred Astaire did, only going backwards and in heels”? Well that kind of puts me in mind of what our Camp Directors do – they hire their entire staff and get prepared for camp while working full time at their other jobs. Any time I stop and reflect on how committed and passionate about their work our staff are, it moves me profoundly. (I just paused a few moments and reflected on that). In this space of reflection and gratitude, I want to thank all of the counselors and staff who work extremely hard to make our camps the safe, growthful, challenging, encouraging places that they are.

The 2015 camp season was the last for Co-Director of Catoctin Quaker Camp, Kathrin Gilbert. Kathrin has Co-Directed Catoctin with Dyresha Harris for the past 4 seasons – how time flies. Please join me in thanking Kathrin for her hard work at Catoctin for BYM. Kathrin is moving on to complete her MA and pursue year round work in her field.

While I am thinking of people and efforts to be grateful for, I want to thank all of the folks that participate in the work grants that make our camps run. Thanks also go the Camping Program and Camp Property Management Committees and all of the other Committees of the Yearly Meeting that help support the camps – Trustees, Supervisory, Stewardship and Finance. I don’t want to forget all of the contributions that the year-round BYM office staff make to help keep the camp juggernaut running smoothly. Mostly, I want to thank all of the parents and campers that choose to come to our camps year after year and the members of the Yearly Meeting that believe in what we are doing and support this program!

**Action Item Opportunities:**

If you are interested in the work of including more people from underrepresented groups in BYM Camps and in the Yearly Meeting, contact the new Outreach and Inclusion Coordinator to welcome her to the staff and ask some questions. Think about inviting the OIC staff to your Meeting or find out what you can do to help with this important work – at your Meeting, in the Yearly Meeting, or at your Camp!

Think about how important BYM Camps are to you and your family, and/or how important sustainability and efforts to make less impact on the earth are to you and make a donation to the Greening Campaign!

Thank a BYM Camp staff person for their hard work in sharing BYM's message with youth.

## ATTACHMENT I2015-53

### TREASURER'S REPORT

#### STATEMENT OF ACTIVITIES FROM 1/1/2015 THROUGH 9/30/2015

(In Whole Numbers)	Current Year Actual	2014 Budget
Revenues		
Apportionment		
Apportionment	325,050	440,000
Apportionment Adjustments	0	(8,800)
Total Apportionment	325,050	431,200
Unrestricted Contributions		
Contributions	96,877	165,500
In Kind Contributions	482	7,000
Bequests	5,000	0
Total Unrestricted Contributions	102,359	172,500
Restricted Contributions		
Restricted Contributions	17,694	50,000
Revenue to Fund	(29,783)	(50,000)
Total Restricted Contributions	(12,089)	0
Attendance Fees		
Annual Session	88,737	84,700
All Other YM Program	14,193	40,000
Combined Camp	775,334	725,800
Committee	750	0
Youth Programs	18,141	27,525
Total Attendance Fees	897,154	878,025

(In Whole Numbers)	Current Year Actual	2014 Budget
Sales		
Book Sales	9,003	12,520
Clothing Sales	8,979	7,340
Other Sales	5	600
Total Sales	17,988	20,460
Property & Vehicle Rental		
Property Rental Income	9,412	16,600
Vehicle Rental Income	2,450	1,200
Total Property & Vehicle Rental	11,862	17,800
Interest		
Interest & Dividends	3,297	1,200
Total Interest	3,297	1,200
Other Income		
Released Funds	102,130	139,742
Gain (Loss) on Sale of FA	0	10,500
Other Income	14,601	100
Total Other Income	116,731	150,342
Total Revenues	1,462,353	1,671,527
Expenses		
Administrative	276,452	405,126
Annual Session	81,165	86,510
All Other YM Program	32,225	41,545
Combined Camp	777,919	909,388
Committee	521	7,950
Development	64,708	131,945
Youth Programs	39,375	67,393
Total Expenses	1,272,366	1,649,857
Total Operating Revenue Over (Under) Expenses	189,986	21,670
Total Revenue Over (Under) Expenses	189,986	21,670

**BALANCE SHEET**  
**FROM 1/1/2014 THROUGH 9/30/2014**

(In Whole Numbers)	Current Year	Fund Codes	As of 9/30/13
Assets			
Current Assets			
Cash & Cash Equivalents	462,830		372,037
Apportionment Receivable	154,634		139,108

(In Whole Numbers)	Current Year	Fund Codes	As of 9/30/13
Student Loans Receivable	91,661		108,243
Other Accounts Receivable	54,478		50,031
Inventories	3,795		3,834
Prepaid Expenses	40,030		29,044
Total Current Assets	807,428		672,296
Long-term Assets			
Property & Equipment	2,021,319		1,946,126
Long-term Investments	913,710		728,052
Total Long-term Assets	2,935,028		2,674,178
Total Assets	3,742,456		3,346,474
Liabilities			
Short-term Liabilities			
Accounts Payable	88,876		41,870
Deferred Revenue	130,575		109,855
Other Short-term Liabilities	29,817		26,618
Total Short-term Liabilities	249,267		178,343
Total Liabilities	249,267		178,343
Net Assets			
Beginning Net Assets			
Net Assets			
General Fund	499,810	100	182,931
Camp Prop. Resrvs. Designated	(828)	120	813
Bush Creek Fund	2,593	142	2,593
Fixed Asset Fund	1,954,622	198	1,969,061
Education Endowment Income	173,955	201	170,759
Fairhill/Greist Fund	74,443	203	74,443
Pre-College Fund	26,266	204	26,233
Sue Thomas Turner Fund	105,601	206	110,798
Carey Memorial Fund	1,814	207	2,253
Barry Morley Endow. Income	1,333	208	2,743
Indian Affairs Funds	11,656	211	12,706
SSMM Matthews Fund	653	212	653
Camp Property Fund	51,250	220	44,538
Cabin Fund	2,238	221	23,455

(In Whole Numbers)	Current Year	Fund Codes	As of 9/30/13
Meeting House Loan Fund	12,440	233	12,440
Consol. Education Endowment	86,512	301	86,312
Yearly Meeting Endowment	7,877	302	7,877
Barry Morley Endowment	275,805	308	269,605
Total Net Assets	3,303,204		2,000,214
Total Beginning Net Assets	3,303,204		3,000,214
Current YTD Net Income	189,986		167,917
Total Current YTD Net Income	189,986		167,917
Total Net Assets	3,493,190		3,168,131
Total Liabilities and Net Assets	3,742,456		3,346,474



*Annual Session 2016 photo by Jennifer Domenick*

**INTERIM MEETING**  
**SECOND MONTH 6, 2016**  
**FRIENDS MEETING OF WASHINGTON**

**I2016-01** *Opening.* Baltimore Yearly Meeting's Interim Meeting gathered on 2/6/2016 at the Friends Meeting of Washington's Meeting House in Washington, DC, at the call of the Interim Meeting Clerk. Debby Churchman (Washington) welcomed and oriented us. Debby debunked a story about the early use of the meeting room's vestibules by Secret Service agents.

**I2016-02** *Minute of appreciation.* Barbarie Hill (Charlottesville), Program Committee Clerk, read aloud a Minute of Appreciation (attached) for Dave Treber (Dunnings Creek) and Dave's work in support of our Annual Sessions held at Frostburg State University. We **APPROVED** the minute.

**I2016-03** *General Secretary position description.* Mary Campbell (Washington), ad hoc General Secretary Search Committee Clerk, presented the committee's General Secretary position description (attached). Mary provided the history of the ad hoc committee's creation and work, reminding us that the General Secretary is an employee of Interim Meeting. Seven ad hoc committee members are with us today. Supervisory Committee has united with the ad hoc committee's position description.

Concerns were expressed. The ad hoc General Secretary Search Committee clerk read aloud suggested changes to the position description reflecting those concerns. We **APPROVED** the position description as changed; the approved version is also attached.

Mary indicated that the position description is to be placed in Quaker Life and Friends Journal, with applications to be reviewed starting 5/1/2016 and with interviews the next month; the committee's goal is to have one or more candidates present at our next Annual Session.

We were warned that the Search Committee may be led to choose a candidate who does not have all the elements of experience outlined in the position description. We heard that the relationship between our General Secretary and others is detailed in our Manual of Procedure. We heard a sense that our Manual of Procedure might describe our General Secretary in greater depth.

**I2016-04** *Closing.* We thanked Friends Meeting of Washington Friends for their quick-acting hospitality. We heard and **APPROVED** these minutes. We adjourned, to gather next as on 3/12/2016 at the Langley Hill Meeting House in McLean, Virginia, or at the call of the Interim Meeting Clerk.

Tasha Walsh, presiding

Arthur David Olson, recording

## **ATTACHMENT I2016-01**

### **MINUTE OF APPRECIATION FOR DAVE TREBER**

For the past nine years Baltimore Yearly Meeting has convened for Annual Session on the Frostburg State University campus, and Dave Treber has been our campus liaison in his role as Director of Conferences & Events. We very much appreciate our association with FSU and the effort that was made to make BYM welcome on their campus. With his insider knowledge of Friends and of the Yearly Meeting, Dave Treber worked tirelessly during each of those nine sessions to make sure our experience at FSU was rich and rewarding and as trouble-free as possible. He and his staff were always ready and willing to do what they could to meet our needs before and during our times on campus. We appreciate Dave's faithfulness in carrying out his role and will miss his efficiency and his good-humored coffeehouse presentations as we move to a new venue for Annual Session in 2016.

## **ATTACHMENT I2016-03**

### **GENERAL SECRETARY JOB DESCRIPTION**

**Title:** General Secretary, Baltimore Yearly Meeting of the Religious Society of Friends

**FLSA Status:** Exempt

**Reports to:** Clerk, Supervisory Committee of the Baltimore Yearly Meeting

#### **POSITION SUMMARY**

The General Secretary provides Spirit-led, strategic leadership to Baltimore Yearly Meeting. The charge includes planning, supervising staff, raising funds, and monitoring programs, finances, and property. The General Secretary facilitates the advancement of the faith, practice and vision of the Baltimore Yearly Meeting, both within and outside of the Baltimore Yearly Meeting.

The General Secretary works to strengthen a culture of consultation, accountability, outreach, and inclusion.

#### **FUNCTIONS AND RESPONSIBILITIES**

##### **Leads**

- Works through example and participation to keep the Yearly Meeting rooted in *Faith and Practice* and in the practices of the Religious Society of Friends.
- Manages fiscal resources in keeping with the articulated vision of the Yearly Meeting.
- Develops, implements, and maintains a communication strategy that increases the reach of, and support for, the Yearly Meeting.
- Builds relationships among the staff and volunteers that facilitate communication, consultation and cooperation, and that nurture love and unity within the Yearly Meeting community.
- Cultivates inclusiveness across the organization with particular attention to young adults, people of color, people of diverse socioeconomic backgrounds, and people of diverse sexual orientations and gender identities.
- Consults with Yearly Meeting staff members and Committee clerks



on issues that affect their work or within their areas of responsibility.

- Facilitates the development of policy changes or new policies as needed for presentation to Yearly Meeting Trustees or appropriate standing committees for action.

### **Directs**

- Hires, guides, and evaluates employees consistent with the policies and procedures of the *Personnel Handbook*, while supporting their professional growth.
- Meets budgetary objectives.
- Ensures that Yearly Meeting policies and decisions accord laws and regulations as appropriate to this spirit-led organization.

### **Monitors**

- Monitors the communication of the Yearly Meeting's mission and resources to local Meetings and Yearly Meeting committees, including the development and distribution of publications.
- Ensures that record management procedures are clear and consistently implemented.
- Monitors applications for grants and their administration and evaluation.

### **Supports**

- Supports sound and creative working relationships across the Yearly Meeting.
- Nurtures the leadership of volunteers.
- Supports the Presiding Clerk and the Clerk of Interim Meeting in planning and carrying out meeting activities and events.
- Supports the Program Committee in the planning and implementation of Annual Session.
- Cultivates relationships and supports Development staff members and the Development Committee in seeking funding from potential donors.

### **Liaison**

- Serves as a voice for and about the Baltimore Yearly Meeting to local Meetings, Yearly Meeting Committees, and external groups.
- Enhances opportunities to collaborate with Friends organizations, institutions, etc. that will expand the reach of the Yearly Meeting and the Religious Society of Friends.

## **QUALIFICATIONS**

### **EDUCATION**

- Bachelor's degree.
- Some college education and exceptional administrative experience in lieu of a formal degree will be considered.
- Demonstrated commitment to the Quaker beliefs and practices that

underlie the work of Baltimore Yearly Meeting.

### **EXPERIENCE**

- Membership in a meeting or church of the Religious Society of Friends
- Several years of staff supervision, fiscal oversight, and program administration.
- Demonstrated success working within an organizational structure that includes committee decision-making and consultative processes.
- Working effectively in a multi-cultural environment.
- Working within the formal framework of Quaker decision-making.
- Making presentations to staff, committees, and other internal and external audiences.
- Working with all age groups, including youth camp programs, is an asset.

### **OTHER REQUIRED SKILLS AND ABILITIES**

- Excellent interpersonal skills
- Willingness to travel frequently and to work unconventional hours, including many, perhaps most weekends.

### **SALARY AND BENEFITS**

Salary is commensurate with qualifications and experience. Benefits include: health plan coverage; long-term disability insurance; term-life insurance; eleven paid holidays; annual, personal medical, maternity/paternity, adoption and sabbatical leaves; retirement contributions.

### **NONDISCRIMINATION STATEMENT**

Baltimore Yearly Meeting, a spiritual community, welcomes all to its programs. The Yearly Meeting is an equal opportunity employer and does not discriminate in hiring based on race, gender, sexual orientation, disability, marital status, age, or national origin.

**INTERIM MEETING**  
**THIRD MONTH 12, 2016**  
**LANGLEY HILL FRIENDS MEETING**

**I2016-05** *Opening.* Baltimore Yearly Meeting's Interim Meeting gathered on 3/12/2016 at the Meeting House of Langley Hill Friends Meeting in McLean, Virginia, having last met on 2/6/2016 at the Friends Meeting of Washington Meeting House in Washington, DC, at the call of the Interim Meeting Clerk. A list of the congregations of attenders is attached. Tim Hunt, Langley Hill Friends Meeting Clerk, welcomed and oriented us. The Meeting is pleased that Baltimore Yearly Meeting and other Quaker groups can benefit from its relatively recent renovations. Tim noted the Meeting's sponsorship of Syrian refugee families; tonight's dinner is being prepared by sponsored families.

**I2016-06** *Travel minutes.* Rep Pickard (Gunpowder), Intervisitation Working Group Clerk, reported. We heard travel minutes approved by Sandy Spring Monthly Meeting for Maria Bradley (Sandy Spring) and for Patti Nesbitt (Sandy Spring) and Michael Conklin (Sandy Spring). We **APPROVED** the travel minutes (attached).

**I2016-07** *Visiting Meetings.* Ann Venable, Development Director, and Meg Meyer (Baltimore, Stony Run), Coordinator, reported on Visiting Meetings. We heard stories from others of their travels within and outside Baltimore Yearly Meeting. We heard of how it is possible to experience religious diversity without ever leaving the wider Quaker community. We heard of how visiting new Meetings provides a way to see Quakers at their most optimistic and enthusiastic. We heard of how staying in Quaker homes during travel can deepen personal connections. We heard of how visiting can show how people can worship in different ways and still be Friends. Ann described online resources and showed the offline "passport" booklet.

**I2016-08** *Advancement and Outreach Committee.* Jeanette Smith (Langley Hill), Advancement and Outreach Clerk, reported. The Committee seeks to develop relationships with local Meetings and determine how the Committee can be of help. The Committee plans to investigate the use of online resources for advancement and outreach. The Committee seeks to increase its own diversity.

**I2016-09** *ad hoc Growing Diverse Leadership Committee.* Tasha Walsh (Maury River) noted the availability of an Ad Hoc Growing Diverse Leadership Committee report (attached).

**I2016-10** *Outreach and Inclusion Coordinator Report.* Dyresha Harris (Catocin), Outreach and Inclusion Coordinator, reported. Dyresha described the establishment of Strengthening Transformative Relationships in Diverse Environments (STRIDE) groups in cities to address diversity concerns and to get young people involved in the Yearly Meeting. The Growing Diverse Leadership Committee has applied for two grants for work in the Baltimore area. Camp families have been involved in fund-raising efforts. Practical

work involves complex issues, such as avoiding misrepresentation of whom we are as we work toward whom we want to become.

**I2016-11** *Development Director's report.* Ann Venable, Development Director, reported; the written version of the report is attached. Ann noted an increase of donations in 2015 over 2014; the 2015 total does not include \$41,000 pledged toward meeting the cost of the new bathhouse at Catoctin. Ann sees an increase in the number of donors as a sign of an increased connection between donors and the Yearly Meeting. Ann highlighted the positive effect of planned giving on the work of the Yearly Meeting. Ann noted that two thirds of funds need for the new Catoctin bathhouse have been raised, an amount sufficient to allow scheduling of destruction of an existing bathhouse on Labor Day, 9/5/2016.

**I2016-12** *Treasurer's report.* Tom Hill (Charlottesville), Yearly Meeting Treasurer, reported; the written version is attached. Tom emphasized that figures in the report are un-audited; some shifts can be expected in the audited version as estimates are refined. Tom stated that the \$41,000 in pledges mentioned by Ann Venable is not included in the report, as it should have been; we are \$41,000 better off than we were this morning. The \$34,000 operating deficit stems in large measure from the fact the release of funds was lower than budgeted. Restricted gifts to the camps and camping program were generous in 2015. Tom's sense is that we did pretty well in 2015.

**I2016-13** *Interim General Secretary's report.* Bob Rhudy (Patapsco) reported that relevant committees have approved a roughly twenty-word change to the camp caretaker job description as well as a caretaker salary increase. We **APPROVED** changing the job description and salary as recommended by the relevant committees.

Bob read an Interim General Secretary's report; the written version of the report is attached. Bob commented on the value (both spiritual and financial) of visits by Yearly Meeting participants to Local Meetings. Bob mentioned that a meeting with attorneys focused on the Yearly Meeting's legal needs had been arranged on a pro bono basis.

**I2016-14** *Presiding Clerk's report.* Ken Stockbridge (Patapsco), Yearly Meeting Presiding Clerk, read a Presiding Clerk's report; the written version of the report is attached.

**I2016-15** *Naming Committee.* We **APPROVED** this: we named Meg Meyer (Baltimore, Stony Run) and Rich Liversidge (Sandy Spring) as our Naming Committee.

**I2016-16** *Manual of Procedure Committee.* Susan Kaul (Bethesda), Manual of Procedure Committee Clerk, presented proposed changes to our Manual of Procedure; the written version of the proposed changes is attached. We **APPROVED** the proposals with these exceptions: we determined that changes regarding the Naming Committee are non-substantive; we changed a reference to "The Camp Diversity Working Group" to "any camp diversity working group;" we added "Spiritual Formation Working Group" to the list of Working Groups under the care of Ministry and Pastoral Care; we retained a reference to Monthly (rather than Local) Meetings in a section on revisions to Faith and Practice.

We heard a concern that the Manual of Procedure contains a reference to our laid-down Publications Committee.

**I2016-17 Supervisory Committee annual report.** Clinton Pettus (Baltimore, Stony Run) presented Supervisory Committee's annual report (attached). Clinton noted that Supervisory Committee intends to be in touch with other Committees that work with staff as it updates our personnel manual.

At the Committee's recommendation, we **APPROVED** retaining our current Interim General Secretary until our new General Secretary is identified and begins work.

**I2016-18 General Secretary Search Committee.** Rebecca Rawls (Langley Hill) reported on behalf of the General Secretary Search Committee. Rebecca noted that the position has been publicized and applications have been received and responded to; consideration of applications will not begin until 5/1/2016.

**I2016-19 Nominating Committee.** Karen Cunyningham (Annapolis), Nominating Committee Clerk, reported. We **ACCEPTED** the resignations of Jeanne Marie Duvall (Sandy Spring) from the Sandy Spring Friends School board and Samuel McCormally (Herndon) from Camping Program.

**I2016-20 Ministry and Pastoral Care Committee.** Peirce Hammond (Bethesda), Ministry and Pastoral Care Committee Co-Clerk, reported. Peirce read aloud a minute, based on one approved by Langley Hill, in support of freedom of religion in a time of growing violence and intolerance. We **APPROVED** this version of the minute:

As people of faith and conscience, Baltimore Yearly Meeting of the Religious Society of Friends (Quakers) is compelled in this time of growing violence and religious intolerance to witness to the Divinely bestowed right of all people to the free, peaceful, and legal exercise of their own religious traditions without fear of bullying, intimidation, or persecution. We commit our community and ourselves to support and speak out for freedom of religion as the Spirit leads.

We heard a request to send the minute to other Yearly Meetings in the United States.

Langley Hill Friends Meeting has prepared a list of actions to take in support of freedom of religion.

**I2016-21 Unity with Nature Committee.** Eli Fishpaw (Maury River), Unity with Nature Committee Co-Clerk, read a committee report; the written version of the report is attached.

**I2016-22 Ad Hoc HOPE Committee.** David Hunter (Frederick) reported on the work of the Ad Hoc Healthy Organization and Purposeful Evolution (HOPE) Committee. The Committee has met about five times in person and several times by phone. The Committee has been evaluating the efficiency and effectiveness of our Yearly Meeting's structure, and

has looked at the structures of other Yearly Meetings (Philadelphia Yearly Meeting in particular).

**I2016-23 Faith and Practice Revision.** Tasha Walsh (Maury River) read aloud a report from our Faith and Practice Revision Committee; the report is attached. We heard that one Local Meeting has requested regular reports to Interim Meeting from the Committee. We heard a sense that the charge of the Committee is insufficiently specific. We heard a sense that the title of Faith and Practice may be enough to define the document's scope. We heard of confusion about what Monthly Meetings are supposed to be doing, and of Monthly Meetings where the matter of revision has not yet made it to Meetings for Business. The Interim Meeting Clerk undertook, with the help of the Yearly Meeting Presiding Clerk, to meet with our Faith and Practice Revision Committee to consider how to move forward.

**I2016-24 Closing.** We thanked Friends Langley Hill Friends and their sponsored Syrian refugees for their hospitality. We heard, improved, and **APPROVED** these minutes. We adjourned, to gather next as on 6/18/2016 hosted by Maury River Friends, or at the call of the Interim Meeting Clerk.

Tasha Walsh, presiding

Arthur David Olson, recording

## **ATTACHMENT I2016-05**

### **MEETINGS REPRESENTED**

**Adelphi:** Alexander Barnes, Windy Cooler, Michael Newheart, Jolee Robinson; **Alexandria:** Deborah Haines; **Baltimore, Stony Run:** Mike Boardman, Margaret Boyd Meyer, Elizabeth DuVerlie, Brian Gamble, Fred Leonard, Clinton Pettus; **Bethesda:** Alexandra Bell, Liz Hofmeister, Susan Kaul; **Charlottesville:** Thomas Hill; **Deer Creek:** Becca Gardner Rhudy; **Eastland:** Linda Coates; **Frederick:** David Hunter, Helen Tasker, Elizabeth Tobin, Greg Tobin; **Friends Meeting of Washington:** Susan Griffin, Byron Sandford; **Gettysburg:** Sandy Moyer, Margaret Stambaugh; **Gunpowder:** Bob Fetter, Rebecca Pickard; **Langley Hill:** Sheila Bach, Tim Hunt, Richard Post, Rebecca Rawls, Jeannette Smith; **Maury River:** Mary Stratton, Wil Stratton, Tasha Walsh; **Norfolk:** Andy Conlon; **Nottingham:** Jason Eaby; **Patapsco:** Bob Rhudy, Ken Stockbridge; **Richmond:** Barb Adams; **Sandy Spring:** Maria Bradley, Alan DeSilva, Wayne Finegar, Bette Hoover, Darcy Lane, Deborah Legowski, Margo Lehman, Joan Liversidge, Jim Lynn, Gloria Victor-Dorr; **Staff:** Jossie Dowling, Dyresha Harris, Ann Venable; **Takoma Park:** Erik Hanson, Arthur David Olson; **Valley:** JW Spears; **York:** Lamar Matthew, Harry Scott.



## **ATTACHMENT I2016-09**

### **AD HOC GROWING DIVERSE LEADERSHIP COMMITTEE REPORT**

Report from ad hoc Growing Diverse Leadership Committee  
to BYM Interim Meeting at Langley Hill Friends Meeting on 3/12/16

The ad hoc Growing Diverse Leadership Committee Core has met three times since its formation in November. Our focus has been to get to know each other, the Yearly Meeting, and the Growing Diverse Leadership Program. Given that each of these are complex things to understand, we have yet to know enough to facilitate a full group meeting of the ad hoc Growing Diverse Leadership Committee.

We re-affirmed the Shoemaker Goals that underwrite our work - “To renew and strengthen the Religious Society of Friends”, and to “Bring innovation and vitality to Monthly Meetings that can be replicated in other Meetings.” We affirmed and clarified the goals of the Growing Diverse Leadership Program - “To become a more inclusive, multi-cultural, and welcoming worship community by increasing and sustaining participation of People of Color” and “To establish and sustain greater young adult participation in the active life of the Yearly Meeting while helping them to develop as leaders now and into the future.”

We seek to coordinate efforts of existing groups toward these goals in Local Meetings, BYM Committees, and BYM Camps. We would like to measure Meetings’ interest in working toward these goals, and measure demographics of the current state of the Yearly Meeting, so that we can chart progress. To that end, the annual Community Statistics report now asks for details of membership on age through the lifespan and racial identity.

We expect to have the first meeting of the whole ad hoc Growing Diverse Leadership Program in the next two months.

## **ATTACHMENT I2016-11**

### **DEVELOPMENT DIRECTOR’S REPORT**

Interim Meeting

March 12, 2016

Langley Hill Friends Meeting

#### **DEVELOPMENT REPORT**

#### **2015 Gift Results**

##### **2015 Giving by Program**

	<u>YE 2015</u>	<u>YE 2014</u>
General Fund	78,327.83	100,110.81
Camp Program (incl. Morley End.)	76,591.25	127,187.99
Camp Property	93,753.60	75,918.90
Other (small programs)**	4,154.750	5,151.50
Special Projects*	75,000.00	200.00
	327,827.43	308,569.20



**2015 Giving by Fund Type**

UNRESTRICTED		RESTRICTED	
General Fund	78,327.83	Morley Endow.	4,775.00
Camps – Operating	71,816.25	Camps - Capital	93,753.60
Other/Small Programs**	4,154.75	Misc. by Donor	75,000.00
<i>subtotal</i>	154,298.83	<i>subtotal</i>	173,528.60
		<b>TOTAL</b>	<b>327,827.43</b>

\* Shoemaker grant for Growing Diverse Leadership Program

\*\*Programs include Annual Session, Women’s Retreat, Spiritual Formation and Youth Programs

**2015 BYM Gift Reporting and Analysis**

- **2015 Gifts: \$326,607.43 and an additional \$41,059 in pledges** from 620 giving units (couple/family counts as 1)
  - 2014 Gifts: \$308,569.20 with no pledges.
- Calculating on 5,000 family units our giving went from 10.8% in 2014 to 12.4% in 2015. **Our donors have increased by 74.** This is significant and can be attributed to the Bath House project as well as increased communication and connections.
  - To increase an additional 1.6% in 2016 would require 80 new donors
- For illustration Purposes: The 2014 anomaly for giving was Roberta Warren’s bequest gift of \$96,237.63, in 2015 our anomaly was the Shoemaker Grant for \$75,000. Without these generous gifts our annual giving in 2014 would have been \$212,332.28 and in 2015 our gifts would have been \$251,607.43. Each was a significant boost to BYM and what we are able to accomplish. Both were the result of a donor choosing to make a planned gift.
- Bath House update: To date we have raised \$189,737.00, \$36,029 of which is in pledges. We are currently (as of 1/11/2016) **at 64% of our goal** towards the \$297,000 cost for the Catoctin Bath House.
  - Day of Destruction- Labor Day 2016
  - It is important to remember that the bath house project is the first in the Camp Capital Greening Campaign and that there are several others.
- Monthly Auto Donor gifts average \$2,382.42 per month.
- 2016 budgeted Fund-raising goal is \$325,000.
- Visiting Meetings Program
  - Visiting and telling Friends about BYM makes a difference.
  - All MM members are YM members

Thank you to the Development Committee.

**ATTACHMENT I2016-12****TREASURER'S REPORT****Statement of Activities - UNAUDITED****1-1-2015 - 12-31-2015**

	A	B	C	D
1	Description	2015 Budget	2015 Actual	Actual vs. Budget
2	Revenues			
3	Apportionment			
4	Apportionment	453,200	453,199	100%
5	Apportionment Adjustments	(5,000)	(4,616)	92%
6	Total Apportionment	448,200	448,583	100%
7	Unrestricted Contributions			
8	Contributions	171,000	147,842	86%
9	In Kind Contributions	0	9,160	--
10	Total Unrestricted Contributions	171,000	157,002	92%
11	Attendance Fees			
12	Total Attendance Fees	950,353	929,620	98%
13	Sales			
14	Book Sales	11,450	9,056	79%
15	Clothing Sales	9,120	9,847	108%
16	Other Sales	500	0	0%
17	Total Sales	21,070	18,903	90%
18				
19	Property & Vehicle Rental	19,800	15,176	77%
20	Interest	3,000	12,934	431%
21				
22	Other Income			
23	Released Funds	140,990	98,827	70%
24	Gain (Loss) on Sale of FA	0	4,050	--
25	Other Income	9,600	390	4%
26	Total Other Income	150,590	103,267	69%
27				
28	<b>Total Revenues</b>	<b><u>1,764,013</u></b>	<b><u>1,685,485</u></b>	<b>96%</b>
29				
30	Expenses			
31	Administrative	412,468	383,246	93%
32	Annual Session	101,955	83,640	82%
33	All Other YM Program	42,250	29,731	70%

	A	B	C	D
34	Combined Camp	987,430	1,008,600	102%
35	Committee	11,350	5,099	45%
36	Development	127,871	144,119	113%
37	Youth Programs	64,630	56,282	87%
38	Outreach & Inclusion	0	9,092	-
39	<b>Total Expenses</b>	<b>1,747,954</b>	<b>1,719,809</b>	<b>98%</b>
40				
41	<b>Net Operating Activity</b>	<b>16,059</b>	<b>(34,324)</b>	<b>-214%</b>
42				
43	Restricted Transactions			
44	Restricted Contributions	140,000	173,265	124%
45	Designated Income	0	1,195	--
46	Interest & Dividends on Restricted Funds	0	30,178	--
47	Unrealized Gain	0	220	--
48	<b>Total Restricted Income</b>	<b>140,000</b>	<b>204,858</b>	<b>146%</b>
49				
50	Expenditures to meet restrictions	106,666	98,827	93%
51				
52	<b>Net Restricted Activity</b>	<b>33,334</b>	<b>106,031</b>	<b>318%</b>
53				
54	<b>BYM Income Over (Under) Expenses</b>	<b>49,393</b>	<b>71,707</b>	<b>145%</b>

**Balance Sheet - UNAUDITED**  
**As of 12/31/2015**

	A	B	C
1	<i>(In Whole Numbers)</i>		
2		<u>As of 12/31/2015</u>	<u>As of 12/31/2014</u>
3			
4	Assets		
5	Current Assets		
6	Cash & Cash Equivalents	490,493	523,395
7	Apportionment Receivable	6,841	29,870
8	Student Loans Receivable	59,956	88,083
9	Other Accounts Receivable	56,041	51,340
10	Prepaid Expenses	52,899	40,135
11	Total Current Assets	666,230	732,823

	A	B	C
12	Long-term Assets		
13	Property & Equipment	2,010,352	2,011,818
14	Long-term Investments	1,140,536	962,683
15	Total Long-term Assets	3,150,888	2,974,501
16	<b>Total Assets</b>	<b><u>3,817,118</u></b>	<b><u>3,707,324</u></b>
17			
18	Liabilities		
19	Short-term Liabilities		
20	Accounts Payable	34,097	15,040
21	Deferred Revenue	32,647	18,718
22	Other Short-term Liabilities	61,834	56,734
23	Total Short-term Liabilities	128,578	90,492
24	<b>Total Liabilities</b>	<b>128,578</b>	<b>90,492</b>
25			
26	Net Assets		
27	Beginning Net Assets		
28	Net Assets		
29	Unrestricted	2,530,686	2,364,402
30	Designated	3,580	16,561
31	Temp Restricted	699,768	616,568
32	Perm Restricted	382,799	378,019
33	<b>Total Beginning Net Assets</b>	<b>3,616,833</b>	<b>3,375,550</b>
34			
35	<b>Current YTD Net Income</b>	<b><u>71,707</u></b>	<b><u>241,282</u></b>
36			
37	Total Net Assets	3,688,540	3,616,832
38			
38	<b>Total Liabilities and Net Assets</b>	<b>3,817,118</b>	<b>3,707,324</b>

## ATTACHMENT I2016-13

### INTERIM GENERAL SECRETARY'S REPORT

Baltimore Yearly Meeting, 3rd Month, 2016

A couple of months ago during a committee meeting, BYM Treasurer Tom Hill asked me, "Did you have any idea what this job as interim general secretary entailed when you accepted the position?" My response was that looking back after several months in the job, "I didn't have a clue." Now that I've been here for a little over eight months, I think that I am starting to catch on, and look forward to perhaps help orient my successor general secretary in the near future.

In my first report to you at Annual Session last August, I said that this is an exciting time to be working for and participating with BYM. I want to use my report today to give you an overview of some of our activities and programs that are moving forward in positive ways.

I am excited about our recent decision to hold this year's Annual Session at Hood College, following a large amount of consideration, visitation, and work by your Program Committee. I think our members will find Hood to be a very accommodating and convenient location, and that we will have an excellent gathering.

While I wasn't there, I understand our recent annual Women's Retreat, at Pearlstone Retreat Center outside of Baltimore, was excellent and that our attendance numbers set a record. Big congratulations to Herndon Meeting coordinators and many others who helped provide and participated in this year's retreat.

In part as a result of our three-year Shoemaker Grant for our Growing Diverse Leadership program, the size of your BYM staff is at an all-time high, while we are managing personnel costs and expenses. Following our hire of Dyresha Harris as our new Outreach and Inclusion Coordinator under the Shoemaker grant in October, we have also recently hired two wonderful new camp co-directors to begin this summer at Catoctin and Teen Adventure and we are about to hire a new camp caretaker for Catoctin.

Our camp registration for this summer is well underway, with the potential to set record high enrollment for our four camp programs this year. Work to replace several aging cabins this summer and the Catoctin bathhouse by Spring 2017 is moving forward very capable. I have been visiting our camps, working with our Camp Program and Property Committees alongside Jane and David, and I believe we all know how important our camp program, without parallel by other Yearly Meetings across the country, is to so many of our families, our youth, and our future.

You may have seen my article in the latest Interchange about our recent renovations at BYM's Sandy Spring office. It actually looks and feels like a pleasant place to work, have meetings, and hold retreats. Please visit us and use the facility for your upcoming events.

I want to congratulate Wayne and Jane for the installation of new, attractive, informative BYM and BYM camp program websites over the past two months. Please visit and use them if you haven't. I think you will like what you see; and as always, we invite your suggestions for ongoing improvements.

Dyresha and the Growing Diverse Leadership Committee have been working to move forward that important program, and you will be hearing more about their work in the coming months. I also look forward to receiving the positive reports later this afternoon from our development director, Ann Venable, and from our ad hoc HOPE Committee.

In December and January, per my management responsibilities, I completed annual evaluations of our BYM staff. This involves getting evaluations from officers and clerks of committees served by the staff persons, requesting self-evaluations, reviewing job descriptions

and past years' evaluations, and meeting with each person before writing and reviewing my evaluation with them. The comments received from officers and clerks were uniformly very favorable, as were the final evaluations. As a result of the evaluations, I have asked three of our staff to give me revised job descriptions that better indicate their actual increased duties on behalf of BYM. The process gave all of our staff, myself included, an opportunity to review goals, priorities, challenges, and needs to continue to improve and advance our services to the members and programs throughout BYM; and helped give me a better foundation for my recommendations to trustees, supervisors, officers, HOPE Committee and others for our future development.

We are pleased to announce that BYM selected a new auditor in December, BBD, LLC from Philadelphia, which currently serves as auditor for Friends Journal, Friends Fiduciary, Friends World Committee on Consultation, and numerous other Quaker organizations. We look forward to this new relationship.

Last month a number of your officers, clerks, trustees and staff met with the managing partner and another attorney of a major national law firm headquartered in Baltimore that represents a wide range of religious and other nonprofit organizations to seek guidance on the possible need for some level of legal counsel service for BYM; and to discuss ways such service could appropriately be provided. With the attorneys' assistance, we reviewed a range of actual and potential BYM legal needs and vulnerabilities along with service options, and we are talking with Philadelphia, New York and New England Yearly Meetings to determine how they have been fulfilling their legal counsel needs. I know there will be ongoing discussion about this matter in the coming months.

Several BYM entities, including Trustees, Supervisory Committee, and Camping Program Committee, have been very busy over the past few months in the development and improvement of policies, procedures, and trainings concerning financial management, personnel relations, youth safety, and other matters. I know we all appreciate these important labors.

I look forward to attending the Religious Education Retreat at Richmond Meeting next weekend and sharing in the Committee's work on developing new resources for our Meetings. I also intend to participate in the Peace and Social Concerns Committee's Networking Workshop at Sandy Spring Meeting in April, and Becca and I will join again in our Spiritual Enrichment Workshop in May.

I have recently been meeting with young adult Friends engaged in various exciting and sometimes challenging affairs in their personal and career development. I would like to encourage our giving greater attention to how we can provide more support to this important part of our community.

Since I began this position in July I have visited fourteen Monthly Meetings in Virginia, Maryland, Pennsylvania and the District of Columbia for worship, meetings, and workshops, and I intend to visit many more over the next few months. I know many of you are engaged in such intervisitation for your personal development and to help advance the

understanding, support and advancement of BYM among our members, Meetings, and committees. Your visitation is a critical way, along with your many other contributions, that you sustain, nurture, and grow this spiritual community.

In closing, I have recently taken the time to contemplate on how personally and spiritually fulfilling it is to be given the opportunity to engage so richly with Friends throughout BYM. Thank you for this gift.

## **ATTACHMENT I2016-14**

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

Baltimore Yearly Meeting, 3rd Month, 2016

Healing, Reconciliation, and Seeking Wholeness

Several years ago, I was visiting a local Meeting in another Yearly Meeting. I mentioned I had a travel minute during introductions, and they asked me to read it. Before I got to the end of the first paragraph, I heard a woman sobbing quietly in the back. I was flummoxed but continued reading. It turned out that it was the clerk of the Meeting. Over several months, a difficult individual had brought division and conflict to the Meeting, resulting in a split in the Meeting, which was still a source of deep pain for the Meeting and its clerk. She had reacted to the second sentence in my minute, which read, "In his travels, he also seeks a deeper understanding of the bonds that hold our Quaker communities together and how Friends build and stay faithful to those bonds." I listened prayerfully to her story, which seemed to be of some comfort to her.

I share this story to illustrate how extraordinarily tender and vulnerable we can feel about our Quaker communities. The more we love our communities and their members, the more vulnerable we are to great pain and disappointment when conflicts arise or people behave badly. Faithfulness calls us to seek healing, reconciliation, and a return to right relationship for all involved. Addressing such situations is hard work, especially when our hearts are broken. We often are at a loss for what to do. What we try may fail. We may not be able to get the necessary parties to participate. We can easily freeze. We may be tempted to just walk away; some do just that. But let us not forget. God is always there with us. Love is always there for us to try. And in our Quaker community, we are blessed with many individuals with tremendous gifts, experience, and expertise in doing such hard, spiritual, healing work.

In my role as Presiding Clerk, I become aware of many instances of various kinds in various places that need some healing, many of which most of you will never hear about and some of which warrant confidentiality. Inappropriate and unacceptable behavior of many kinds can arise anywhere, any time—at any of our gatherings, whether Annual Session, retreats, camps, or youth conferences. Even outside of any sponsored Yearly or local Meeting activity, such behaviors can still have profound effects within our communities. Sexual misconduct is one of the most serious forms; bullying is another. But there are many others that result in a need for healing. Concerns about inappropriate vocal ministry have torn Meetings apart. One particularly troubling instance has focused my attention on this concern. I imagine you don't need any examples to know what I'm talking about. Sooner or later, any Meeting will have such difficult experiences.

I have come to believe that we need better guidance, advices, and resources on healing, reconciliation, and seeking wholeness. Similarly, in his report to Interim Meeting last October, our Interim General Secretary shared that several Friends had suggested the need for some form of BYM mediation, reconciliation and healing process and resource. Such needs are very broad and arise in different ways. For now, I would like to focus specifically on how we respond to allegations of inappropriate or unacceptable conduct by individuals. I would like to pose two questions:

When allegations of inappropriate or unacceptable behaviors are made, how do we respond to restore the sense of safety in our community while also providing for healing and reconciliation?

What can we do as a community to promote wholeness and prevent such behaviors in the first place by helping ensure healthy relationships and a sense of safety for all (and in the process help develop a culture of appropriate boundaries)?

I would encourage us to address these questions at the Yearly Meeting level through our Ministry and Pastoral Care Committee, which has added this to its agenda. I would also encourage us to address this in the several subcommunities of the Yearly Meeting, including our camps, youth conferences, our staff, and local Meetings. I would encourage us to view this as an effort in which different committees and programs may address the concerns in ways best suited to their contexts but nevertheless communicate with and learn from each other. I don't come with specific expectations of what this would look like.

What guidance and advice do we currently have?

Our Youth Safety Policy does contain a specific list of actions that will be taken when an allegation is made about behaviors occurring internally within a Yearly Meeting program. It calls for an inquiry to determine the facts of the situation, the seriousness of the behavior, and the appropriate response. It speaks of attending to the healing of the community and the spiritual and emotional needs of those involved but gives no guidance on how to approach that.

This policy is focused on the safety of our youth. It does not attempt to address misconduct that is not relevant to youth safety. Importantly, though, it does have provisions for when concerns are raised about behavior outside of the Yearly Meeting, suggesting that some of the same steps may be applied. However, it may not be clear to all when behavior outside the Yearly Meeting falls under its provisions.

Still, our Youth Safety Policy does clearly provide for an inquiry to determine the facts of the situation. This is a key element for addressing allegations of misconduct of any kind. It provides assurance to persons making allegations that specific actions will be taken in response. It also provides assurance to persons who allegedly misbehaved that they will have a fair hearing to determine the facts of the situation. Would we be well advised to ensure such a process for any alleged misconduct in our community, whether affecting youth or not?



For Annual Session, we share a set of “Gathering Expectations,” printed on page 2 of the Spring Interchange each year. However, when expectations are violated, it simply says that the offending party will be asked to leave. There are no provisions for investigating allegations or determining the truth of the matter, much less for how to engage in healing and reconciliation. To my knowledge, these are not used for other gatherings. In contrast, though it may not be a perfect role model, Friends General Conference also has a set of Gathering Expectations that does specify what happens when an allegation is made.

In the 2013 Draft Faith and Practice Revision, there is a section on p. 208 on Healing the Meeting Community, which is helpful. The section on Termination of Membership starting on p. 155 may also have some relevant pieces.

The Young Friends have a handbook, which lays out a number of expectations in some very helpful ways. In particular, its “Statement on Sexual Activity” prohibits any sexual activity at conferences, reflecting quite helpfully on the effect that sexual activity at conferences could have on the community as a whole. However, the handbook is silent about how allegations of misconduct will be handled. (The handbook is available on the Young Friends’ Website.)

Otherwise, I am not aware of any BYM policies, practices, or resource materials that provide guidance on how to respond to allegations of inappropriate or unacceptable behavior. Could we do better?

But let us not focus solely on what happens in response to alleged misconduct. Even if we responded in the best possible way, the hurt has already been done, and one or more individuals involved may never feel safe or comfortable in the community again. Their families and friends may also be profoundly affected by what happens. We cannot just respond to our brokenness when it happens. How can we try to work towards wholeness in our lives, minimizing the chances that such difficult situations will arise?

I have been strongly led to lift up these concerns to you. How does Spirit lead us to respond? I have no particular expertise or experience that helps me see the way forward. I do know that others are much better equipped than I am to respond to this concern. If you would like to take part in responding to this concern or if you have some relevant resources to suggest, please get in contact with me or with Ministry and Pastoral Care. As one piece, I know that Friends Meeting of Washington has a Healing and Reconciliation Committee. I would like to know what other Meetings do as well. I hope to visit such Meetings to learn about their experience with such committees. I’m confident that we have a wealth of experience and expertise and would benefit from sharing it.

Love and Light,

Ken Stockbridge  
Presiding Clerk

## ATTACHMENT I2016-16

### MANUAL OF PROCEDURE COMMITTEE REPORT

Report to Interim Meeting Third Month 12, 2016

Langley Hill Friends Meeting

The Manual of Procedure Committee [Alison Duncan (Adelphi), Peggy Dyson-Cobb (Maury River), Susan Kaul (Bethesda)(clerk), and Susannah Rose (Patapsco)] met on Second Month, 27th Day at the Panera in Manassas VA.

#### Substantive Changes

1. p1, 1st ¶ (The MoP is a descriptive, not prescriptive document) 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 describing the current organizational structure of the Yearly Meeting, its officers and committees, and its relations to other Friends' bodies." Changes that alter the meaning of this manual ("substantive changes"), are approved by Yearly Meeting in Session as described in article XI of this Manual.
2. p1, 2nd¶: (The first portion of the second paragraph of "Article I. Introduction" is not descriptive of the Manual, but rather of the functions & responsibilities of the Yearly Meeting, which are described elsewhere, and we are deleting it.) ~~"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 [are] 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.~~
3. (The last sentence in the 2nd¶, we are, however, retaining): 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."
4. p1, 5th ¶ (for clarity and active voice): ~~"The Yearly Meeting provides for the appointment of necessary~~ appoints officers and committees necessary for ~~the effective carrying out of~~ to carry out its concerns effectively."
5. p2, 4th point: ~~"to approve a budget and to make~~ determine apportionments thereof to...."
6. p4, 2nd full ¶, 8th line (in light of a decision made at the 2015 Annual Session): "The Trustees arrange for a certified public accountant to audit the Yearly Meeting's books and records in accordance with Yearly Meeting policy and receive and review the auditor's report (currently, an audit is done every three years annually and more often

when the person in the position of Treasurer or General Secretary changes.”

7. p5, 4th point: [rearranging points, to make this item #7 below)
8. p6, 3rd point, for clarification: “to make sure that adjustments are made in the number of trustees of any corporation affiliated with Baltimore Yearly Meeting to comply with their legal requirements (see Article VIII).”
9. p6, 5th point (the 4th point from p5): “~~On Spring Yearly Meeting Day, Interim Meeting to appoint~~ from the floor a Naming Committee of two Friends to nominate Friends for appointment to fill the vacancies on the Search Committee.” (see #5 above)
10. p6, new ¶ (not a •), coming after the final point, describing the 5th point, moved and edited from the list of points for stylistic integrity): “The Naming Committee is appointed on Spring Yearly Meeting Day, and serves for one year or until a new Committee is appointed. The Naming Committee usually presents its recommendations to Interim Meeting on Summer Yearly Meeting Day. At any time, the Naming Committee may present to Interim Meeting nominations to fill vacancies on the Search Committee that occur during the year.”
11. p7, 7th ¶, 1st line (although we may host an occasional overnight visitor, it is no longer used as a residence for the General Secretary) : “The Supervisory Committee also oversees the maintenance of the office-~~residence~~ property...”
12. p11, at the end of the committee description of the “Advancement and Outreach Committee,” add “The Internet Communications Working Group is under Advancement and Outreach’s care.”
13. p12, at the end of the committee description of the “Camping Program Committee,” add “The Camp Diversity Working Group is under the Camping Program’s care.”
14. p15, at the end of the committee description of the “Ministry and Pastoral Care Committee,” add “The following working groups are under the care of Ministry and Pastoral Care:  
Intervisitation Working Group  
Women’s Retreat Working Group  
Working Group on Racism”
15. p16, at the end of the committee description of the “Peace and Social Concerns Committee,” add “The Right Sharing of World Resources Working Group is under Peace and Social Concerns’ care.”
16. p17, 5th ¶ (on advice from P&SC): The Peace and Social Concerns Committee acts as the conscience of the Yearly Meeting in issues relating to prison concerns and the death penalty. The committee recommends to Nominating, as appropriate, one person to be approved by the Board of Directors of Prisoner Visitation and Support for a

three-year, once renewable term. The Board meets in Philadelphia two or three times a year.

17. This replaces: ~~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 Directors of Prison Visitation and Support, which meets in Philadelphia two or three times a year.~~
18. p 19, at the end of the committee description of the “Unity with Nature Committee,” add “The Right Relationship with Animals Working Group is under Unity with Nature’s care.”
19. p 28, 4th ¶ (on advice from P&SC): The Peace and Social Concerns Committee recommends to Nominating, as appropriate, one person to be approved by the Board of Directors of Prisoner Visitation and Support for a three-year, once renewable term. The Board meets in Philadelphia two or three times a year.

**Non-Substantive Changes** (general copyedits):

1. p17, 3rd ¶, 2nd line, to correct spelling of Meeting: “It seeks to challenge the Yearly ~~Meting~~ Meeting and....”
2. p25, for consistency with other Friends Schools: “Friends Meeting School, Inc.”
3. p29, to reflect actual practice: “Revisions to Faith and Practice are initiated by one or more ~~Monthly~~ Local or Quarterly Meetings....”
4. p34 through 51: The Manual of Procedure Committee would like to suggest a “non-substantive change” for the different level of headings for the Appendices. For example, beginning on p34, Appendix D, Youth Safety Policy, contains four sub-appendices. This becomes especially confusing when the “Appendix D, Youth Safety Policy, Youth Safety Appendix D” (p51) is then followed by “Appendix E, Guidelines for Embracing the Ministry of Friends.” We suggest numbering these sub-appendices thusly: Appendix D.1, D.2, etc.

Looking ahead to the 2016 Annual Session, we will have the second reading for the “Vehicle & Driver Safety Report.” Appendix D, Youth Safety Policy, is eighteen pages long. The “Vehicle & Driver Safety Report” is very long also. There are several ways we can handle this new, lengthy, policy. One is to put it in the Manual as an Appendix, as we have done with all BYM policies. Another is to keep a brief summary of it as an Appendix and to direct readers to our website where the complete policy will be found (which may also be relevant to the Youth Safety Policy).

## **ATTACHMENT I2016-17**

### **SUPERVISORY COMMITTEE ANNUAL REPORT**

Baltimore Yearly Meeting – Religious Society of Friends Supervisory Committee Report  
Third Month, 12th Day, 2016

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. One activity in which members of the Supervisory Committee typically engage with all office staff members is hosting a lunch twice a year (in May and in November or December). Although the conversations at the luncheons may include anything, many of us see the lunch as a way of showing appreciation for the work of the staff, establishing a setting to learn more about one another, and providing opportunities to look at ways that staff members and members of the Supervisory Committee can work together to advance the Yearly Meeting.

**Continuation of General Secretary.** Since Bob Rhudy is serving as General Secretary on an interim basis, the Supervisory Committee decided to conduct an abridged evaluation of his performance. One part of the regular process that we thought important was to learn from office staff members about their experiences under Bob's leadership. We are pleased to report that the staff members' assessment of his overall performance, like that of our committee, was quite favorable.

During the evaluation process, the Supervisory Committee noted that Bob had formed a support committee for himself, built healthy and helpful interpersonal relationships with Friends across the Yearly Meeting, visited each of the three Yearly Meeting camps early in his tenure, and been appropriately supportive of Yearly Meeting committees. In addition, we received an assessment from Bob of how well he thought the job descriptions under which he was hired helped to guide his work and how he felt about his being able to carry out the responsibilities expressed in the description. Having Bob's assessment helped to shape the job description that was approved at Interim Meeting earlier in the year related to the ongoing General Secretary search process.

At a meeting in February, the Supervisory Committee shared personal assessments, as well as the information that was received from staff members and others, and united around the continuation of employment of Bob Rhudy as Interim General Secretary of the Baltimore Yearly Meeting until a General Secretary is duly appointed.

**Priorities for the General Secretary.** There was one area where the Supervisory Committee asked Bob to give more attention. It was to ensure that his priorities and those of the Supervisory Committee were always as congruent as possible. However, it is important to note that Bob had observed that there were times when the priorities of the Supervisory Committee did not seem to be consistent with where he was putting his time and energy. Hence, he shared at the February meeting that he would be changing the format of his monthly reports to the Supervisory Committee to focus less on his past and present activities and more on outcomes and where he anticipated investing most of his efforts going

forward. It was agreed that this should result in greater congruence in the expectations of the Supervisory Committee and where Bob directs his time and energy.

**2016 Budget and Human Resources Costs:** Office of the Baltimore Yearly Meeting human resources costs for 2016 are as follows:

Total human resources costs <sup>1</sup>	\$700,622
Aggregate salary <sup>2</sup>	\$549,349
Employer portion of FICA tax	\$42,026
Benefits, including health care and contributions to 403 (b)	\$120,805
Employee contributions to health insurance	(\$11,558)

<sup>1</sup> Includes a full-time, grant-funded position (Outreach and Inclusion Coordinator).

<sup>2</sup> 0.6 percent COLA increase and a 1 percent general increase, effective First Month, 2016.

## **ATTACHMENT I2016-21**

### **UNITY WITH NATURE COMMITTEE REPORT**

Greetings Friends

Our committee continues to request and receive consideration by BYM worship communities of the dilemmas we face achieving the Right Relationship with our sacred creation. Last year, our committee requested of BYM worship communities to consider unifying the shared Quaker Statement authored by QEW, FCNL, and QUNO called “Facing the Challenge of Climate Change”. At the 2015 annual sessions, BYM embraced this request. Among the challenges identified in that document was a recognition that we must leave some known fossil fuel reserves in the ground instead of burning to avoid uncontrollable damage from greenhouse gas buildup in the atmosphere. So far, 24 BYM meetings have unified with this statement. 3 other meetings actively considered and did not unify with the statement. Our committee appreciates all the meetings that actively considered this statement. Thank you.

One purpose for unifying with this document was to support at the COP21 (Climate Change) Conference in Paris with a Quaker voice for healing. Though the international agreement made in Paris to curb climate change was not binding, it is remarkable to have 195 countries say they understand the fundamental dilemmas of greenhouse gas build up and agree to work together on these issues. The concept of a Net Zero Carbon Emissions Economy emerged as part of this agreement. To achieve this we humans must emit no more than nature and humans can sequester. This is a knowable quantity. With this understanding we can look for our next steps that move in that direction.

Our committee has created a power point presentation I hope you will consider viewing called “Climate Change, a Presentation for Friends”. Phil Favero, the author has used this on several visits with BYM meetings. Imagining the Peaceable Kingdom goes through

understanding our dilemmas and working creatively to address them. This presentation summarizes those dilemmas and encourages imagining our transformation. We will make it available on line.

As we enter a time when there is greater understanding of what we need to achieve, there will also be a variety of ways to respond that require diligence to judge as to what is appropriate and what is not appropriate. Carbon offsets, carbon taxes, various forms of geo engineering will call on us to make judgments about new concepts that have both risk and potential. Our hope is to nurture a respectful, substantive, and honest discourse in a loving way, even when there is a lack of clarity. The best way forward will be an ongoing revelation.

BYM's Unity with Nature Committee is encouraging individual Friends and monthly meetings within BYM to estimate their own carbon footprint for personal witness to the impact of their own actions. This new knowledge may lead us to a calling to take steps to reduce those carbon emissions. Our committee is going through our learning curve for identifying methods of doing this. We will be making recommendations for beginning this process expecting new tools and knowledge to emerge. We will be posting a link on our BYM page that will give entry level advice with openness for learning improvements as they are revealed. If you have insights into improvements, please let us know.

The goal of achieving net zero carbon emissions globally, requires that the average individual emissions be our fair share of that which nature can safely sequester. This is a measurable standard.

We are nurturing a calling to embrace the journey with understanding of what we need to achieve as a guide for our next step is in that direction. Our committee has prepared suggestion for next steps that are available on line. By continually looking for our next step, we can incrementally transform our culture to the Peaceable Kingdom beyond the era of burning fossil fuels.

Respectfully Submitted  
Eli Fishpaw  
Co-clerk BYM-Unity with Nature Committee

## **ATTACHMENT I2016-23**

### ***FAITH AND PRACTICE* REVISION COMMITTEE REPORT**

We continue to meet by phone & e-mail.

We continue to receive inquiries, and to answer questions from local Meetings.

Thus far no local Meeting has declined to participate.

Please look for this information in the next *Interchange*.

Katherine Smith, Maury River, Clerk



*Annual Session 2016 photo by Jennifer Domenick*



**INTERIM MEETING**  
**SIXTH MONTH 18, 2016**  
**MAURY RIVER FRIENDS MEETING**

**I2016-25** *Opening.* Baltimore Yearly Meeting's Interim Meeting gathered on 6/18/2016 at the Maury River Friends Meeting House in Lexington, Virginia. Katherine Smith (Maury River) gave us a brief history of the Meeting and the building where we're meeting, purchased in the 1990s. The Meeting takes its name from the watershed shared by all attenders at the time of its naming. The Meeting thanks all other Meetings and individuals who made possible the building's purchase and renovation. Wil Stratton (Maury River) oriented us.

**I2016-26** *Faith and Practice Revision Committee.* Faith and Practice Revision Committee. Katherine Smith (Maury River), Faith and Practice Revision Committee Clerk, reported. The Committee has received inquiries from two Meetings and a response from one Meeting. Handouts on the Committee's progress are to be made available at our upcoming Annual Session.

Tasha Walsh (Maury River), Interim Meeting Clerk, reported that she and Ken Stockbridge (Patapsco), Yearly Meeting Presiding Clerk, have met with the Committee to explore how it can best move forward.

**I2016-27** *Archivist update.* Sheila Bach (Langley Hill), Archivist, reported. Sheila has discovered great variation in the quality of minutes, in particular those of local Meetings, available at the Yearly Meeting Office. Sheila plans to update a booklet prepared by our old Committee on Records providing guidance on the preparation of minutes. The written version of Sheila's report is attached.

**I2016-28** *General Secretary Search Committee.* Mary Campbell (Washington) reported on behalf of the eight-member General Secretary Search Committee. Mary gave a history of the Committee's creation and work, including its drafting of a charge for the position, its efforts to publicize the position, its consideration of 13 candidates, its interviews of four candidates, and its decision to recommend Ned Stowe (Sandy Spring) for the position. Ned spoke briefly, describing previous work with Friends organizations and with the Sandy Spring Meeting. Ned described a focus on bringing faith into action in the world while understanding that there are also brick-and-mortar concerns.

We **APPROVED** this: we accepted the ad hoc Committee's recommendation of Ned Stowe as our next General Secretary, empowering our Supervisory Committee to complete the process.

We **APPROVED** this: we laid down the ad hoc General Secretary Search Committee, with thanks for their diligent, thorough, and deep work.

**I2016-29** *Search Committee.* Helen Tasker (Frederick) began recording.

Tasha Walsh (Maury River) read aloud these Search Committee first readings: Ken Stockbridge (Patapsco), Yearly Meeting Presiding Clerk, 2016-18; Marcy Seitel (Adelphi), Interim Meeting Clerk, 2016-18; Arthur David Olson (Takoma Park), Interim Meeting Recording Clerk, 2016-18; Sheila Bach (Langley Hill), Supervisory Committee, 2016-18; Pierce Hammond (Bethesda), Supervisory Committee, 2016-18; Erik Hanson (Takoma Park), Nominating Committee, 2016-19; Denna Joy (Richmond), Nominating Committee, 2016-19. The Search Committee also called for an additional name for Nominating Committee.

Arthur David Olson (Takoma Park) resumed recording.

**I2016-30 Naming Committee.** Meg Meyer (Baltimore, Stony Run) reported on behalf of Naming Committee. On their recommendation, we **APPROVED** this: we named Karie Firoozmand (Baltimore, Stony Run), Rebecca Rawls (Langley Hill), and Catherine Tunis (Herndon) to serve three-year terms on Search Committee.

**I2016-31 Nominating Committee.** Karen Cunyngham (Annapolis), Nominating Committee Clerk, reported. Karen noted that Camping Program, Ministry and Pastoral Care, and Stewardship and Finance Committees are in need of additional members. On the committee's recommendation, we **APPROVED** this: we named Barbara Andrews (Sandy Spring) to serve on the Sandy Spring Friends School board through 2019. We **ACCEPTED** these resignations: Linda Wilk (Hopewell Centre), Faith and Practice Revision; Maria Bradley (Sandy Spring), Ministry and Pastoral Care and Friends General Conference Central Committee; Maggie Dorr (Sandy Spring), Youth Programs; Michael Doo (Baltimore, Stony Run), Youth Programs; Josephine LaBua (Baltimore, Stony Run), Youth Programs.

**I2016-32 Miles White Beneficial Society.** Kathryn Pettus (Baltimore, Stony Run) presented a request from the board of the Miles White Beneficial Society that its board members be allowed to serve three consecutive three-year terms. The written version of the request is attached. We **APPROVED** allowing members of the Board of the Miles White Beneficial Society to serve three consecutive three-year terms, directing our Manual of Procedure Committee to make the appropriate changes to our manual.

**I2016-33 Youth Program Manager's annual report** Youth Programs Manger's annual report. Jossie Dowling, Youth Programs Manager, gave an annual report; the written version of the report is attached. Jossie described the conferences, workshops, and other events of the past school year, Jossie's first as Youth Programs Manager. We heard of a bit of a struggle finding Friendly Adult Presences for Junior Young Friends.

**I2016-34 Ad hoc Healthy Organization and Purposeful Evolution (HOPE) Committee progress report.** Becca Bacon (Hopewell Centre) reported on behalf of the ad hoc Healthy Organization and Purposeful Evolution (HOPE) Committee; the written version of the report is attached. Becca introduced attending members of the committee and named absent members. To date, the Committee has focused on communication, on staffing needs, on discernment focused on long-range issues, and on how policies are created and updated.

The Committee plans to send out a more complete progress report, and to report to our upcoming annual session.

**12016-35** *Worship sharing on public witness.* We settled in to a period of worship sharing centered on these queries: How do we publicly witness to concerning events that reach the national media? When concerning events reach the national media, how are we called to witness to the broader public/community?

We heard of the profound difference between standing in our own truth and standing in opposition to someone else's. We heard of the process of preparing ourselves for what comes next; we can encourage and trust one another in this process. We heard of how simple presence can be more valuable than speaking or listening. We heard of how we can respond to fear by trying to dispel it, and of how personal responses can be more effective than corporate ones.

We heard of the challenge of following deliberate Quaker process in a fast-paced world. How do we create a network of concerned Friends whom we can help in doing the work they need to do? Can we use the tools of the fast-paced world in doing so?

We heard of how finding that of God in everyone is harder with some people than with others, and of how seeking that of God is the most profound witness we can share. We heard of how trying to immediately respond to needs may distract us from the issues where care needs to be spent. We heard of how continuing revelation, by its very nature, cannot involve cliches; it must be deep, and there are no shortcuts. We heard appreciation for our Presiding Clerks' understanding that their positions do not convey theological authority.

We heard of how there can be value in knowing where people stand, or just that they are thinking about matters; we can be open to sharing in the face of really painful times. We heard of how events in our geographic area may cause concern in others, giving a sense of a need for response. We heard of how the amount of news coverage an event gets may not be a guide for our response, especially since similar events go uncovered. We were asked how to respond to hate with love, showing sympathy and support. We heard how corporately seeking seeds of healing is part of responding sympathetically.

**12016-36** *Interim General Secretary's report.* Bob Rhudy (Patapsco), Interim General Secretary, reported; the written version of the report is attached. Bob spoke of Light being common to religion in his youth and now, reminding us that we can let our Light shine. Bob named the many Committees Bob has worked with.

Bob highlighted: record enrollment for this year's Women's Retreat; an excellent 3/2016 religious education RETreat to develop age-wide curriculum; a 4/2016 Peace and Social Concerns Committee networking day; record camp enrollment; a new camp employee manual; new camp cabins; work toward a new Catoctin bath house; five new staff hires; and continued renovation of the Yearly Meeting office, including conversion of its upper floor from a residence to use for Committee meetings and other purposes.

Bob mentioned our upcoming 8/1-7/2016 Annual Session at Hood College in Frederick, Maryland, sharing a sense that Friends will like the new location and that attendance will grow.

Bob has visited 22 Meetings as Interim General Secretary; Bob has also visited each of the Yearly Meeting's ongoing camp sites.

We **APPROVED** this: we thanked Bob Rhudy for Bob's service as Interim General Secretary.

**I2016-37** *Development report.* Ann Venable, Development Director, reported; the written version of the report is attached. Ann reported approval of and receipt of the second \$75,000 installment of the Shoemaker Grant. Ann highlighted a postcard project meant to connect writers at Local Meetings with campers. Ann shared a poster, an architect and artist's rendering of the new bath house at Catoctin. And noted that discussions of the new bath house can become wide-ranging. Ann reported that, to date, \$204,423.92 has been raised for bath house construction.

Ann noted a report from Dyresha Harris (Catoctin), Outreach and Inclusion Coordinator; the report is attached.

**I2016-38** *Treasurer's report.* Jim Riley (Hopewell Centre), Assistant Treasurer, presented a Treasurer's report; the written version of the report is attached. Jim focused on the statement of activity covering 1/1/2016-5/31/2016. Jim noted that revenue far exceeds expenses because lots of camp fees have come in while lots of camp payments have not gone out. Jim noted that the impact of the new solar panels installed at the Yearly Meeting Office is to be monitored.

We **ACCEPTED** the Treasurer's report.

**I2016-39** *Stewardship and Finance Committee.* Lee Henkel (Floyd), Stewardship and Finance Committee Co-Clerk, reported; the written version of the report is attached. Lee reported that in recent years, Local Meetings have indicated that it's difficult or impossible to meet their apportionment. In response, Stewardship and Finance has decided to keep total apportionments in 2017 at their 2016 level, and has formed a subcommittee to consider apportionment matters; Lee read eight areas of concern being considered by the subcommittee. Lee noted that the subcommittee can be expected to gather additional information from Local Meetings as it considers new approaches to sharing the financial costs of the Yearly Meeting.

**I2016-40** *Presiding Clerk's report.* Ken Stockbridge (Patapsco), Yearly Meeting Presiding Clerk, spoke from a report on visiting Local Meetings; the written version of the report is attached. Ken solicited material for minutes of appreciation for Tasha Walsh (Maury River) and Bob Rhudy (Patapsco) as they conclude their service as Interim Meeting Clerk and Interim General Secretary.

We **ACCEPTED** Ken's report.

**I2016-41** *Unity With Nature Committee*. Eli Fishpaw (Maury River), Unity With Nature Committee Co-Clerk, read a report; the written version of the report is attached. The report notes that we will soon be able to determine how much carbon can be removed naturally from the atmosphere, and thus how much we can emit without increasing it in the atmosphere, and from that the fair amount per person. The Committee has identified tools we can use to determine our current carbon footprints, and suggested steps we can take to reduce them. These resources are available within the Committee's section of the Yearly Meeting's web site.

**I2016-42** *Intervisitation Working Group*. Rep Pickard (Gunpowder), Intervisitation Working Group Clerk, reported.

We **APPROVED** this: we endorsed the travel minute for Joan Liversidge (Sandy Spring) from Sandy Spring Friends Meeting. A copy of the minute is attached.

We **APPROVED** this: we endorsed the travel minute for Jolee Robinson (Adelphi) from Adelphi Friends Meeting. A copy of the minute is attached.

**I2016-43** *Closing*. We thanked those from Maury River Meeting and from Kendal At Lexington for their hospitality. We heard, improved, and **APPROVED** these minutes. We adjourned, to gather next as Interim Meeting 10/15/2016 at Sandy Spring Friends Meeting facilities in Sandy Spring, Maryland, or at the call of the Interim Meeting Clerk.

Tasha Walsh, presiding

Arthur David Olson, recording  
Helen Tasker, recording

## **ATTACHMENT I2016-27**

### **ARCHIVIST'S REPORT**

#### **RECORDS- WHY THEY ARE IMPORTANT?**

Eighty-three and more years from now, or even before then, members of Friends Meetings will want to know what was happening in their Meeting "way back". What were Friends doing in the 1900s or before? What families were active? What decisions were made then and why? What social issues were most important?

Now days, record keeping is something many do not consider, let alone see that records are kept correctly and in order. From their beginning, members of the Religious Society of Friends kept very detailed minutes of their business meetings. Many pages were filled with who was in prison and where, were both husband and wife in prison, who was caring for the children of parents in prison, who was taking care of their property, and the list goes on. In today's world, we usually keep personal situations out of minutes. This makes it look like we have no personal problems!

We cannot and should not rely on back-ups in today's world, even on the cloud. How many of us have information from many years ago on 5½" floppy disks? Can you access that information on your current computer? Not accessible means that information may be totally lost. That is not good record keeping.

Paper copies are still the best way to preserve what we are doing now. Not only should each Meeting keep records of their Business Meetings, but each Committee in each Meeting should have the same process for keeping their records. Yes, there may be one or possibly two committees that need to have the minutes of their meetings in a place that is not open to anyone, committees that deal with private, personal, issues. Except for these few personal minutes, each Meeting should have a place in the Meeting House or some place where people in the Meeting can do some research on past issues. Memories are not always reliable!

Years ago, Baltimore Yearly Meeting had a Committee on Records that consisted of at least three members nominated by the Nominating Committee and appointed by the Yearly Meeting, plus the Recorder appointed by each Monthly Meeting. In 2003, in the Manual of Procedure report (page 64 of the Yearbook) stated that the Committee on Records had been laid down. *This work will be done by an Archivist, who could become a part-time staff person.*

- Records serve important historical and legal functions. They document the history of the Meeting
- establish legal rights for the organization, other bodies, and individuals
- Provide source material for the general institutional, personal, and social history of the time

Records that need to be kept, besides the minutes with attachments of the Meeting for Worship with a concern for business and committees of the Meeting include:

- membership records
- copy of marriage certificates births
- deaths
- deeds and related property records
- Financial papers
- important correspondence
- materials documenting special projects that have helped shape the life of the meeting

**Duties of the Committee on Records included:**

- provides guidance to all Meetings at all levels in documenting events happening within their Meetings by maintaining minutes, membership rolls, records of marriages, births and deaths, and financial records in good order.
- encourages all Meetings at all levels to locate their older records and to deposit those records in the Friends Historical Library of Swarthmore College or the Quaker Collection at Haverford College.
- encourages all Friends to preserve family and personal documents and items of historical interest, depositing them with historical libraries or

- other suitable archives when owners no longer wish to care for them.
- oversees the care of Yearly Meeting current records and of items of historical interest to the Yearly Meeting and advises the Yearly Meeting General Secretary regarding records.
- develops confidentiality policies for those contemporary records with privacy implications for individuals.
- keeps informed of current practices of Friends and of archiving practices and amends the *Handbook on Records* when appropriate.

There will be more coming, hopefully, in the near future that will include forms for various records. However, in the meantime, look in the library of your meeting to see if there is a *Handbook on Records*. It has a tan cover and is spiral bound.

### **Minutes of Meeting for Worship with a Concern for Business:**

A clean final copy on acid free paper with the signatures of the Clerk and the Recording Clerk must be written with history in mind:

- a. name of Meeting
- b. date of Meeting
- c. persons in attendance
- d. number each minute: i.e. 5.2005-1 - May 2001 - first minute
- e. highlighted minute: **Report of XXX Committee; Approval of minutes of last month's meeting; Treasurer's Report, etc.**
- f. use **no** abbreviations - you know what/who you mean, but 83 years from now no one will know
- g. use full names, historians do not like to guess who it is
- h. include attachments that are mentioned in the minutes

### **Minutes of Committees:**

Basically these should follow the same pattern as those for meeting for business:

- a. name of Meeting
- b. name of Committee
- c. date and place of committee meeting, even if meeting at Meeting House
- d. persons in attendance
- e. number each minute: i.e. 5.2005-1 - May 2001 - first minute
- f. highlight the minute - see d above
- g. use no abbreviations - see e above
- h. use full names as in f above

## **ATTACHMENT I2016-32**

### **MILES WHITE BENEFICIAL SOCIETY REPORT**

#### **THE MILES WHITE BENEFICIAL SOCIETY OF BALTIMORE CITY**

5116 North Charles Street, Baltimore, Maryland 21210

To: Bob Rhudy, Interim General Secretary, Baltimore Yearly Meeting  
Karen Cunnyngnam, Clerk, Nominating Committee BYM

From: Mary Ellen Saterlie, President

Re: Miles White Trustees Terms of Office

In December of 2014, the Board of Trustees of the Miles White Beneficial Society of Baltimore City made a request to the Clerk of the Baltimore Yearly Meeting Trustees to approve the assignment of three 3-year terms to its Trustees. The request was not approved.

We are now at the point where we may lose a valuable member of our Board, and we are renewing our request based on the experience we have had during the past two years.

Our reasons for the request are the same. We are in agreement with the Yearly Meeting that our board members should not serve in perpetuity as they had from 1874 until 2011 when the organization became a 'supporting organization' under BYM. However, we request that the directions to the BYM Nominating Committee in the Yearbook of the Baltimore Yearly Meeting, i.e. *Persons may be appointed to an office or committee for no more than six consecutive years, unless longer terms are specified.* be applied to the Trustees of the Miles White Board to enable them to have three 3-year terms.

Our reasons remain the same:

1. We are restricted by our Charter to 7 -10 members.
2. We are Trustees – not committee members or officers
3. We deal with a sizeable amount of “funds under management” (approximately two thirds the size of the Yearly Meeting’s total net assets.)
4. We have no staff
5. Our distribution processes (while noted in regular minutes of meetings) require considerable institutional memory.
6. It is important that we have an evenly staggered membership

To that end – more evenly and accurately (based on time of original appointment) staggered membership - the terms should be as follows:

Clark, Saterlie, Sharp (07) 2014, 2017, 2020

McKusick, Dance, Miles (11) 2015, 2018, 2021

Fetter (12), Pettus (13), 2016, 2019, 2022

Fratesi, Harlan (15) 2017, 2020, 2023

We appreciate very much the reconsideration of the decision made earlier and hope that the Yearly Meeting will appreciate the circumstances which underlie this request.

I may be reached by phone at 443-578-8392 or by e-mail at [harsat@aol.com](mailto:harsat@aol.com).

Thank you very much.



## ATTACHMENT I2016-33

### YOUTH PROGRAMS MANAGER'S ANNUAL REPORT

Another school year has come to a close, and so has a year of Junior Young Friends (JYF) and Young Friends (YF) conferences. I am proud to report that I and all those active in the youth programs have survived my first year as the new Youth Programs Manager, with only a small handful of phone-calls to Alison Duncan for assistance. There was a lot to learn but I had an amazing community to help orientate me and forgive my shortcomings along the way. I spent these past 11 months learning how to navigate the intricacies of this position while also brainstorming new ideas on how to expand and improve the program in the future.

Here are some details about how the programs operated this year:

I started my first JYF con as YPM with a cancellation, due to low enrollment and an impending hurricane Joaquin. We were able to post-pone successfully and increase our attendance on the new date. The specific theme for the JYF program this year was *Acceptance*. They had workshops on “Acceptance and Forgiveness,” “Loving Yourself,” “Dance of Universal Peace,” and “Accepting the Unwanted: Getting Dirty.” The average attendance was 22 JYFs, down from 27 last year. There were an average of 4 FAPs, 1.5 FAPs-in-Training (high-schoolers) and 1 staff present at every JYF conference as well. As many JYFs that had been in the program since 6<sup>th</sup> grade, graduated to Young Friends, and we honored them with our usual “Words For” ceremony around the Shiloh Quaker Camp Fire Circle.

There isn't a specific theme for Young Friends through the year, as different people plan each conference. We had workshops on climate change, positive touch, community service at The Clearing, and playing and creating ceramics. The average attendance at a conference this year was roughly equivalent to last year's 65, and there were an average of 8 FAPs at each conference.

The Young Friends have one standing committee and several that are filled ad hoc. The standing committee is the Nuts and Bolts Committee. Nuts and Bolts has three conferences through the year, during which an average of 15 YFs and 3 FAPs had workshops on Clearness Committees and Giving/Receiving Feedback. The ad hoc Handbook Committee approved several changes to the Young Friends handbook this May after months of revision. The ad hoc calendar committee figured out dates and locations for conferences for the year. Two new committee were created this year: Hydration Nations, that focused on the importance of keeping hydrated, and Food Committee, that focused on questioning the ethics of the food we purchase. This year, we did discernment around issues affecting the community including our “come-once-leave-once policy” and clarity around the language and connotation of the “sex minute” and “bystander consent”.

The Youth Programs Committee oversees these programs and supports the weekends through brainstorming content and serving as Friendly Adult Presences (FAPs). This year the March JYF con was co-scheduled with the RE retreat so that parents could drop off

their JYFs at the conference then travel over to the other event relatively nearby. Members of the Youth Programs committee drafted a Youth Safety Contract to help youth struggling with mental health issues feel supported and participate safely in the conferences. Furthermore, I have been certified in Youth Mental Health First Aid and will be working on offering the training for our Friendly Adult Presences.

## **ATTACHMENT I2016-34**

### **AD HOC HEALTHY ORGANIZATION AND PURPOSEFUL EVOLUTION COMMITTEE REPORT**

In 2014, the Ad Hoc Vision Implementation Committee brought forward to the Yearly Meeting their report and recommendations on how to best actualize the hopes brought forward with the 2011 Vision Statement of Baltimore Yearly Meeting. From this, a clear need for a committee that could help improve the organizational structure and growth of Baltimore Yearly Meeting arose and, thus, the Healthy Organization and Purposeful Evolution Ad-Hoc Committee (or HOPE Committee for short) was born.

The committee is comprised of the following members: Committee Clerks, Gary Gillespie of Homewood and Becca Bacon of Hopewell-Centre; Windy Cooler of Adelphi; Camp Property Manager, David Hunter of Frederick; Interim General Secretary, Bob Rhudy of Patapsco; Presiding Clerk, Ken Stockbridge of Patapsco; Barbara Thomas of Annapolis; and Interim Meeting Clerk, Tasha Walsh of Maury River. At its core, it is tasked with the exploration and discernment of several posed queries:

1. What is the best organizational and governance structure to sustain a healthy organizational environment for our Monthly Meetings and our Yearly Meeting?
2. What is calling to us in the next 3 - 5 years?
3. What make up of programs, staff, volunteer support will serve us best?

Based on the above charge, the following report is meant to give a glimpse into the progress of the Committee so far as a more in-depth report of these recommended proposals for the Yearly Meeting and more will be presented at this Annual Session 2016.

Since its inception, HOPE Committee has worked to flesh out issues such as, but not limited to: defining a healthy organization with regards given to the BYM community; cataloging the various BYM committees and their functions; researching staffing and the roles volunteers play within the community; uncovering the needs of BYM between community-wide meetings; and reviewing numerous BYM policies.

To start, HOPE Committee examined the connections and channels of communication between the Yearly Meeting's various components (Administrative Committees, Trustees, Functional Committees, Committees of Interim Meeting, Ad Hoc Committees, Working Groups, Officers of the Yearly Meeting, Yearly Meeting Staff, local Meetings, Quarterly Meetings, etc.). The exercise proved fascinating, unearthing suggestions for new structures and practices intended to improve communication and connectedness with in the Yearly Meeting.

One of the things the committee has noticed through its work is that, on occasion, time sensitive situations will arise between meetings of the Yearly Meeting body with clarity lacking as to whom is supposed to do what at that time. Further reflection on the matter yielded continued discussion of a concept formulated prior to the committee's inception to more clearly establish an "executive function" within the Yearly Meeting. This entity would take a broad, strategic, and long term view across the various committees and activities of the Yearly Meeting.

The Committee has additionally been reviewing the staffing needs of BYM to assess what changes may be advised to better fulfill the wants of local Meetings, committees, members and programs as well as exploring what resources are available to facilitate such staffing requests.

With an eye to ensuring that Committee Clerks are also receiving the support they need, a fair amount of time has been spent looking at the various assets currently available to them, as well as brainstorming new beneficial avenues. Desire has therefore been expressed to make resources such as clerking workshops, mentoring, administrative information, facilitation guidelines, and networking with previous and current clerks more widely available and accessible.

Finally, HOPE committee has reviewed many of the Yearly Meeting's stated policies and come to the conclusion that it may be helpful to have all gathered together and organized in one place so that these valuable records are available to any who need them. Research has furthermore been done regarding how community policies come into being, paving the committee's way to give recommendations on how policy is created and revised. Lastly, focus has been given as to how certain of these documents may be reviewed and/or improved.

While the committee believes itself to be most productive in person (as evidenced by its two face-to-face gatherings so far), it is primarily a phone-based process consisting of regular conference calls. However, despite the magnitude of the committee's task, there is no denying the amount of progress that has been made so far. With Annual Session fast approaching, it is now the committee's hope-pun only partially intended-to begin culminating the past year's work while steadfastly delving into numerous aspects of BYM's organizational structure yet to be fully explored. We therefore ask that the community hold up both the committee and its work as we continue to move forward in our task.

With Light,

The members of Healthy Organization and Purposeful Evolution Ad-Hoc Committee

## **ATTACHMENT I2016-36**

### **INTERIM GENERAL SECRETARY'S REPORT**

June 18, 2016

I will have been serving as your interim general secretary for one year as of July 1<sup>st</sup>. Becca has been asking me when I can give her some help up on the farm. I've begun telling her lately that maybe I can give her a hand again soon.

In my first interim general secretary's report, at Annual Session on August 8<sup>th</sup>, 2015 I said that "This is an exciting time to be working for and participating with BYM." My experience, and I believe many of yours over the past year, has affirmed that statement, and I believe it is continuing in the year and years ahead.

In my interim general secretary's role, I report to the Supervisory Committee, work closely with Trustees, serve ex officio with the Program Committee, Ad Hoc Growing Diverse Leadership Committee, and Ad Hoc Healthy Organization and Purposeful Evolution ("HOPE") Committee, and have worked at times with the Stewardship and Finance Committee, Camping Program Committee, Peace and Social Concerns Committee, Development Committee, Indian Affairs Committee, and to a lesser extent a number of other BYM committees and working groups. From the reports you are or will be receiving soon, you will determine that these groups have been very busy in their activities and deliberations on behalf of our spiritual community.

From my visits to Monthly Meetings and Quarterly Meetings, and conversations with many of you throughout the year, I am also gaining a sense of the many gifts you are sharing with your members, attenders, in your communities, and in the world. While it is sometimes easy to reflect on our challenges, let us honor and give thanks for our lives together in this Quaker path.

I want to share a few highlights within BYM over the past few months from so much that has been going on.

The recent annual Women's Retreat in January had a record enrollment, and I understand that a rich time was had by all. I was sorry to not be there.

The Religious Education Committee had an excellent retreat at Richmond Friends Meeting in March, and has just distributed a report on age-specific religious education curriculum that was generated from the retreat.

The Peace and Social Concerns Committee hosted a networking workshop in April at Sandy Spring Friends School, with sessions on environmental and energy concerns, criminal justice and incarceration reform, refugee and immigration advocacy and other issues.

As I projected at the last Interim Meeting, our camping program has record enrollment for the third consecutive year, including more young campers from Baltimore, Philadelphia

and Washington, D.C. and elsewhere recruited and supported with the help of BYM's local Strengthening Transformational Relationships in Diverse Environments ("STRIDE") groups as a part of our Growing Diverse Leadership program.

I want to congratulate our Camping Program Committee on its completion of its new "Camp Employee Handbook" that includes an excellent guide to BYM personnel policies among other essential presentations of camp-specific policies and programs. Our Camp Property Management Committee and staff have recently replaced some cabins at our camps and continue work toward replacing the Catoctin Bath House before the start of the 2017 camping season.

I believe you are going to very much enjoy Program Committee's selection of Hood College for our 2016 Annual Session, and your participation in the opening retreat and excellent workshops, presentations and programs. I anticipate that we may experience an increase in attendance at this year's Annual Session.

Since I began last July I have had the opportunity to hire five new staff people at BYM, including Dyresha Harris as our Outreach and Inclusion Coordinator; Rosalie Eck as Co-Camp Director at Teen Adventure; Jesse Miller as Co-Camp Director at Catoctin as well as Camp Caretaker for Catoctin; and just this week, two Assistant Outreach and Inclusion Coordinators, Lauren Brownlee and Alison Duncan, to serve this summer while Dyresha is also serving as Co-Camp Director at Catoctin.

I know you will find that they are excellent additions to our BYM staff. I can assure you that we are staying within our 2016 personnel budget with these hires.

We are continuing to rearrange and renovate the BYM office for greater utility. Prior to my beginning last summer, BYM's general secretaries had lived in the second floor of our office building, and that is no longer the case. We have retained a bedroom for the convenience of our members wishing to stay overnight, and have converted other rooms for use in committee meetings, retreats, workshops, and other similar purposes. Please stop in, check it out, and plan on using the facilities. As you know, we are located in the center of a beautiful and historic "Quaker Campus" that includes Sandy Spring Meeting, Sandy Spring Friends School, Friends House retirement community, and Friends House Nursing Home.

I have been working with Trustees and others over the past few months to increase our legal services resources to help advise our management and protect BYM's programs, develop our policies, safeguard our assets, and provide counsel as needed to our community.

The best part of my job has been the opportunity to visit and work with so many of you throughout our Yearly Meeting. Over the past year I have been to twenty-two Monthly Meetings for worship, meetings, retreats, and other purposes. I briefly visited our camps at Catoctin, Opequon and Shiloh very shortly after I started in this position last July, and I intend to visit all the camps and welcome our new and returning camp staff members later

this month. I recently promised to attend the West Virginia Gathering in Elkins in late September.

Let me describe a couple of recent visits. On April 24th I attended the Blue Ridge Gathering at Blacksburg Friends Meeting of Meetings in Virginia from Maury River in Lexington west to Abingdon Friends Meeting, and I facilitated an afternoon presentation by five Meetings on the query they had previously addressed in their Meetings on “What is the heart of our meeting,” which produced a rich and moving discussion.

At Chesapeake Interim Meeting held at Patapsco Friends Meeting on June 12th, Josh Wilson (a Young Adult Friend leader who works at William Penn House) and I facilitated an afternoon workshop on “Growing Our Meetings,” using the materials on that topic which we received last September at Valley Meeting developed and presented by former staff members of Friends General Conference. This, too, was a bountiful discussion, and we hope other Meetings will engage in “Growing Our Meetings” workshops.

We are traveling through turbulent times. From going to Monthly, Quarterly, and Interim Meetings, listening to reports, and talking with Friends, I know that many of our Meetings and members are actively engaged in working to lift up our communities, address racism, promote criminal justice, aid refugees, safeguard the environment, and promote love over hatred and fear. We are reminded in our worship to remember that the light prevails over the darkness, and to act to implement that belief in our lives.

Let us continue to join together in this spiritual community, following our leading from our Inner Light, from our Christ Within, to do right action in our meetings, our communities, and in our world.

Thank you once again for this opportunity to serve as your interim general secretary.

## **ATTACHMENT I2016-37**

### **DEVELOPMENT REPORT**

Interim Meeting                      June 18, 2016                      Maury River Friends Meeting  
**Development Report**

#### **Fund-raising to Date**

	2015	2016
<b>Gifts- January - June</b>	\$132,280.00	\$153,662.22
<b>Number of Giving Units</b>	201	197

#### **Development Activities**

- Growing Diverse Leadership
  - Grant – Thomas H. and Mary Williams Shoemaker Fund Update
  - Reported in spring to the Shoemaker Trustees and we were approved and have received the second installment of \$75,000 of Shoemaker Grant

- STRIDE – Strengthening Transformative Relationships In Diverse Environments
- Spring Appeal for Camper-Aid/Diversity –
  - Supporting 25 campers through the STRIDE groups as well as many additional campers with financial need this year.
- Connecting Meetings and Members and Campers
  - Visiting Meetings
  - Connecting Campers to Monthly Meetings and Meetings to Campers- Postcard Project, looking for meetings to volunteer to write to a unit at camp. Sign-up sheet and information sheet available.
- Greening Projects Updates:
  - Catoctin Bathhouse Project
    - Presentations on the Catoctin Bathhouse project and updates continue. If you have a group or your meeting would like to hear this presentation, please let us know.
    - Gender Neutral Spaces in the new bathhouse.
  - Solar instillation at the BYM office is complete.
    - Planning open house at office in the fall.

### **Upcoming Development Activities**

- Visiting Camps, Friends and Meetings
- Adelphi Friends Meeting Visit: Sunday, July 31, 2016
- Annual Session Donor Thank You Luncheon and Presentation – Friday, 12:00-1:30 PM
- Connecting Local Meetings- Money and Your Local Meetings
- Day of Destruction, Catoctin Quaker Camp, Labor Day, September 5, 2016
- Shiloh Alumni Reunion Weekend- September 16-18, 2016
- Friends Meeting of Washington Visit: Sunday, September 25, 2016
- BYM-Menallen Work Day: October 1, 2016
- Open House and Lunch BYM Office- Interim Meeting October 15, 2016

## **ATTACHMENT I2016-37**

### **OUTREACH AND INCLUSION COORDINATOR'S REPORT**

Over the past few months we have been experiencing the wonderful balance of celebrating our differences and unique experiences while uniting around our similarities and common goals.

- STRIDE Groups: Strengthening Transformative Relationships in Diverse Environment groups are now fully functional in DC, Baltimore, and Philly. In those areas the past few months have been focused on recruiting and preparing campers and fund-raising.
  - In family orientations and practice hikes, we connect with families, describe the magic of camp, help those interested with registration, try out gear, learn songs, and discuss what camp is like. We try to give returning campers op-

portunities for leadership. While hiking, one such returner talked eloquently with a new comer about everything from the pros and cons of walking uphill vs downhill, to the rules of his favorite game, capture the flag, to what it's like getting used to being around mostly white people—highlighting both the universality and the unique experiences of all BYM's many campers.

- Other events and fundraisers have given STRIDE members a chance to unite with other members of the BYM community and other Quaker organizations in this common cause with notable assistance from local meetings!
  - Adelphi Friends hosted part of the Orientation day for DC STRIDE members allowing us the space to have a cross-over meeting with the core members of the Growing Diverse Leadership committee.
  - Homewood Meeting provided the perfect venue for the “Dinner & A Movie” event put on by Baltimore STRIDE where an intergenerational group dined together, watched *Inside Out*, and raised over \$700 for camper fees.
  - Sandy Spring Meeting's Religious Education Committee contributed to fees for two of the DC STRIDE campers.
  - STRIDE groups received a \$5000 grant from both the White Richardson foundation and from the Miles White Foundation (Inchallah! we hope this is true...will find out on the 15th).
  - We welcome continued support, connection, and collaboration with all local meetings so keep posted for upcoming fund-raising events in the summer and fall. Including one in DC on July 9th, one in Baltimore on October 15th (caravan straight from the next interim!), one in November in Philly, as well as multiple opportunities to join part of a DC STRIDE meeting for a chat and chew before business.
- BYM office
  - We invited in Niyonu Spann of Chester Monthly Meeting for a two day facilitated discussion about race, equity, diversity, and inclusion with all of BYM's office staff. During this time we shared about our own experiences and identities and how the strengths we draw from these can be used to make BYM a more inclusive and equitable environment.
  - As a result we brainstormed action items for the office and committed to creating biweekly time to meet and move forward on our ideas.
- Growing Diverse Leadership Committee: In addition to the previous core group meetings, we have had 2 full group meetings and have another planned for the end of the summer. Some highlights from these include:
  - Tracking of progress on the BYM demographic survey to get a baseline of where we are with regard to the participation and leadership of Young Adults and People of Color in local meetings.
  - Reaching out to local meetings to see which would be interested in starting a working group dedicated to looking at issue of equity, diversity and inclusion within their meetings and connecting these groups as mutual resources. Members of the Working Group on Racism have taken on making these contacts.
  - Members of the Advancement and Outreach Committee and Young Adult Friends committee are collaborating to conduct a survey throughout the sum-



mer of Young Adults who do and do not participate in their local meetings. The intent is to learn more about draws and barriers they experience. Efforts have been made to gather similar information and NY Yearly Meeting's Quaker party for East Coast Young Adult Friends in June.

- A member of the Development Committee is working on a survey for BYM camp participants and alum to assess experience of and connection to Quakerism.
- The yearly Meeting Clerk and a member of the Nominating Committee are working together on creating materials to help committee clerks orient new committee members to their service experience. An excellent example of universal design, this can make things smoother for young adults, people of color, and anyone who takes on committee membership!

After months of preparation, we are excited to watch both campers and ideas take off running this summer and look forward to a rich fall of reflection on these early endeavors.

## ATTACHMENT I2016-38

### TREASURER'S REPORT

	A	B	C
3		Current Year Actual	YTD Budget - 2016 Budget
4	Revenues		
5	Apportionment		
6	Apportionment	192,583	462,200
7	Apportionment Adjustments	0	(6,500)
8	Total Apportionment	192,583	455,700
9	Unrestricted Contributions		
10	Contributions	22,344	180,000
11	Total Unrestricted Contributions	22,344	180,000
12	Attendance Fees		
13	Annual Session	6,693	96,210
14	All Other YM Program	12,629	37,500
15	Combined Camp	767,676	822,851
16	Committee	400	0
17	Youth Programs	9,785	23,850
18	Total Attendance Fees	797,182	980,411
19	Sales		
20	Book Sales	614	10,930
21	Clothing Sales	0	10,250
22	Other Sales	0	400
23	Total Sales	614	21,580

	A	B	C
24	Property & Vehicle Rental		
25	Property Rental Income	2,125	18,100
26	Vehicle Rental Income	0	500
27	Total Property & Vehicle Rental	2,125	18,600
28	Interest		
29	Interest & Dividends	197	3,000
30	Total Interest	197	3,000
31	Other Income		
32	Released Funds	0	199,162
33	Gain (Loss) of Sale of FA	2,600	6,500
34	Other Income	6,117	100
35	Total Other Income	6,117	205,762
36	Total Revenues	1,021,163	1,865,053
37	Total Revenues	1,021,163	1,865,053
38			
39	Expenses		
40	Administrative	167,147	452,499
41	Annual Session	5,767	95,165
42	All Other YM Program	43,195	37,250
43	Combined Camp	256,612	1,057,192
44	Committee	1,192	12,150
45	Development	49,080	137,748
46	Youth Programs	20,212	60,255
47	Total Expenses	543,204	1,852,259
48	Total Operating Revenue Over (Under) Expenses	477,958	12,794
49			
50			
51	Total Revenue Over (Under) Expenses	477,958	12,794

**Balance Sheet as of  
5/31/2016**

	A	B	C
3		<b>Thru 5/31/2016</b>	<b>Thru 5/31/2015</b>
4			
5	Assets		
6	Current Assets		
7	Cash & Cash Equivalents	922,101	1,009,246

	<b>A</b>	<b>B</b>	<b>C</b>
8	Apportionment Receivable	340,077	302,975
9	Student Loans Receivable	53,856	80,059
10	Pledges & Grants Receivable	181,704	0
11	Other Accounts Receivable	55,088	50,530
12	Inventories	0	0
13	Prepaid Expenses	47,359	51,225
14	Total Current Assets	1,600,185	1,494,036
15	Long-term Assets		
16	Property & Equipment	2,011,607	2,004,775
17	Long-term Investments	1,125,102	1,058,921
18	Total Long-term Assets	3,136,709	3,063,696
19	Total Assets	4,736,894	4,557,732
20			
21	Liabilities		
22	Short-term Liabilities		
23	Account Payable	69,098	17,465
24	Deferred Revenue	304,069	282,185
25	Other Short-term Liabilities	58,139	34,856
26	Total Liabilities	431,306	344,506
27			
28	Net Assets		
29	Beginning Net Assets		
30	Net Assets		
31	Unrestricted	2,195,644	2,207,297
32	Designated	116,735	116,555
33	Temporarily Restricted	1,137,337	919,846
34	Permanently Restricted	337,914	373,134
35	Total Net Assets	3,827,630	3,616,833
36			
37	Total Beginning Net Assets	3,827,630	3,616,833
38			
39	Total Current YTD Net	477,958	606,393
40	Total Net Assets	4,305,588	4,223,226
41			
42	Total Liabilities and Net Assets	4,736,894	4,557,732

## ATTACHMENT I2016-39

### STEWARDSHIP AND FINANCE COMMITTEE REPORT

#### Interim Meeting Report: Apportionment Subcommittee Issues and Plan

The Apportionment Subcommittee of the Stewardship and Finance Committee was established at the March 2016 Interim Meeting, in response to a growing number of monthly meetings which have expressed difficulty in paying, or unwillingness to pay, the full amount calculated by the apportionment formula. The reasons are varied, and all deserve consideration.

The members of the Subcommittee are Lee Henkel (Floyd), Paul Phillips (Stony Run), Rick Post (Langley Hill), and Wil Stratton (Maury River), with Paul Jacob (Alexandria) and S&F Clerk Jim Lynn (Sandy Spring) also participating.

The Subcommittee's assignment is to review the current formula in light of issues raised by monthly meetings as well as issues identified by Subcommittee members. If there are changes made to the current formula, they should result in a formula which will be seen as more reasonable and fair than the current one. The process of evaluation will be conducted in a transparent fashion.

The Subcommittee has just finished an exercise to rank the eight issues which have come to its attention. They are, in priority order:

**Weight given to the number of households contributing more than \$100:** does this work as the formula intended, which was to have larger and financially stronger meetings carry a larger share of the cost than smaller and less well-off meetings? If not, can it be "fixed"? Or should it be dropped?

**Percentage of a monthly meeting's budget devoted to apportionment:** should there be a cap on this? If so, should it be variable, i.e., higher for larger and financially stronger and lower for smaller meetings?

**Costs of meeting space:** given that all meetings must have a place to gather, and a space which is publicly identified with a monthly meeting facilitates visibility, should consideration be given to the cost of acquiring such space? If so, should such consideration be the loan principal or should it also include interest? If building acquisition costs are considered, should this be extended to rental costs?

**25% annual cap on increases and decreases in a monthly meeting's apportionment:** what function was this intended to serve, and is it doing so? Should the percentage be higher, lower, or should it be dropped?

**Some monthly meetings are caring for more than one meeting house and or burial ground:** can we, and should we, consider this in the apportionment formula?

**Restricted donations, bequests, and investments:** which meetings have these, and for what purposes are they designated? Is income being excluded from the apportionment calculation in ways not anticipated by the yearly meeting when the formula was established?

**Space rental and other ancillary income:** this has been excluded from monthly meetings' income. Should this practice be maintained, or should this income be included?

**Capital gains and losses:** the instructions on the apportionment form stated, until very recently, that capital gains were to be reported. When this was flagged by a monthly meeting, a quick analysis suggested that they should have been excluded, because the formula is incapable of handling capital losses. For this year, the meeting in question was directed to exclude capital gains. Is this what we want to do going forward?

Some of these, including the top two items, require no information beyond what the Apportionment Subcommittee has so they will move to the analysis stage immediately. Others (space costs, multiple properties, etc.) will require the collection of additional information from monthly meetings, and drafting a clear and complete survey which does not unduly burden meetings in providing information will take some time.

The Subcommittee intends to take all the time that is necessary to collect and obtain the necessary information, and to have any discussions that are needed with monthly meetings about their challenges with the current system and their concerns about any possible changes. All of the major documents the subcommittee uses will be posted on the BYM website, at [http://www.bym-rsf.org/what\\_we\\_do/committees/sandf/](http://www.bym-rsf.org/what_we_do/committees/sandf/) There are 16 documents there already, with more to come. Anyone who wants to ask questions or make suggestions can contact Lee Henkel at [LBrit@swva.net](mailto:LBrit@swva.net). All communications will be shared with the entire subcommittee.

## **ATTACHMENT I2016-40**

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

Presiding Clerk's Report to Interim Meeting  
Baltimore Yearly Meeting, 6th Month, 2016  
Would Your Meeting Like a Visit from the Yearly Meeting?

I would like to do better at getting out to visit local Meetings, and I could use your help! Simply ask your Meeting to request a visit from Baltimore YM. Just send an email to [visit@bym-rsf.org](mailto:visit@bym-rsf.org) or use the Meeting Visit Form found at [http://www.bym-rsf.org/what\\_we\\_do/visiting\\_meetings.html](http://www.bym-rsf.org/what_we_do/visiting_meetings.html).

When I visit Meetings, I would like them to know that I am coming, decide on a topic that we can discuss, and bring a traveling companion. That takes a little advance planning, which seems to fall through the cracks too often. There always seems to be something that

really needs to get done today, while planning the next visit is something that I can always do tomorrow. Perhaps you've been there. As Presiding Clerk, I serve on Trustees and the Program, Supervisory, ad hoc HOPE, ad hoc Growing Diverse Leadership, and Friends General Conference Central Committees, and the Youth Safety Policy and Intervisitation Working Groups. That's just the committee work. There's also planning Annual Session, and more. It's all good work, and I feel well used. It keeps me busy! What brings me the most joy is to visit Meetings, and I'm frustrated that I'm not doing that more. It occurred to me that it would help a lot if Meetings were requesting visits.

At the same time, we sometimes hear that Meetings don't feel connected to the Yearly Meeting or don't know what the Yearly Meeting does for them or what's going on. The solution is easy! Ask us to come visit! Meetings also are doing some great work and have lots to share with the rest of the Yearly Meeting. Others in the Yearly Meeting can benefit from hearing about your efforts and successes. But Meetings may not find it easy to send out visitors to share the stories. The solution is easy! Ask us to come to you!

Of course, I'm not the only person who could visit. We have other people who can visit too, including the General Secretary, other staff, committee members, Friends who offer workshops, and Friends who have been called to travel and carry a travel minute. (If you are such a Friend, please make sure we know about it. You can use the [Meeting Visit Form](#) for that too.) One example is the Grow Our Meetings workshops that Friends General Conference has developed and trained many of us in last Fall.

If all you do is say, "Our Meeting wants a visit," that will be enough to get the conversation started. Additional details would help and could include dates you have available and topics you would like to cover. See our website (listed above) for ideas.

Our Meeting Visit effort, which Meg Meyer is coordinating, has thus far focused on encouraging individuals to be visitors. We have some people doing that, and we plan to have a report at Annual Session about how this is going. (If you've visited other Meetings, even informally, please report them, so we can reflect them in our report. Use the [Meeting Visit Form](#) or just e-mail [visit@bym-rsf.org](mailto:visit@bym-rsf.org). Just reporting your name, the Meeting you visited, and the date would be a big help. We thank visitors who are already doing this!)

But we would like to really see this effort get going. As I reflected on this, the economist in me realized that we have been focusing on supply - the supply of visitors. If we focused on creating demand for visits, that could really help. Demand helps generate supply. So get your Meetings to request visits, and help us generate some demand.

Love and Light,

Ken Stockbridge, Presiding Clerk

## ATTACHMENT I2016-41

### UNITY WITH NATURE COMMITTEE REPORT

*As Quakers, we are called to work for the peaceable Kingdom of God on the whole Earth, in right sharing with all peoples. We recognize a moral duty to cherish Creation for future generations.*

*As Quakers, we understand anthropogenic climate change (climate change due to human activities) to be a symptom of a greater challenge: how to live sustainably and justly on this Earth. We recognize that the current rise of greenhouse gas emissions is leading to an unprecedented rate of increase in global average surface temperature of extreme detriment to the Earth's ecosystems and species, including human beings.*

These two statements come from the shared Quaker Statement, "Facing the Challenge of Climate Change" authored by FCNL, QUNO, & QEW. Patuxent is the most recent meeting to find unity with this document bringing us to twenty five meetings of BYM to do so. Late last year, our document was among other statements offered by many faith groups encouraging meaningful negotiations at the COP21 Paris Climate Change Talks that recognized our calling to find peace with our sacred creation. Out of this emerged an agreement that recognizes the dilemmas of continuing increase in greenhouse buildup and an aspiration to be mutually supportive of achieving a net zero carbon emissions economy to preserve the life resilience that we are blessed to experience. To do this, we must globally limit our emissions to that which can be sequestered out. Nature (non-human influenced) sequesters more carbon than it emits. This is our budget for human caused emissions.

In the spirit of "Right Sharing" the global limit of what humans can emit without increasing the concentration of carbon needs to be equitably shared among the world's population. We are close to determining the quantity of co2 that we can collectively emit to avoid build-up of greenhouse gases. Dividing this by the world population gives us the amount that represents our individual **fair share** of this limited capacity. However, few of us know how much we individually emit.

With so much at stake, BYM's Unity with Nature Committee requests that BYM worshippers seek to determine their own carbon footprint as a witness to the impact of our own actions. We might also examine the carbon footprints of our local Friends meetings. This process will be challenging, interesting and meaningful. It will deepen our understanding of the consequences of our behaviors and help us prioritize our [next steps](#) on the path to a sustainable and just world for our children and for people who are most vulnerable to climate change. We encourage our community to consider the ethics of our carbon footprint in the many decisions we make in our life that determine our direction.

[The Unity with Nature Committee's Carbon Calculator Working Group has prepared a descriptions of a few calculators and methodologies to measure household or congregational carbon footprints.](#) Because we are not experts and our knowledge is still evolving, we welcome others' insights and knowledge. We request that you also search and share additional ways to achieve this knowledge. In the spirit of ongoing revelation, together we

can build the knowledge we need to make ethical decisions to guide our next steps to find the right relationship with our creation.

Our committee will be seeking an embrace by BYM of our call to calculate carbon from BYM worshipers at the 2016 annual sessions.

Our committee has prepared a list of suggested [next steps](#) that are posted on line. We ask that you consider these steps for yourself, your meetings and your communities. We also seek your ideas for individual and collective actions not on the list.

Links to the descriptions will be posted on Unity with Nature Committee page on the BYM web site.

Respectfully Submitted,  
Eli Fishpaw & Ann Payne (co-clerks, Unity with Nature Committee)

## ATTACHMENT I2016-42

### TRAVEL MINUTES



*The Sandy Spring Friends Meeting House*

**SANDY SPRING MONTHLY MEETING  
OF THE RELIGIOUS SOCIETY OF FRIENDS**  
17715 MEETING HOUSE ROAD  
SANDY SPRING, MARYLAND 20860  
301-774-0792  
e-mail: [office@sandy-spring.org](mailto:office@sandy-spring.org)  
web site: [www.sandy-spring.org](http://www.sandy-spring.org)

Dear Friends,

Joan Liversidge, a long-time member of our Sandy Spring Friends Meeting, has opened to us her leading to worship, listen, learn, and serve as companion/elder over the next year with the Baltimore Yearly Meeting Intervisitation Working Group. Two visits in July, 2016 will be to accompany Jolee Robinson, Adelphi FM, to the Yearly Meeting Session of the Evangelical Friends Church - Eastern Region in Canton, Ohio and Indiana Yearly Meeting at Quaker Haven Camp, Syracuse, Indiana. Other visits are tentatively planned for Intermountain Yearly Meeting in Abiquiu, New Mexico, as well as several monthly meeting visits while traveling with her husband, Rich, also a member of Sandy Spring Monthly Meeting. Joan has shared with us how her own faith is deepened through worshipping and visiting with the wider world of Friends. Although visiting among Friends elsewhere takes her away from her home here in Sandy Spring, she brings experiences back to us which add to our understanding of the numerous ways the Inward Light of the Spirit of Christ shines in the world.

The Intervisitation Working Group of Baltimore Yearly Meeting (BYM) seeks to nurture the beloved community of Friends by encouraging, preparing, and supporting travel among Friends with the faith that we can listen deeply with love and without judgment, to be tender with another, and to get to know each other in that which is eternal. BYM Friends have visited Friends in North and South America, Africa, and Cuba while extending hospitality to many Friends at our annual sessions. Originally, Intervisitation was among Friends United Meeting members and recently expanded to all Friends, wherever they are in the world. Joan describes her participation in the Intervisitation Working Group as a profoundly rewarding and deepening experience.

Joan has been active within the Friends community for over 35 years. She has served on and clerked several committees of the Sandy Spring Monthly Meeting, Baltimore Yearly Meeting and Friends Couple Enrichment. She and her husband, Rich, have traveled among Friends as leaders and trainers for Friends Couple Enrichment, formerly Friends General Conference Couple Enrichment Program.

Sandy Spring Monthly Meeting of the Religious Society of Friends unites with Joan's leading to this ministry of presence with Friends near and far. We trust that you will find her time amongst you fruitful, prayerful and enriching. We send you our loving greetings, and commend Joan to your loving care during her time with you.

Yours sincerely in the Light,

Natalie Finegar  
Clerk  
Sandy Spring Monthly Meeting

Tasha Walsh  
Clerk of Interim Meeting  
Baltimore Yearly Meeting

**Adelphi Monthly Meeting  
of the Religious Society of Friends**  
2303 Metzert Rd.  
Adelphi, Maryland 20783  
(301) 445-1114

Dear Friends,

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

Jolee Robinson, a beloved member of our Meeting, has opened to us her leading to travel among Friends, listening attentively to others and bearing faithful and honest witness to her deeply held spiritual understandings. Her leading is to share in fellowship and worship with Quakers from other branches of the Religious Society of Friends.

Among her countless acts of service to our Meeting over many years, Jolee currently serves on the Ministry & Worship Committee. Jolee's broad experiences within the Religious Society of Friends include extensive travel. She has served on the Baltimore Yearly Meeting Working Group on Intervisitation and, since 2010, has visited FUM Triennials, USFWI Triennials, Wilmington Yearly Meeting, Indiana Yearly Meeting, North Carolina Yearly Meeting, Evangelical Friends Church Eastern Region Yearly Meeting, and 11 monthly meetings in Cuba.

Our Meeting unites with Jolee's leading. We are fortunate to share with other Quakers through Jolee. We know you will find her filled with the blessings of joy and good humor, intelligence, experience and thoughtfulness. We commend Jolee to your care and hospitality.

Approved and minuted at our meeting for business held on the 10th of Fourth Month, 2016.

Michael Levi, Clerk  
Adelphi Friends Meeting  
Adelphi, Maryland



**345<sup>TH</sup> ANNUAL SESSION**  
**OF**  
**BALTIMORE YEARLY MEETING**  
**OF THE RELIGIOUS SOCIETY OF FRIENDS**  
**HOOD COLLEGE**  
**FREDERICK, MARYLAND**

**Tuesday, August 2, 2016**

**Y2016-1** *Opening.* Friends gathered in worship at 3:00pm.

**Y2016-2** *Readings.* A reading clerk read the following queries:

- How did I first come to feel at home with Friends? Through worship, social action, community, or another pathway?
- How and when did the other two become part of my Quaker path?

After a period of silence, a reading clerk read:

“for when I came into the silent assemblies of God’s people, I felt a secret power among them, which touched my heart, and as I gave way unto it, I found the evil weakening in me, and the good raised up, and so I became thus knit and united unto them, hungering more and more after the increase of this power and life, whereby I might feel myself perfectly redeemed. And indeed this is the surest way to become a Christian, to whom afterwards the knowledge and understanding will not be wanting, but will grow up so much as is needful, as the natural fruit of this good root.”

Robert Barclay, from *Apology For The True Christian Divinity*

**Y2016-3** *Introductions of Friends at the Clerks’ Table.* After additional silence, Ken Stockbridge (Patapsco), Presiding Clerk, welcomed all to the 345th Annual Session of Baltimore Yearly Meeting. With the Presiding Clerk at the Clerks’ Table were Helen Tasker (Frederick), serving as Recording Clerk; Young Friends, Beatrice Kennison (Homewood) and Anna Goodman (Sandy Spring), and Young Adult Friend Dylan Phillips (Baltimore, Stony Run), serving as reading clerks. Jason Eaby (Nottingham) managed the sound and technology. The Clerk introduced prayerful presences who sit at the front of the meeting space.

**Y2016-4** *Introductions of Visitors and First-time Attenders.* We welcomed and read the travel minutes for the following visitors: Jean-Marie Prestwidge-Barch (Schuylkill, PhYM, sojourning at Valley), Clerk of Friends General Conference Committee for Nurturing Ministries, and Frank Barch (Schuylkill, PhYM, sojourning at Valley), Friends General Conference Presiding Clerk. Paul Parker (Thaxted Area Meeting, Recording Clerk of Britain YM and Deborah Rowlands (South Wales Area Meeting, Presiding Clerk of Britain Yearly Meeting) introduced themselves and presented a travel minute which our recording clerk read. Greg Elliot (North Branch) AFSC, Friends Relations Associate also introduced

himself. The Clerk recognized and welcomed Friends attending Annual Session for the first time and invited us to mention names of those who were not present and hold them in the Light.

**Y2016-5 Report on Opening Retreat.** Elise Hansard (Roanoke) reported on the opening retreat.

**Report on the opening retreat, BYM Annual Sessions, August 1-2, 2016**

Our guiding theme this week is “Discernment and Action in Spiritual Community,” and during the opening retreat Nancy Bieber, author of *Decision Making and Spiritual Discernment: The Sacred Art of Finding Your Way*, published in 2010, led us into an exploration of our own individual and group discernment processes. How can we define discernment? Nancy offered these two ways of seeing:

“Discernment is the art of listening to our inner selves and learning to recognize (discern) movements that arise from the Holy Spirit (from our true selves) from those which do not.

From *Handbook of Spirituality for Ministers*, ed. Robert Wickes.

and,

“Discernment is the habit of viewing all of one’s life through the eyes of faith and in that faith-stance noticing the movements of the heart to determine which of these movements are leading to greater love and authenticity, focusing one in God and which of them are turning one in one self.”

Rosemary Dougherty, 1995.

Spiritual discernment can be thought of as composed of three strands: willingness, attentiveness, and responsiveness, in which our experiences, both inward and outward and how we address them, are woven together as if we are making a braid. At any given moment one of these may predominate, but each is contributing to the pattern we are weaving.

In discerning the way forward, it can be helpful to intentionally look deeply at ourselves. What are our gifts? What are our skills? Where is our passion? What situations and endeavors have we truly loved, and which may even now cause us pain when we think of them? It is necessary to be both clear eyed and loving with ourselves. Our current life situations must be taken into account; family responsibilities, finances, our health and energy, and the season of our life. From Thomas Kelly (1873-1941), “But the Loving Presence does not burden us equally with all things, but considerately puts upon each of us just a few central tasks, as emphatic responsibilities. For each of us these special undertakings are our share in the joyous burden of love.”

Even as we try to discern and follow Gods guidance, the leading of the Spirit, the Inward Light, we remain ever unsure—never completely certain. There may always be the sense of stepping out with the illuminations of a lantern that only shows us a few feet of the path ahead. Yet when we have moved as

far as that light allows, we often find that the light has also moved with us. It is as Caroline Fox (1819-1871) said, "Live up to the Light thou hast, and more will be given to thee."

**Y2016-6** *Message from Program Committee.* Barbarie Hill, (Charlottesville), clerk of Program Committee welcomed us and gave a few logistical bits of information and clarifications for attenders. She invited other members of Program Committee to stand and be recognized for their hard work in planning this gathering, noting they may be contacted in case a need arises.

**Y2016-7** *Nomination of Epistle Committee.* The Clerk explained how the epistle is the spiritual message that arises during the week and is sent out to Friends everywhere. The Clerk nominated the following Friends to the Epistle Committee: Karie Firoozmand (Baltimore, Stony Run), Susan Russell Walters (Baltimore, Homewood), Rebecca "Becca" Bacon (Hopewell Centre).

Friends **APPROVED** the slate of nominees to the Epistle Committee.

**Y2016-8** *Report from Interim Meeting.* Arthur David Olsen (Takoma Park), Recording Clerk of Interim Meeting, presented a report on behalf of Tasha Walsh (Maury River), Clerk of Interim Meeting, which is embedded below.

#### **BYM Interim Meeting Annual Report**

Since our last annual session, Interim Meeting has held three scheduled meetings and one called meeting.

We **APPROVED** Manual of Procedure changes; they are to be considered at this annual session.

We **APPROVED** nominations of Yearly Meeting officers and to its Nominating Committee; they are to be considered at this annual session.

We **TOOK ALL NECESSARY STEPS** to hiring Ned Stowe as our General Secretary, including creating and laying down the search committee, approving a position description, and approving continued service by our Interim General Secretary.

We **APPROVED** a minute in support of freedom of religion:

As people of faith and conscience, Baltimore Yearly Meeting of the Religious Society of Friends (Quakers) is compelled in this time of growing violence and religious intolerance to witness to the Divinely bestowed right of all people to the free, peaceful, and legal exercise of their own religious traditions without fear of bullying, intimidation, or persecution. We commit our community and ourselves to support and speak out for freedom of religion as the Spirit leads.

We **APPROVED** allowing members of the board of the Miles White Beneficial Society to serve three consecutive three-year terms.

We **APPROVED** a camp caretaker job description change and salary increase.

We **NAMED** six people to serve on Yearly Meeting Committees and as Yearly Meeting representatives.

We **MINUTED** our appreciation for the work of Bob Rhudy and Dave Treber

---

for the Yearly Meeting.

We **ENDORSED** four travel minutes and received one returned travel minute.

We **RECEIVED** and **ACCEPTED** reports from our Yearly Meeting Presiding Clerk, Treasurer, and staff.

We **APPROVED** laying down the Criminal and Restorative Justice Working Group and the Working Group on Israel-Palestine.

We **ACCEPTED** fourteen resignations from committees.

Interim Meeting minutes are available on the Yearly Meeting web site.

**Y2016-9 Staff Introductions.** Edward “Ned” Stowe (Sandy Spring), General Secretary of BYM, introduced staff members who were present and named those who were absent. They are listed below:

Wayne Finegar (Sandy Spring) Administration Manager;

Margot Lehman (Sandy Spring), Comptroller;

Emily Morgan, (Shepherdstown), Bookkeeping Assistant;

Ann Venable, Development Director;

David Hunter (Frederick) Camp Property Manager ;

Jesse Miller, Catoctin Caretaker and Catoctin co-director;

Jake Butler, Shiloh Caretaker;

Jane Megginson (Frederick) Camp Program Manager;

Jossie Dowling, Youth Programs Manager;

Dyresha Harris, Outreach and Inclusion Coordinator and Catoctin Co-Director.

**Y2016-10 Interim General Secretary’s Final Report.** Bob Rhudy (Patapsco), Interim General Secretary, gave a final report. A written version of his oral report is **ATTACHED**. Mary Campbell (Friends Meeting of Washington), Supervisory Committee, and Clerk of the ad hoc General Secretary Search Committee, read a minute of appreciation for Bob:

Baltimore Yearly Meeting expresses its deep appreciation to Bob Rhudy for his fruitful service to us over the past year as Interim General Secretary. Knowing that his position would be temporary, he was more than a caretaker, patiently and faithfully guiding us from what was through what is and helped us envision and prepare for what could be. Drawing on his experience with the law and mediation, as well as with Friends, he revealed and shared underlying gifts of perception, careful thought, and deep, spiritual listening. We experienced his warmth, grace, and good humor as he delighted in his many visits to our Meetings, camps, committees, and other gatherings, putting us at ease. With a keen sense of what needed to be done and a willingness to do it, he helped transform the space we inhabit, both literally and figuratively, in part, for example, by helping us find building contractors, auditors, and legal counsel. He did a thorough review of our policies to help ensure that they are consistent, sound, and widely understood. In so doing, he helped us be prepared not only to respond to problems when they arise but also to prevent them. He supported and nurtured our staff and helped provide a pleasant and relaxed atmosphere in the office, empowering them to grow and thrive in their

work for us. He helped us reassess our staffing needs. In all this, from his first day, he focused on how to provide a soft landing and prepare an inviting space for his successor. For all this, we are truly grateful and send our love with him in his future endeavors.

Friends **APPROVED** the minute.

**Y2016-11 Reading.** A reading clerk read the following:

Then I took a quiz online called “What Religion Should You Actually Be?” on a site called PlayBuzz. I came out Quaker. I remember thinking that that was interesting. I looked up Quakers online, and I went to a meeting in Baltimore. Then I went to Patapsco Friends Meeting. On the day I went, there were no messages. It was silent for the entire hour, and that was just really what I needed. After meeting, I talked with a few people. I realized that what I’d been thinking a faith experience should be like—that I thought I was just making up—was happening in the Quaker tradition. It’s like the moment when you meet someone who is a soulmate. All my life I’d wanted things to be like this, and it turns out this exists.

What kinds of things?

The idea that there isn’t necessarily a leader. That everyone’s meditation is as important as everyone else’s. The quietness. I’d always felt uncomfortable joining in with call-and-response prayers in church. I understand that for some people, ritual is really important. For me, sitting in silence is perfect.

The peace testimony is huge for me. I’ve always very naturally been a pacifist. I’ve been a vegetarian since I was 11. It’s nice to find people who aren’t afraid to be political in their belief system but do it in a way that is not oppressive. To find all that, for me, was like coming home.

...I serve on our Peace and Social Concerns Committee. We’ve done a lot of things. We’re involved in a soup kitchen. We have a lot of collection drives. A lot of my concerns are in issues of race, equity, and justice; it’s also something I’ve been studying for teaching.

[Quakerism has] really informed everything, particularly social activism. Before, I would think that something was really awful and something should be done about it. Now, because I have a community of supportive people, I feel much more empowered.

The Meeting has also introduced me to meditation. The Meeting has a meditation group. As a teacher, I find meditation incredibly useful. I fully believe it has made me a much more peaceful person. It’s also helped with my grief about my mom. I have a respect for silence that I didn’t have before.

Cara Detweiler, *Friends Journal*, “Let’s Grow Together” Interview; 11/1/2015

**Y2016-12 Treasurer's Report.** Treasurer Tom Hill (Charlottesville) gave the Treasurer's report, and pointed out highlights and significant items. His remarks are **ATTACHED**.

**Y2016-13 Trustees Report.** Trustee Clerk Harry Tunis (Herndon) updated us on the activities of the Trustees. His oral report is included below.

Last summer, Trustees approved a draft of the policy and procedures regarding Vehicle and Driver Safety. A copy of that report was included (p. 172) in the Yearbook distributed last October. The goal was to gather a comprehensive list of practices for how we can provide a safe environment at our camps and whenever our vehicles are used. This spring, Trustees and others reviewed how the draft policy had worked in practice. With only a few minor changes the policy was approved for use. It will be reviewed every three years or earlier if special issues warrant. This pattern of approving an interim policy and testing it against experience was used when we created the policy on Socially Responsible Investing.

Trustees established a cross-committee task force to create a draft policy that defines how we calculate unrestricted reserves, how to build reserves and how they should be reported and other questions. This work was guided by a white paper produced by a consortium of nonprofit organizations. Here is our attempt to capture the purpose of reserves:

“Unrestricted funds are available for unforeseen expenses or shortfalls in revenue. These funds give us flexibility to have some financial resources for new efforts. They should promote public and donor confidence in the long-term sustainability of Baltimore Yearly Meeting. They help manage cash flow interruptions, minimize the need for borrowing, and generate interest income.”

Discussion of this draft continues at Annual Session in a joint meeting with Trustees, Stewardship & Finance, and Development on Friday afternoon. Our current policy is that unrestricted reserves should be 25% of the operating budget.

We held interviews with several audit firms and selected BBD of Philadelphia. They have extensive experience with Friends Journal, Friends Fiduciary Corporation, and Pendle Hill, among others. They have worked very well with staff to produce professional materials in a timely manner.

Tom Hill has continued his project of creating a comprehensive list of properties owned by BYM or any of its predecessor or constituent meetings.

Among other activities, Trustees approve contracts and accept bequests like the generous gift from Roberta Warren last year. I hope that everyone here has considered making a bequest along with monthly gifts to the Yearly Meeting so we will continue to thrive.

More topics are included in the annual report in the Yearbook.

**Y2016-14 Reading.** A reading clerk read the following:

On Being Empty

I've been empty for a while now  
Not the holy emptiness of a vessel  
Waiting to be filled and then give forth,  
Spout all puckered and ready to pour.  
No, I've been empty like a baggie  
With a hole in the corner

—

I knew God, once before,  
To make the first move.  
God put God's hand on my shoulder and said,  
*You've suffered enough now; be with me.*

—

Talk about surprised. If I hadn't been driving a car  
I'd have been flat on my back like Saul  
I answered, you better believe it, wide-eyed and weepy  
Not quite believing my time had come.

—

Guess what I said?  
*Thankyouthankyouthankyou*

Karie Firoozmand, Timonium, MD;  
*Friends Journal*, 8th Month, 2016

**Y2016-15 Minutes.** Minutes from today's session were read, improved, and approved throughout the session.

**Y2016-16 Closing Worship.** We closed with a brief period of worship.

### **Wednesday, August 3, 2016 - morning session**

**Y2016-17 Opening worship.** Friends gathered in worship at 9:30am.

**Y2016-18 Reading.** A reading clerk read the following queries:

When have I felt closest to the Divine? How has my spiritual community fit into that?  
How has that affected how I live and what I do in concrete ways?

After a period of silence, a reading clerk read:

...at the heart of any successful business meeting there is a significant core of people whose lives are daily in touch with that which we may call by various names—the Holy Spirit, the Inward Christ, the Universal Light. Of the many skills that clerk and participants need to bring to a business meeting, perhaps the most important is this skill of discipleship through the Holy Spirit, the daily faithful following of the path set before us, the daily opening, again and again, to communion with the living center of all life. If we want the fruits of

the Spirit to be present in our business meetings, we need to help our members—help each other—to find and experience this Spirit in our daily lives and in small groups.

Bill Taber, *The Mind of Christ: Bill Taber on Meeting for Business*, edited by Michael Birkel, Pendle Hill Pamphlet #406, p.8.

**Y2016-19** *Introductions and Advices*. Ken Stockbridge (Patapsco) Presiding Clerk, welcomed us. With the Presiding Clerk at the Clerks' Table were Helen Tasker (Frederick), serving as Recording Clerk. Young Friends Thomas Finegar (Sandy Spring) and Genevieve Legowski (Sandy Spring), and Young Adult Friend, Katherine "Katie" Caughlan (Sandy Spring) served as Reading Clerks. Jason Eaby (Nottingham) managed the sound and technology. The Clerk introduced our prayerful presence.

**Y2016-20** *Introductions of First-time Attenders and Visitors*. The Clerk reminded us to welcome first-time attenders. Stephen Howell, Indiana YM, Clerk of Indiana Yearly Meeting introduced himself.

**Y2016-21** *Tuesday Plenary Report*. Tuesday evening's speaker was Christina Repoley (Atlanta Friends Meeting, GA), founding Executive Director of Quaker Voluntary Service (QVS). David Fitz (York) wrote the report, which a reading clerk read. It is included below. Our own Jossie Dowling, Youth Programs Manager, a QVS alum, introduced Christina and shared about some of her own experience in the program. Christina then went on to tell us how she labored under the weight of a concern that, after about eight years, came to fruition in 2012 with the first program year of QVS. Her journey of discernment around her concern dovetailed well both with the theme, "Discernment and Action in Spiritual Community," and with this year's pre-session retreat focus.

She challenged us with some gently implied queries:

Has our prophetic witness weakened over time?

Have we done our youth a disservice with laissez-faire religious education and spiritual formation?

She shared of a watershed experience at age 18 with Quaker Youth Pilgrimage. There she met other Quaker youth and adults of diverse theological backgrounds. She began to pray and heard herself say, "I'm ready!" followed by her first and perhaps most profound mystical experience in a meeting for worship.

She kept returning to the importance of mentoring and naming gifts in part because she was significantly mentored at a critical moment in her own life. "He saw something in me that I didn't see myself; he named it," and he added "I'll help you." She also kept returning to the idea of taking the next right step without a crystal clear vision of the outcome.

She rounded out the presentation with a video from Quaker Speak, a 10-point list of learnings along the way, and a question and answer period.



**Y2016-22 Meeting Visits Report.** Meg Meyer (Baltimore, Stony Run) and Ann Venable, Development Director reported for the Meeting visits initiative. Ann reviewed the history of this effort and explained that we are encouraging Friends to visit other Meetings and to host visitors in their own Meetings. Meetings might like visits of various sorts, especially from Yearly Meeting committees. Examples were offered from a few prospective visitors, including:

Ministry and Pastoral Care- Pierce Hammond, (Bethesda) shared ideas from the Ministry and Pastoral Care Committee on ways that they may help local Meetings or Worship Groups.

Spiritual Formation - Amy Schmaljohn, (Gunpowder) shared ideas to develop Spiritual Formation programs.

Josh Wilson, (Patapsco) shared ideas on the Grow Our Meetings and the Growing Diverse Leadership programs, both offering special opportunities for Meetings. He also mentioned William Penn House activities which are available.

They invited Friends to visit the Visiting Meetings webpage at [bym-rsf.org/what\\_we\\_do/visiting\\_meetings.html](http://bym-rsf.org/what_we_do/visiting_meetings.html) or just complete a paper copy of the Meeting Visit Form.

**Y2016-23 The ad hoc Healthy Organization and Purposeful Evolution (HOPE) Committee.** Becca Bacon (Hopewell Centre), Barbara Thomas (Annapolis), and Bob Rhudy (Patapsco), reported for the committee. The Committee reminded us of their charge and that the Committee was created, in part, to continue to support the work identified and outlined in the ad hoc Vision Implementation Committee's 2014 report. The full report is **AT-TACHED** and available on the website. Becca invited committee members to stand.

**The HOPE Committee brought forth the following recommendations:**

Create committee clusters to increase communication and coordination and decrease duplication of effort.

Adjust BYM staffing to increase ability for staff to focus on supporting local Meetings and volunteers.

Increase training and support for committee clerks.

Create an Executive Committee.

The Clerk explained that recommendations one and three are in the purview of the YM clerks, so this body does not need to approve them.

Bob discussed recommendation number two, which would make changes to YM staffing as described in the report. If the body approves the recommendation, then the Supervisory Committee would take the next steps in implementing the recommendation.

The Presiding Clerk and Bob answered some questions from the body. The Clerk reminded us that this is a first reading. We heard that the proposal may sound very business-like and that it was not clear where the Spirit is in this

work. We heard that the Spirit needs space to move in order for the work to be carried out with spiritual vitality.

Barbara Thomas presented recommendation 4: Create an Executive Committee. She reviewed the thinking of the Committee in proposing this.

An interest group will meet to consider this before the second reading of these recommendations.

**Y2016-24** *Ministry and Pastoral Care/Spiritual State of the Meeting Report*. Tim Hunt (Langley Hill) reported and asked committee members to stand. He explained the process for gathering information for the Spiritual State of the Yearly Meeting and thanked local Meetings. The Committee provided the following queries for consideration by Meetings.

What unexpected blessings or challenges arose for you this year?

What are your greatest joys as a Meeting?

What leadings does your Meeting feel most strongly about?

What challenges and troubles are you facing?

In what ways is the Meeting less than you might wish it to be?

How does your Meeting nurture the spiritual life of members and attenders?

How well do you attend to the needs of newcomers?

Do Friends of all ages feel fully a part of the Meeting community?

After his introduction, he read the Spiritual State of the Yearly Meeting report, which is **INCLUDED** at the beginning of the Yearbook.

Friends **ACCEPTED** the report with gratitude.

**Y2016-25** *Working Group on Racism (WGR) Proposed Changes to the Vision Statement and Report of the White Privilege Conference*. Deborah Haines (Alexandria), co-clerk of Ministry and Pastoral Care, introduced the report, reminding us that the Working Group on Racism is under the care of Ministry and Pastoral Care. David Etheridge (Friends Meeting of Washington), clerk of WGR, presented the report. He reported that about 21 BYM Friends were pre-registered and joined nearly 340 other Quakers at the 2016 White Privilege Conference that nearly 1,500 people attended. He said that the BYM Working Group on Racism has already been putting what we learned to work and sharing materials from the conference with local Meetings.

He reviewed the process that WGR undertook in developing its proposal to revise the Yearly Meeting Vision Statement, including that WGR sent 50 letters to local meetings and heard back from 20. The proposed changes to the Vision Statement were seasoned by Ministry and Pastoral Care and the ad hoc Growing Diverse Leadership Committee, after considering feedback from individual Meetings and Yearly Meeting committees.

Below is the rest of his oral report, which describes the understandings and learnings gleaned from this process:

One major change is the use of the term “skin colors” instead of “race.” Several Friends did not want to use the word “race,” but we initially resisted making that change. We thought that although “race” is a social construct and is not a biological reality, that social construct has had an immense impact on all of us.

We learned, however, that the history of the use of that term in this country makes that term problematic for some of us. The system of color coded races was created around the end of the 18<sup>th</sup> century. In that system each race was regarded as having a strong basis in biological reality, and the races were ranked. The “white race” was declared to be the top race. Although race-based slavery had already been in place in many British North American colonies for over a century, this teaching—today known as “scientific racism”—was promptly deployed to further justify that slavery. This history has made that term “race” repugnant to a number of Friends in much the same way that the connection of the word “overseer” to plantation employees who often brutally supervised slave labor has made that term repugnant. Many Meetings have found a better name for their “Overseers Committee” in response.

We are proposing “skin colors” not only to avoid using the term race, but also because it addresses a common form of discrimination known as “colorism” or shadeism,” meaning that people with lighter skin are regarded as superior to people with darker skin.

Next the Working Group itself is proposing changing the term “sexual preferences,” which you see in the version before you, back to “sexual orientations,” which we had used in the original proposal. When members of the Growing Diverse Leadership Committee looked at this proposal after it had already been submitted to the Yearly Meeting, I was asked why we had made that change. I told them I had not noticed the change.

As it happens, that change began appearing in our drafts a couple of months ago, but we never took note of it or discussed it. I have consulted with members of the both the Working Group and the Ministry and Pastoral Care Committee, and we agree that “sexual orientation” is a better description than “sexual preference.” The term “preference” suggests conscious decision-making, which is not the experience of most people—either gay or straight.

Finally, the Working Group has decided that the proposed revision needed to acknowledge that the differences in how we are treated based on these categories has a major impact on our lives. That is the reason for the second half of the last sentence.

As we have explained over the past year, the Working Group believes that formally expressing our vision and committing ourselves to making it a reality is an important, but very early, step on the road to realizing that vision.

The Working Group, several Yearly Meeting committees, and many local Meetings have worked hard on seasoning this proposal. The Working Group and the Ministry and Pastoral Care Committee now offer this proposed revision to you, the Yearly Meeting in Annual Sessions, for your discernment.

The text of the proposed addition is:

We Friends are of many skin colors, ethnicities, socio-economic backgrounds, gender identities, sexual preferences, abilities, and stages of life seeking the Spirit's presence in our lives, and in our life together. We aspire to include a greater diversity of Friends across all differences, recognizing that some of us have experienced oppression and marginalization in ways that others have not.

We heard comments from Friends in reference to this proposed change to the vision statement. The second reading will be later this week. See Minutes Y2016-64 and Y2016-79.

**Y2016-26 Reading.** A reading clerk read the following:

The search for a sustainable life begins within. Sustained focus, intention, and effort will be required for us to embody and advocate for a human society that lives in balance with the earth. That faithful struggle will take each of us beyond our own vision, strength, even hope. To transcend burnout, cynicism, and despair we will require spiritual resources that can sustain us.

Doug Gwyn, *A Sustainable Life, Chapter 1, p. 1, 1st paragraph*

**Y2016-27 Minutes.** The minutes were heard, improved, and **APPROVED** throughout this session.

**Y2016-28 Announcements and Closing Worship.** We closed this session and were reminded to return for Youth Program and Camping Program reports later in the day.

### **Wednesday, August 3, 2016 - afternoon session**

**Y2016-29 Opening.** After an interval for lunch and plenary we began with a song and then a brief period of worship. A reading clerk read the following:

As we observe that some of our junior members have remained so into their thirties, we are concerned that we have not been as spiritually connected to some of them as we might have been. As a response, we appreciate the work of Pastoral Care to implement a process to reach out to our young adults, as well as asking the Meeting as a whole to invite and encourage junior members to consider and discuss their relationship to the Meeting and Quakerism as they exit high school and become autonomous young adults. We are encouraged that while a few of our older junior members have chosen to lay down their memberships, many more have chosen to become full members of the Meeting or strengthen their ties to other Meetings or spiritual communities.

Bethesda *Spiritual State of the Meeting Report, 2015*

**Y2016-30** *Report from the Youth Programs Committee (YPC).* Michael Doo (Baltimore, Stony Run), outgoing Co-Clerk of YPC, gave a report. He invited Youth Program Committee members to stand and be recognized and gave a short overview of Youth Programs, commenting on highlights of the past year including Junior Young Friends (JYF) and Young Friends (YF) conferences. He expressed appreciation for Youth Programs Director Jossie Dowling's phenomenal work as Youth Programs Manager. He noted how much of the work has been in dealing with youth safety policies and procedures. He spoke of how the work for and with JYFs and YFs has filled him with pride as he sees how greatly the work has affected the lives of many young people. The programs serve as a second home for many children. He expressed the need for the involvement of our entire BYM community, noting the need for some older and more experienced Friends to serve on the Youth Programs Committee. He noted that the program is also in need of Friendly Adult Presences (FAPs).

The Clerk expressed appreciation, on behalf of us all, for Michael's work on the committee.

**Y2016-31** *Report from the Camping Program Committee (CPC).* Harry Scott (York), co-clerk of Camping Program Committee, opened his report stating that the goal of the Committee is to "walk in the glory of the light." He reported that we had over 600 campers this summer (a record). With campers, staff, and work granters added in, participants numbered over 870 friends involved the camps this summer. He introduced the Camp Directors who were present: Sarah Brigham, Opequon Co-director; Jessie Austell and Rosie Eck, Teen Adventure Co-directors; Jesse Miller and Dyresha Harris, Co-directors at Catoctin; and Hope Swank, Shiloh Director. He also recognized Elaine Brigham, Opequon Co-director, who could not be with us.

Jesse Miller, the new Catoctin Co-Director, spoke of how holding both the themes of community and individuality is important to the success of the camps. By understanding both campers' and staffs' needs, they can determine what would be best for the camp. Rosie Eck (TA Co-director) also spoke of when campers go out on the trail, that although each of them may be challenged physically or emotionally, it is by working in community they can complete the trip.

Jesse related a metaphor that Elaine Brigham, co-director at Opequon Quaker Camp taught him. She had explained the metaphor of how a flock of geese flies according to the needs of all; the flock dips when one bird needs to do so, in order to stay in formation, and this makes the work easier for all. We joined Jesse and Rosie in a song:

Be like a bird,  
Who halting in her flight,  
On a limb too slight, feels it give way beneath her,  
Yet sings, sings, knowing she has wings,  
Yet sings, sings, knowing she has wings.

Harry Scott offered the following Minute of Appreciation for Jen Schneider, who has rotated off as Co-Director Teen Adventure.

### **Minute of Appreciation for Jen Schneider**

Baltimore Yearly Meeting unites in expressing our appreciation to Jen Schneider for her deep and abiding commitment to the Camping Program of Baltimore Yearly Meeting. Jen has been a part of the camping program for thirty continuous seasons—for all but the first nine years of her life—first as a camper at Opequon and Teen Adventure; then at Shiloh and Teen Adventure as a counselor and trip leader; next as staff and Assistant Director at Shiloh; then, for nine summers Jen served as Co-director of the Teen Adventure Program. After the summer of 2015, she decided it was time to rest.

The Camping Program formed Jen, and then Jen, in turn, formed and transformed the Camping Program through her humble, generous, collaborative leadership, her tireless work, and wholehearted playfulness. Teaching and practicing Quaker values, mentoring young people, and collaboratively leading a transformative program have literally been her life's work.

Her weightiness is anchored in her humility. We will miss her generous and thoughtful contributions and trust that she will continue to share her wisdom and Light with us as way opens. The entire Yearly Meeting community, the countless lives she's touched, and the numerous leaders she's nurtured share in expressing our gratitude.

Friends enthusiastically **APPROVED** the minute of appreciation for Jen Schneider.

The Presiding Clerk expressed appreciation for the enthusiastic way in which our new Directors give these reports.

Harry noted that the name of the Camping Diversity Working Group (CDWG) has been changed to the Strengthening Transformative Relationships in Diverse Environments (STRIDE) Working Group.

Josh Riley announced Shiloh is celebrating its 25th anniversary. He announced his matching gift of \$5,000 which will be put toward the Catoctin Bathhouse. He encouraged us to donate.

**Y2016-32** *Introductions.* The Clerk welcomed visiting Friends and asked them to introduce themselves. Colin Saxton, General Secretary of Friends United Meeting, introduced himself. Deborah Howell, Farmland Monthly Meeting, Indiana YM, introduced herself.

**Y2016-33** *Closing.* We closed with a few minutes of worship.

**Thursday, August 4, 2016**

**Y2016-34** *Opening Worship*. Friends gathered in worship at 9:30 a.m., out of which a reading clerk read the following queries:

- When has my social witness arisen from a deeply spiritual place?
- Or deepened my spiritual experience?
- Or drawn me closer to my spiritual community?

After more worship a reading clerk read the following:

The Activism of Love

Environmental activist Julia Butterfly Hill spent two years living in a redwood tree she named “Luna.” Her goal was to save it from being cut down by a logging company. She succeeded both literally and mythically. Luna was spared from death, as was a surrounding three-acre swath of trees. Hill became an inspiring symbol of artful, compassionate protest.

Later she told Benjamin Tong in the DVD “The Taoist and the Activist”: “So often activism is based on what we are against, what we don’t like, what we don’t want. And yet we manifest what we focus on. And so we are manifesting yet ever more of what we don’t want, what we don’t like, what we want to change.

“So for me, activism is about a spiritual practice as a way of life. And I realized I didn’t climb the tree because I was angry at the corporations and the government; I climbed the tree because when I fell in love with the redwoods, I fell in love with the world. So it is my feeling of ‘connection’ that drives me, instead of my anger and feelings of being disconnected.”

Rob Brezсны

**Y2016-35** *Welcome and Introductions*. After a period of silence, the Clerk welcomed those present. With the Presiding Clerk at the clerks’ table were Helen Tasker (Frederick), serving as Recording Clerk; Young Friends Jordan E.S. Keller (Richmond) and Will H. Finegar (Sandy Spring) and Young Adult Friend Alex Bean (Adelphi), serving as reading clerks. Jason Eaby (Nottingham) managed the sound and technology. The Clerk introduced prayerful presences.

The Clerk asked first-time attenders to rise and then asked visitors to introduce themselves: George Lakey (Central Philadelphia Monthly Meeting, Phila YM), Jaqueline Stillwell (Monadnock Meeting, New England YM), General Secretary of Right Sharing of World Resources. Chuck Fager (State College, PA and Spring, North Carolina) also introduced himself.

**Y2016-36** *Remarks on Wednesday Afternoon Plenary*. Lauren Brownlee (Bethesda) and Jen Cort (Sandy Spring Friends School) led the program. Windy Cooler and Ob Cooler-Stith presented a report:

The all-ages plenary was about finding a light in ourselves and sharing it. We sang “This Little Light of Mine,” and talked about how to take care of ourselves.

**Y2016-37 Reading.** A reading clerk read the following:

Fund-raising is proclaiming what we believe in such a way that we offer other people an opportunity to participate with us in our vision and mission.

Fund-raising is precisely the opposite of begging. When we seek to raise funds we are not saying, "Please, could you help us out because lately it's been hard." Rather, we are declaring, "We have a vision that is amazing and exciting."

We are inviting you to invest yourself through the resources God has given you--your energy, your prayers, and your money--in this work to which God has called us." Our invitation is clear and confident because we trust that our vision and mission are like "trees planted by streams of water, which yield their fruit in its season, and their leaves do not wither."

Henri Nouwen, *A Spirituality of Fund-raising*

**Y2016-38 Development Committee.** Liz Hofmeister (Bethesda), clerk of Development Committee, and Ann Venable, Development Director, reported. Liz introduced friends who serve on the Committee as members or as ex-officio members. She clarified that development is not just about raising funds but also developing relationships among Friends and Meetings.

Ann said that the cost to raise a dollar was 33 cents last year, but now is 32 cents. She hopes to get it down to 25 cents in the near future. Ann discussed the Catoctin Green Bathhouse and showed the need for the new one that will be built by next summer.

Ann presented highlights that include that nearly \$220,000 had been raised in cash and pledges from individuals and Monthly Meetings toward the \$297,000 projected cost of the new Green Bathhouse for Camp Catoctin. She named areas that we could financially support, such as the camps, Women's Retreat, and individual Meetings. She announced several upcoming events: the Day of Destruction for the Catoctin Bathhouse, the Menallen workday, and the opportunity at October Interim Meeting to tour the BYM renovated offices.

**Y2016-39 Ad Hoc Growing Diverse Leadership Committee (GDL).** Alison Duncan (Adelphi), clerk, Dyresha Harris, Outreach and Inclusion Coordinator, and Lauren Brownlee (Bethesda), presented us with updates, which were inspiring to hear. A written version of their oral report is **ATTACHED**.

After we heard from Dyresha, Alison asked us to settle into worship and consider the following query: What support do you need to commit to taking this on in your Meeting or worshipping community?

The Clerk expressed the sense that we felt deeply blessed by this work.

**Y2016-40 Stewardship and Finance, First Reading of Budget and Apportionment.** Jim Lynn (Sandy Spring), Clerk of Stewardship and Finance Committee, and Lee Henkel (Floyd) presented the FY 2017 Budget for the First Reading, which included the appor-



tionment schedule, the operating budget, and the capital budget and notes. Lee Henkel outlined details of apportionment. Lee Henkel reviewed the process that the Committee used to determine the apportionment numbers. She explained that this year's operating budget was developed with the assumption that the overall apportionment would not increase, but individual Meetings may have gone up or down. Jim Lynn reported on and made clarifications about the operating and capital budgets, which are balanced. He asked that members of the Committee stand and be acknowledged.

Later this week an interest group will be held in which these items can be more deeply discussed. The second reading of the budget will come before us on Saturday. See Y2016-66.

**Y2016-41** *Nominating Committee, First Reading of Nominations.* Karen Cunnyngham (Annapolis), clerk of Nominating gave the report. She noted that we have the list of nominees for service to the Yearly Meeting for 2016-2017. She asked other committee members to stand and she acknowledged them. The second reading of these nominees will be later this week, and the final roster will appear in the yearbook. See Y2016-68.

**Y2016-42** *Unity with Nature Report.* Eli Fishpaw (Maury River) Co-Clerk of the Unity with Nature Committee reported on the work the Committee has been doing over the past year, and how they arrived at the proposal below. The Annual Report may be found elsewhere in the Yearbook. They shared a proposal, which is **ATTACHED**, which including the following proposed minute:

Unity with Nature Committee requests that BYM approve the following proposal:

**Baltimore Yearly Meeting embraces the request of its Unity with Nature Committee that individuals and Meetings make efforts to determine their own carbon footprints as a guide to their "Next Steps" toward living in right relationship. Using our fair share of the atmosphere's limited capacity to absorb carbon moves us closer to the peaceable kingdom. The Yearly Meeting will forward this request to local Meetings to share with their members and attenders.**

Friends **APPROVED** this proposal and sending it out to Meetings.

**Y2016-43** *Reading.* A reading clerk read the following:

The word hope has two different meanings. The first involves hopefulness, where our preferred outcome seems reasonably likely to happen.... The second meaning is about desire.... Passive hope is about waiting for external agencies to bring about what we desire. Active Hope is about becoming active participants in bringing about what we hope for.... Since Active Hope doesn't require our optimism, we can apply it even in areas where we feel hopeless.... Rather than weighing our chances and proceeding only when we feel hopeful, we focus on our intention and let it be our guide.

Joanna Macy and Chris Johnstone, *Active Hope*, p.3

**Y2016-44** *Closing.* We closed with announcements followed by a period of worship.

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## Friday, August 5, 2016

**Y2016-45 Opening.** After a period of silence, Presiding Clerk Ken Stockbridge (Patapsco) welcomed those present to the 345th Annual Session of Baltimore Yearly Meeting.

**Y2016-46 Introductions of Friends at the Clerks' Table.** With the presiding clerk at the Clerks' Table were Helen Tasker (Frederick), serving as Recording Clerk; Young Friends Genevieve Legowski (Sandy Spring) and Isabel Schreur (Baltimore, Stony Run), serving as reading clerks. Jason Eaby (Nottingham) managed the sound and technology. The Clerk introduced a Prayerful Presence sitting at the front of the meeting space.

**Y2016-47 Introductions of First-time Attenders and Visitors.** The Clerk asked first time attenders to stand and be recognized. The Clerk invited visitors to stand and introduce themselves. Howard van Breemen (Wicomico River, MD, Philadelphia Yearly Meeting) introduced himself. The Clerk also asked visitors who have been here throughout the week to stand, and he thanked them for visiting us as it enriches us.

**Y2016-48 Roll Call of Meetings.** A reading clerk read out the name of each local Meeting and asked Friends to stand as the Meeting was called. The slideshow of Meetings was shown in the background. The clerk announced that Madison County Indulged Meeting, under Charlottesville, has been laid down. He also noted that South Mountain Friends meet with a few Friends under the care of Patapsco in the correctional institution in Hagerstown.

Abingdon	Homewood	Lynchburg Indulged
Adelphi	Hopewell Centre	Sandy Spring
Takoma Park	Langley Hill	Miller Center
Preparative	Little Britain	Meeting for Worship
Alexandria	Eastland Preparative	Shepherdstown
Annapolis	Penn Hill Preparative	State College
Baltimore, Stony Run	Little Falls	Valley
Bethesda	Mattaponi	Augusta Worship Group
Blacksburg	Maury River	Warrington
Carlisle	Menallen	Washington
Charlottesville	Midlothian	West Branch
Deer Creek	Monongalia	Williamsburg
Dunnings Creek	Buckhannon Preparative	Norfolk Preparative
Floyd	Nottingham	York
Frederick	Patapsco	
Gettysburg	South Mountain	
Goose Creek	Friends Fellowship	
Gunpowder	Patuxent	
Herndon	Pipe Creek	
Fauquier Friends	Richmond	
Worship Group	Roanoke	

**Y2016-49 Junior Yearly Meeting Report.** Carol Seddon (Baltimore, Stony Run), co-clerk, gave the report. She also recognized Ellen Arginteanu (State College and Richmond), her co-clerk. Her oral remarks are **ATTACHED**. The theme of their time together was: "Settle

in, become clear together, help others.” A slide of all those who helped with Junior Yearly Meeting this year was projected for all to see.

After Carol reported, Junior Yearly Meeting gathered in the front of the room, and the children sang with Ruth Fitz (York): “Hat, Sunscreen, Check for Ticks,” (to the tune of “Head, Shoulders, Knees, and Toes” and “Now I Walk in Beauty.” After this, as Junior Yearly Meeting exited, we sang them out of the room with “How Could Anyone?” Young Friends stayed in the body of the meeting.

A Friend spoke out of the ensuing silence of the joy and gift that the presence of children brings to our community, and encouraged us to work with our youngsters when the opportunity arises.

**Y2016-50 Readings.** A reading clerk read the queries for the day:

- How has my spiritual community enlivened and nourished my social witness?
- How has it drawn me closer to the Divine?

After a period of silence, a reading clerk read the following:

One could argue that the business meeting is at least as important as the meeting for worship, for it is the actual demonstration of the New Testament vision of a fellowship guided by, and obeying, the Spirit. The meeting for worship alone can be (though it should not be) a matter of private salvation or private experience without significant changes in life, behavior, commitment, or sacrifice. On the other hand, the meeting for business, if it be Spirit-filled and properly understood by those present, is a hands-on, laboratory-like experience in which the whole fellowship comes face to face with the Spirit’s demands for the sacrifice of time, treasure, convenience, and prejudice. When opinions differ widely and the need for spiritual discernment becomes crucial, the best of Quaker business techniques alone will not suffice; then we are driven, as never in a meeting for worship, to seek that spiritual covering which alone can give the fruits of the Spirit, which can sustain harmony while waiting for the right leading. Thus, God’s work among us becomes more real, and faith is both tested and strengthened in the business meeting.

...The Friend who recognizes that these hazards can be a spiritual call to go deeper into worship brings great power to the work of the church as well as an opening of his or her own spiritual gifts, including discernment. Thus the Friends business meeting is not just the peculiar Quaker form of getting things done; rather it should be seen as an essential part of the spiritual formation and the spiritual growth of every seasoned Friend, for it is that place through which we learn to walk hand in hand with each other and the Spirit out into the world to do the work of committed and obedient disciples.

Bill Taber, *The Mind of Christ: Bill Taber on Meeting for Business*  
edited by Michael Birkel, Pendle Hill Pamphlet #406, pp. 6, 7.

**Y2016-51** *General Secretary's Report.* Edward "Ned" Stowe (Sandy Spring), the new General Secretary, gave his report. He began by expressing gratitude to the Friends who have helped him in making the transition to this position. He shared three stories of his journey to and with Friends. A written version of his oral report is **ATTACHED**.

The Clerk expressed his sense of blessing to have Ned among us.

**Y2016-52** *Remarks on Thursday.* Friends gathered for the all-age celebration. Many activities were offered such as face-painting, making buttons, give and take of ideas, labyrinth, milkweed distribution for planting, and many, many conversations, all of which deepened our connections. The common area was filled with laughter, love, and ice cream!

**Y2016-53** *Intervisitation Working Group (IWG).* Deborah Haines (Alexandria), co-clerk of the Ministry and Pastoral Care Committee, explained the Intervisitation Working Group is under M&PC's care. She introduced Rebecca "Rep" Pickard (Gunpowder), clerk of the IWG, who reported on the work of the group over the past year. Rep used a slideshow to review highlights of the annual report, which can be found in the yearbook. She also emphasized that their work calls them to be prayerful presences and connect with Friends in "that which is eternal" as they visit Friends and as Friends visit us. She encouraged us to join the Working Group if interested and asked those on the Working Group to stand.

**Y2016-54** *Friends World Committee for Consultation (FWCC) Report on the World Plenary.* Representatives Kristen Loken (Shepherdstown), Bette Hoover (Sandy Spring), Jason Eaby (Nottingham), and Judy Seaman (Buckhannon) presented the report with a slideshow, which described the rich experience of attending the FWCC World Plenary gathering in Peru. Bette noted that Michael Doo (Stony Run) also attended the gathering and connected with Young Adult Friends around the world. A written version of their oral report is **ATTACHED**.

The Clerk thanked them for their rich report.

**Y2016-55** *Friends United Meeting (FUM) Report.* Georgia Fuller (Langley Hill) reported with a slideshow of visiting with FUM Friends in Africa, Cuba, and Belize. She shared with us that her sense is that the world is becoming more Southern Hemisphere centered. She invited us to become engaged with FUM and join FUM next year at the Triennial in Wichita. Colin Saxton (FUM General Secretary) thanked us for the support and partnership in this work, and our Intervisitation Working Group's ministry of presence throughout the world. The report is **ATTACHED**.

**Y2016-56** *Friends General Conference (FGC) Report.* Elise Hansard (Roanoke), one of our representatives to Friends General Conference's Central Committee, reported. She invited others who serve on the Central Committee to stand and be recognized. The report outlined the difficult decisions that have been made due to shrinking resources. She announced the gathering site for 2017. Several Friends spoke out of the silence that followed this report. The written report is **ATTACHED**.

One Friend shared what she heard at the Gathering as related by a female African-American doctor, as a member of a panel discussion about race sponsored by American Friends Service Committee. The African-American Friend was the first to arrive in her suite at the Gathering when a white Quaker woman displayed a look of discomfort, which the African-American said was a common occurrence, even among Friends. As soon as the African-American Friend said that she was a Quaker, the woman's face showed visible signs of relief.

**Y2016-57 Friends House (FH) Report.** Barbara (Galloway) Brubeck (Sandy Spring), Resident Services Director, and Linda Pardoe (Patapsco), Clerk of the Friends House Board, reported. (For the purposes of these minutes, "Friends House" refers to the combination of Friends House, Inc. and Friends Nursing Home, Inc.) Meg Meyer (Baltimore, Stony Run), Assistant Clerk; Patty Reid, Director of Development, and Kevin Harrington, Executive Director at Friends House, were introduced. Friends House residents, staff, and board members were asked to stand and be recognized as well.

Barbara reported on the redevelopment project, affordable housing, sustainability, Aging Well with Friends, and website development in relation to Friends House. Her oral report is **ATTACHED**.

Linda Pardoe, Clerk of the Board, reported on governance changes, including a proposal to change the Board membership requirements. Beginning next year, the Board will require 60% of its members to be Friends; the remaining members will reflect the diversity of the community and skills needed by the Board. Baltimore Yearly Meeting is being asked to nominate 3 board members. The Friends House Board will approve all of its members, including those nominated by Baltimore Yearly Meeting. Linda provided a copy of a letter from Friends House to Baltimore Yearly Meeting that more fully explains the need for these governance changes; it is **ATTACHED**.

**Y2016-58 Proposed BYM Trustees' Minute for Approval of Proposed Changes in the Friends House By-laws.** Harry Tunis (Herndon), Clerk of BYM trustees, presented the Trustees' minute about Friends House by-laws.

Background: Friends House and Friends Nursing Home have proposed changing their by-laws governing how Friends House Trustees are appointed. According to current by-laws and practice, BYM currently approves all of the Friends House Trustees. Friends House proposes changing this such that BYM nominate three (3) of the members to their Board of Trustees.

**Minute:**

**BYM Trustees recommend approval of this proposed change in the Friends House by-laws. And, once the Friends House governance changes take effect, BYM Trustees propose that BYM change its practice and nominate three (3) members to the Friends House Board of Trustees.**

Friends **APPROVED** the changes as proposed above.

**Y2016-59 Reading.** A reading clerk read the following:

My experience is that sharing and living Quaker Faith & Practice can be a very real and powerful tool for interrupting the violence and culture of dominance that diminishes and ends so many lives.

Now I know what many of you may be thinking. As Quakers, we often don't get it right. We've seen here this very week how, within our own faith community, even with good intentions, how we can allow ourselves to be a reflection of the dominant culture.

It's true that we have work to do to become the Beloved Community, the community that our hearts desire to experience. What's key is that we know we have work to do and we seek to do the work. Contrast this to the dominant culture and to groups within our global society that actively espouse hatred and violence—that sometimes misuses religion as a tool to spread fear and violence in an effort to dominate, oppress and gain power.

Interrupt this misuse of religion. Share with the world what we know to be true—that when we truly listen to the Divine and to each other—we progress, we heal, we grow. We become reflections of the Divine love that the mystics and sages from many religions throughout many ages have all said is our true nature.

...

Know that we need not be perfect to invite people to walk this journey with us. We are together in this, as a community, as FGC, even in all of our imperfections—even with all the changes that FGC as a community and as an institution is going through. I believe one of the most authentic things we can do is humbly admit that we are all on a journey that's messy, that's imperfect, and then surrender into that knowledge and be faithful to our call. Remember too that in forgiving ourselves and forgiving each other for our imperfections-- while also seeking progress and love-- there is liberation and release.

Barry Crossno, General Secretary of Friends General Conference,  
Message at the 2016 Annual Gathering

**Y2016-60 Closing.** We closed with worship, after which announcements were read.

## **Saturday, August 6, 2016**

**Y2016-61 Opening Worship, Reading, and Welcome.**

A reading clerk read the queries for the day:

When have I appreciated the connections among worship, social action, and spiritual community and how they feed each other? Has that grown this week? How will that affect my Quaker path going forward?

After a moment of silence, a reading clerk read:

Abide in me, and I in you. As the branch cannot bear fruit by itself, unless it

abides in the vine, neither can you, unless you abide in me. I am the vine, you are the branches. He who abides in me, and I in him, he it is that bears much fruit, for apart from me you can do nothing.

John 15:4-5  
New Revised Standard Version

After more worship, the Presiding Clerk, Ken Stockbridge (Patapsco), welcomed those present to the 345th Annual Session of Baltimore Yearly Meeting.

**Y2016-62** *Introductions of Friends at the Clerks' Table.* The Clerk welcomed those present to the 345th Annual Session of Baltimore Yearly Meeting. With the Presiding Clerk at the Clerks' Table were Helen Tasker (Frederick), serving as Recording Clerk; Young Friends Brigid Roush (Sandy Spring) and Starling Wolfrum (Adelphi) and Young Adult Friend Jamie DeMarco (Baltimore, Homewood) serving as Reading Clerks. Jason Eaby (Nottingham) managed the sound and technology. The Clerk introduced prayerful presences who sit at the front of the meeting space.

**Y2016-63** *Introductions of First-time Attenders and Visitors.* The Clerk asked first-time attenders to stand and be recognized.

**Y2016-64** *Working Group on Racism (WGR) – Second Reading of Proposed Changes to the Vision Statement.* David Etheridge (Friends Meeting of Washington), clerk of the WGR, presented.

David updated us on the numbers for the White Privilege Conference, and described the interest group. His oral remarks are included below, followed by the latest proposed revision:

At the 2015 Annual Session, the Working Group on Racism proposed additions to the BYM Vision Statement to express the Yearly Meeting's commitment to become a more multicultural Yearly Meeting. Beginning in late 2015, the Working Group sent letters and e-mails to over 50 local Meetings asking them to season the proposal. Some 20 local Meetings sent substantive responses. Several Yearly Meeting committees commented as well. In light of the seasoning the Working Group received, the Working Group on Racism and the Ministry and Pastoral Care Committee offered the Yearly Meeting a new revision on Wednesday at Annual Session. The Working Group has revised the proposed addition taking into account comments made on Wednesday and at an interest group that met Thursday afternoon, included here:

We Friends are of many skin colors, ethnicities, socio-economic backgrounds, gender identities, sexual orientations, abilities, stages of life, and socially constructed racial identities. We are all seeking the Spirit's presence in our lives and in our life together. We recognize that some of us have experienced oppression and marginalization in ways that others have not. We aspire to live as members of the blessed community, which is one of liberation, equity, and great diversity across all differences.

We heard from several Friends about how it deeply touched them, how this is a vision of how we can move forward, how some of our organizational structures need to be closely examined, how class plays into the vision, how the WGR will be carrying forward with this work, and how the spirit cannot be contained in words. A Friend said that we may not be able to go forward and express this to the wider community, unless we are clear within our body. We heard that the notion of class is one that we must seek to understand. Several Friends expressed their deep appreciation for the work of the Working Group. The Presiding Clerk spoke of his sense of our excitement about this proposed change.

Friends **LAI D O V E R** the change to the vision statement, so that matters of concern that arose could be further seasoned.

**Y2016-65** *ad hoc HOPE Committee Second Reading.* Rebecca “Becca” Bacon (Hopewell Centre) reported for the Committee. She read the proposal which is included here:

The ad hoc HOPE Committee requests acceptance of our report without approving our recommendations. We understand that both the staff recommendation and the Executive Committee need more seasoning.

The HOPE Committee, having developed the proposal, requests an extension until March 2017.

Five of the eight members of the Committee will not be continuing. The Committee would like to recognize the magnitude of the work the Committee has done thus far. The continuing members are Ken Stockbridge (Presiding Clerk), Becca Bacon (co-clerk of the HOPE Committee), and David Hunter (Staff). We also recommend that the Yearly Meeting would again empower the Yearly Meeting Clerks to choose replacements.

Friends **A P P R O V E D** the continuation of the Committee and asked the YM clerks to appoint replacements for the outgoing members of the Committee.

**Y2016-66** *Stewardship and Finance Committee, Second Reading of the Budget.* Jim Lynn (Sandy Spring) and Lee Henkel (Floyd), co-clerks of Stewardship and Finance, clarified changes from the first reading. Lee thanked members of the Committee, and Margo Lehman (Sandy Spring), Comptroller, for her work. Jim presented the notes and answered questions in relation to the budgets. The final 2017 apportionment schedule, capital and operating budgets and notes are located in the Financial Reports section of the Yearbook.

Friends **A P P R O V E D** the 2017 apportionment schedule.

Friends **A P P R O V E D** the 2017 operating budget.

Friends **A P P R O V E D** the 2017 capital budget.

Friends expressed their appreciation for the work of the clerks and the members of this committee.



**Y2016-67** *Search Committee, Second Reading.* Barbara Thomas (Annapolis), clerk of Search Committee presented the second reading of the nominees, the first reading having been at June Interim Meeting, with no changes since until today. For this section of the meeting, the Presiding Clerk stepped down from the clerks' table, and Helen Tasker (Fredrick), Recording Clerk, stepped into the clerk's role. The report is below:

**Search Committee Nominations  
Annual Session, Sat. August 6, 2016**

Yearly Meeting Officers:

Ken Stockbridge, Patapsco, YM Presiding Clerk—2nd 2-year term, 2016-18

Marcy Baker Seitel, Adelphi, Interim Meeting Clerk—1st 2-year term, 2016-18

Arthur David Olson, Takoma Park, Interim Meeting Recording Clerk—2nd 2-year term, 2016-18

Supervisory Committee:

Sheila Bach, Langley Hill—3rd 2-year term, 2016-18

Pierce Hammond, Bethesda—1st 2-year term, 2016-18

Nominating Committee:

Erik Hanson, Takoma Park—2nd 3-year term, 2016-19

Denna Joy, Richmond—1st 3-year term, 2016-19

Nominating Committee additional name:

**Ollie Moles, Langley Hill—2016-19**

Resignations from Nominating:

Keith Fullerton, Monongalia

Linda Kay Stone, Abingdon

Friends **APPROVED** the Search Committee's report and expressed gratitude for their work.

Barbara Thomas noted that Nominating Committee is still looking for 2 members.

**Y2016-68** *Nominating Committee—Second Reading.* Karen Cunyningham (Annapolis), outgoing clerk of Nominating Committee, presented the second reading. The final roster is listed under the **Committee Membership section in the Yearbook.**

Friends **APPROVED** the slate. Several names may also come forward at Interim Meeting to fill out vacancies.

The clerk expressed thanks to the Committee for their work.

**YM 2016-69** *Manual of Procedure Report.* Susan Kaul (Bethesda), clerk of the Manual of Procedure (MoP) Committee, presented the report and acknowledged others on the Com-

mittee: Peggy Dyson-Cobb (Maury River), Susannah Rose (Patapsco), and Alison Duncan (Adelphi). She explained the changes to the MoP fall into 4 categories: substantive changes, current practices, working group listings, and organizational changes. The document of changes is within the Annual Report, which will appear in the Yearbook and be reflected in the Manual of Procedure.

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

**Y2016-70 Faith and Practice Revision Committee.** Katherine Smith (Maury River) updated us on the progress of the Committee. She noted that the Committee led a Connecting Local Meetings session on Faith and Practice, which turned into a threshing session.

1. Time-frame: Changes in the process would come to Interim. She pointed out corrections that are needed to the Manual of Procedure to coincide with our practice.
2. She said that because we do not have committees of one, the Committee will not move forward with its work.
3. The Presiding Clerk noted that clerks of the YM will discern a way forward with this.
4. An interest group will discuss matters concerning the *Faith and Practice* this afternoon.

Friends **ACCEPTED** the report with gratitude to Katherine for her work.

**Y2016-71 Epistle of Baltimore Yearly Meeting-First Reading.** Epistle committee members Susan Russell Walters (Homewood) and Becca Bacon (Hopewell Centre) read the first draft of the 2016 Epistle. Karie Firoozmand (Baltimore, Stony Run) also served on the committee. The Clerk noted that comments can be given to the Epistle Committee. The second reading will be tomorrow.

**Y2016-72 Reading.** A reading clerk read the following.

Ethical Mysticism first withdraws from the world to the inward Divine Source of Light, and then returns with strength renewed, insight cleared, and desire quickened to bind all life together in the bonds of love.

Howard H. Brinton, *Ethical Mysticism in the Society of Friends*

**Y2016-73 Announcements and Closing Worship.** We closed the session with a brief period of worship.

**Y2016-74 Memorial Meeting.** We reconvened for the Memorial Meeting. Reading Clerks and other Friends read excerpts of the memorial minutes, the whole of which are **ATTACHED** for the following Friends:

- Pat Kutzner (former member of Friends Meeting of Washington, then Albuquerque);
- John Edward Huffman (Gunpowder)
- Clement Swisher (Friends Meeting of Washington)
- John Carnell (Baltimore, Stony Run)
- Joan Gildemeister (Friends Meeting of Washington)

Victor Kryston (Goose Creek)

Friends rose from the silence to share as they felt led.

## **Sunday, August 7, 2016**

**2016-75** *Opening Worship and Reading.* The reading clerks read:

But the Loving Presence does not burden us equally with all things, but considerably puts upon each of us just a few central tasks, as emphatic responsibilities. For each of us these special undertakings are our share in the joyous burden of love.

Thomas Kelly

After a period of silence, the Clerk welcomed those present to the final day of 345th Annual Session of Baltimore Yearly Meeting.

**Y2016-76** *Introductions of Friends at the Clerks' Table.* With the Presiding Clerk at the Clerks' Table were Helen Tasker (Frederick), serving as Recording Clerk; Young Friends Sylvia Beam (Goose Creek) and Will Finegar (Sandy Spring) and Young Adult Friend Katie Caughlan (Sandy Spring) serving as reading clerks. Jason Eaby (Nottingham) managed the sound and technology.

**Y2016-77** *Introductions of First-time Attenders.* The Clerk asked first-time attenders to stand and be recognized.

**Y2016-78** *Carey Lecture Report.* Jean-Marie Prestwidge-Barch (Schulykill, Philadelphia YM, sojourning at Valley) wrote a summary of George Lakey's Friday plenary. It is included below.

Peirce Hammond, clerk of Ministry and Pastoral Care Committee, who has known George for over 50 years, introduced George Lakey, the 2016 Carey Lecturer. Peirce spoke of George's prescience; he is someone who has always been ahead of his time. In 1966, George co-penned a pamphlet in which he said the testimonies of Friends grew out of ethical insight relevant to 17<sup>th</sup> century principles. Inherent in the concept of testimony is action as well as belief, George wrote. Our Society is not in unity regarding our testimony on race relations. Our standoffish attitudes have so cut us off from those who are poor or who are People of Color that we do not know Truth in this arena anymore. We need to ask God for forgiveness. Peirce noted that this rings true 50 years later.

Telling stories from his vast and varied experience, George focused on courage and community as bedrock for his lifelong non-violent activism.

George began by acknowledging his anxiety at being before us. He told us that this acknowledgement lessened the anxiety, allowing him to feel more in touch. George shared lessons about courage. He told the story of a Quaker lion tamer he met during a speaking tour. The lion tamer told him he was not afraid of the big cats and so he had to find other ways to develop his courage. It is

courage that allows us to go ahead and do something when we are scared. If we always avoid the things that scare us, we are cheated of the opportunity to develop our courage. He told us about the game of sardines, a favorite among children and adults in a community in which George lived, and how exciting it was for all involved. Excitement and fear, George has learned, are the same phenomenon—it's just how we frame it. Every time he is arrested, he feels that physiological flooding when he hears the metal-on-metal clang of the cell door closing. It may feel like fear, and he can label it excitement and allow that to ready him for what lies ahead. Contraction is the physical motion of fear; expansion is the motion of love. For us to be able to be in charge of what's going on with us, we need to notice those internal motions. The state of our country (ever since 9/11) has evoked a state of fear which has been capitalized on by some. When we are aware, when we notice, we are in a position to step into the future (which we have no reason to believe will be less difficult than today) and to act.

In Sri Lanka, there were two civil wars occurring simultaneously. Peace Brigades International sent a brigade to protect the lawyers who were helping address the difficulties and who were being assassinated. George talked about the power that came from being an unarmed, vulnerable presence serving as a bodyguard. He talked about a situation of enormous danger in which he felt the expansion of self that brought him to be at one with the universe. The expansion of self that occurs when we can allow ourselves to be transformed by love takes away our fear.

He spoke of the value of community, of how we handle difficult or fear-inspiring times better together. In Earth Quaker Action Team (EQAT), which forced PNC Bank out of financing mountain-top removal, the resource of community is fundamental to their work. George described a demonstration in Washington at the PNC Bank and the power of an interaction between demonstrators, police, and the bank manager. Support of the group and the expansive experience of camaraderie can allow the development of new skills and greater awareness. He reminded us of the power of confrontation in service of Spirit. We need to find and challenge our personal edge and to get closer to others. He told us about another bank action experience where a 14-year-old volunteered for the role of police liaison. The four uniformed police who came to control the small group of worshipping Quakers ignored the young man; nevertheless, his persistence and willingness to be present to the work were inspirational. The worship that occurred during that demonstration was covered, and from it, even an 80-year old life-long Quaker reported an experience of transcendent connection with Spirit.

In response to a question, George suggested to youth that they form “gangs” to engage in action, allowing for group discernment and support. Another Friend asked “how do we know when we are doing enough?” The work and experience of African-Americans in addressing civil rights has offered guidance for

EQAT. Choose actions that are replicable. Many small acts of non-violent action can create change at a higher level. We need to stimulate other people to do the work. He spoke also of the importance of self-care and being available for the long haul. We must strive to be fully alive, not serving as martyrs but finding ways to stand and grow in our power.

Responding to a question regarding non-violent responses to terrorism, George spoke of his experiences teaching a class at Swarthmore College in which he assigned students to design non-violent ways of addressing terrorism. Word of this activity reached the Pentagon, and George was invited there to share his knowledge. He told the story of his visit to the Pentagon to share these solutions with the Policy Planning Unit. They were fascinated by this innovative stance and saw no reasons why it could not work; however, they recognized that such a dramatic change could not be made by a single group from within the existing power structure, it could only be undertaken and brought to fruition by “we the people.”

The Clerk thanked Jean-Marie for her report. We gratefully **ACCEPTED** the report.

**Y2016-79 Working Group on Racism –Third Reading of Vision Statement Revision.** The Clerk informed us that after our laying over the decision yesterday and discerning with several Friends who had stood aside, the following statement was written to capture the sense of the meeting:

We approve this change to the Vision Statement but note that there are Friends with strong leadings who sense that we need to address “class” as a Yearly Meeting. We recognize that we have found ways to talk about race and skin color and other issues of diversity, and with that same spirit, we would like to look into issues of class.

We heard from Friend Jason Eaby (Nottingham) of his concern in moving forward with this, as by trying to name each marginalized group, we will inevitably leave one out. He is recorded as standing aside on this.

We **APPROVED** the suggested changes by the WGR to the vision statement. Below is the complete Vision Statement with the new addition shown in bold:

*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 worshipping community, gathered in the presence of the Divine, affirming that of God in every person. The Yearly Meeting

knits together 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 Friends are of many skin colors, ethnicities, socio-economic backgrounds, gender identities, sexual orientations, abilities, stages of life, and socially constructed racial identities. We are all seeking the Spirit’s presence in our lives and in our life together. We recognize that some of us have experienced oppression and marginalization in ways that others have not. We aspire to live as members of the blessed community, which is one of liberation, equity, and great diversity across all differences.**

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.

A friend spoke of her deep appreciation for the remarkable work of the WGR in its work in seasoning the revision, not only with individuals but also committees. The Clerk spoke of the excitement and energy that surrounded this revision when it was presented yesterday and hoped that energy will move forward with the work.

**Y2016-80 Roll Call of Committee Clerks.** The Presiding clerk read the names of committees, and clerks, co-clerks, or convenors (or other committee members present) stood and identified themselves as such.

<b>Committee or Rep Group</b>	<b>Clerk(s)</b>
Trustees	Harry Tunis
Youth Safety Policy Working Group	Presiding Clerk
Search	Karie Firoozmand
Supervisory	Mary Campbell
Advancement and Outreach	Jeannette Smith
Friends in Education	

Committee or Rep Group	Clerk(s)
Internet Communications Working Group	
Camp Property Management	
Camping Program	Betsy Krome (plus one other)
STRIDE Working Group	
Development	
Educational Grants	Janet Eaby
Faith & Practice Revision	Katherine Smith
Indian Affairs	
Manual of Procedure	Susan Kaul
Ministry and Pastoral Care	Melanie Gifford and Amy Schmaljohn
Intervisitation Working Group	Rep Pickard
Spiritual Formation Program Working Group	Amy Schmaljohn
Women's Retreat Working Group	Betsy Tobin
Working Group on Racism	David Etheridge
Nominating	Erik Hanson and Bette Hoover
Peace and Social Concerns	Phil Caroom
Right Sharing of World Resources Working Group	
Program	Barbarie Hill
Religious Education	Windy Cooler
Stewardship and Finance	Jim Lynn, Lee Henkel
Sue Thomas Turner Quaker Education Fund	Rosalind Zuses
Unity with Nature	Ann Payne and Debbie Sudduth
Right Relationship with Animals	
Young Friends	Beatrice Kennison and Max Thoburn
Youth Programs	Annalee Flower Horne and Becca Haines-Rosenberg
Young Adult Friends	Katie Caughlan and Jenny Vekkert
ad hoc HOPE	Becca Bacon
ad hoc GDL	

The Clerk acknowledged the outgoing committee clerks who have served our Yearly Meeting faithfully, and we **MINUTED OUR APPRECIATION** for their service.

**Y2016-81** *Minute of Appreciation for Outgoing Clerk of Interim Meeting.* Tasha Walsh (Maury River), outgoing Clerk of Interim Meeting, joined us via FaceTime (a video conference mechanism was used to project her presence) to hear the Clerk read the Minute of Appreciation for Tasha. The Minute is included below.

Baltimore Yearly Meeting expresses its deep gratitude to Tasha Walsh for her

service as Clerk of Interim Meeting these past two years. We soaked in her radiant and joyful spirit when she lifted up messages in worship and when she called us back to business with a song. She had a remarkable ability not only to listen to the words but also to understand where words come from. She helped us understand how deep worship can shine the light on tender situations and help us see the way forward. She had a way of shepherding us, calling us into a spiritual flock when we might be inclined to wander off into our usual world of diversions. She focused and sustained her positive spiritual energy as she clerked, even when a whirlwind enveloped other parts of her life, which many of us would have never guessed. Her love for us and the Yearly Meeting was powerfully clear. We want her to know that our love for her is just as powerful and enduring as we send it with her wherever Spirit may lead her.

She expressed that her deep and enduring love for us.

We **APPROVED** the minute with great Love for her.

**Y2016-82** *Junior Yearly Meeting Epistle*. JYM Friends read the epistle.

**Y2016-83** *Junior Young Friends Epistle*. Caroline Hill (Charlottesville) and Kat Darnell (Frederick) presented the Junior Young Friends Epistle.

**Y2016-84** *Young Friends Epistle*. Beatrice Kennison (Baltimore, Homewood), Young Friends co-clerk, and Max Thoburn (Richmond), presented the Epistle.

**Y2016-85** *Young Adult Friends Epistle*. Rebecca “Becca” Bacon (Hopewell Centre), Katie Caughlan (Sandy Spring), and Keir Hudson (Sandy Spring) read the Epistle.

**Y2016-86** *Women’s Retreat epistle*. Helen Tasker (Frederick) read the Women’s Retreat Epistle.

**Y2016-87** *Agreement to Include the Above Epistles with the Yearly Meeting Epistle*. We heard the above epistles from different Friends within our Yearly meeting and **APPROVED** sending them out with the Yearly Meeting Epistle. These will be printed in the “Epistles” section of our Yearbook.

**Y2016-88** *Epistle of Baltimore Yearly Meeting-Second Reading*. Susan Russell Walters (Homewood) and Rebecca “Becca” Bacon (Hopewell Centre), from the Epistle Committee, read the final draft of the 2016 epistle. Karie Firoozmand (Baltimore, Stony Run) was also on the Committee.

Friends **APPROVED** the Epistle, and the Clerk thanked the Committee for their wonderful work. The Epistles will be printed in the “Epistles” section of our 2016 yearbook and sent out to Friends everywhere.



**Y2016-89 Reading.** A reading clerk read the following:

The proof of our testimonies is not in our words but in our actions.

Bayard Rustin,

As quoted by George Lakey

**Y2016-90 Report from Program Committee.** Barbarie Hill (Charlottesville), clerk of Program Committee, gave the report. She noted that this new location at Hood has been a learning experience for both us and the college, and that the evaluations have been overwhelmingly positive. She noted that the committee and the college are working on the concern of access around the campus. She announced and invited us to the BYM 346<sup>th</sup> Annual Session, scheduled for July 31-August 6, 2107, with the theme of “Putting Faith into Action for Justice in the World,” which will be held here at here at Hood College.

**Y2016-91 Report of Registrar.** Sheila Bach (Langley Hill), Registrar, reported. We heard that there were 405 people, up about 100 from last year), 64 1st time attenders, with 36 using the first time attender certificates. Christina Repoley’s baby, Dela Repoley Leeper, was the youngest at 4 months old. The oldest person was 92-year-old Betsy Wollaston. A Friend suggested that a break down for all age groups might be helpful. We gratefully **RECEIVED** the report.

**Y2016-92 Bookstore Manager’s Report.** Mike Hansen (State College) reported that total sales were \$3,472.00 which was down from last year.

**Y2016-93 Reading.** A reading clerk read the following quote to close the Annual Session from “Wisdom and Love”:

While Friends are to be applauded for their emphasis on action, this has come at the expense of rigorous theological thinking, presenting a barrier for those outside the tradition who are given no point of entry for engaging with Quakers, and it assumes that all Quakers are in agreement that there is a connection between faith and ecological action. However, a rationale is not a substitute for the teaching of Christ in the silence of individual and communal worship. We are inspired by and grateful for the work of Friends past and present who laid the groundwork for thought and action around themes of ecojustice. We believe there is fertile ground, so to speak, for utilizing the Friends tradition as we embody our theology in words and actions. Friends today continue to experience leadings that break forth from silence, to be guided by the wisdom of Christ, and to be called to loving, ethical action that responds to the wisdom in creation.

Rebecca Artinian-Kaiser and Cherice Bock,

“Wisdom and Love: A Theological Basis for Quaker Ecological Action,”

11/19/2012

**Y2016-94 Minutes.** Minutes were heard, improved, and **APPROVED** throughout the daily business sessions.

**Y2016-95 Closing Worship.** We closed with a brief period of worship.

## **ATTACHMENT Y2016-10**

### **INTERIM GENERAL SECRETARY'S REPORT**

#### **Interim General Secretary's Report to Annual Session**

August 2, 2016

Dear Friends,

Our Yearly Meeting Clerk suggested last week that in this, my final report as Interim General Secretary, I share a few of the perceived highlights of the past year and some thoughts to leave you for the year ahead. I will also conclude with some personal comments before I mount my horse and ride away to my next "retirement."

I began serving as Baltimore Yearly Meeting's Interim General Secretary on July 1, 2015, following Riley Robinson's departure to Friends Committee on National Legislation, with the agreement that I would serve until a permanent General Secretary was selected and began work.

As you know, Ned Stowe was recently chosen as your new General Secretary, and he and I worked together for the last couple of weeks before Annual Session. I have very much enjoyed our getting acquainted and have joyfully welcomed the opportunity to pass this good job over to his very capable hands. Ned and BYM, congratulations and best wishes.

In my first Interim General Secretary's report at Annual Session last year, I said that "This is an exciting time to be working for and participating with BYM." My experience, and I believe many of yours over the past year, has affirmed that statement, which I expect to continue to be true in the year and years ahead.

Our Vision Statement indicates that "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."

The best part of my job has been the opportunity to visit and work with so many of you around our worshiping community. Since last July, I have visited twenty-one local Meetings, including for worship, Interim Meetings, Quarterly Meetings, committee meetings, gatherings, workshops, retreats, and other occasions. I've met with our campers and camp staff at Catoctin, Opequon, Shiloh, and Teen Adventure. I've also visited several of our retirement communities and our schools and at Friends Wilderness Center, attended and participated in retreats and conferences with Quaker colleagues in Boston and Philadelphia, and I've slept and supped in your homes.

From my work with BYM's officers, committees, and staff, and my visits and conversations with many of our Meetings and members over the past year, I have had opportunities to gain some perspective on the many gifts that so many of you are sharing with your

members and attenders and families, in your communities, and in the world. While it is often easy to reflect on the challenges we face today, let us honor and give thanks for our lives together in this Quaker path.

We always have work to do, but let me assure you—BYM is a healthy and dynamic Quaker community. Overall, our Monthly Meeting membership and attendance numbers are level. Our BYM finances are stable and well-managed. I have appreciated and will cherish the many opportunities over this past year to work and embrace and grow with your dedicated staff and your engaged officers and committee leaders to support and serve you.

Our many BYM-wide programs and services are vibrant and well-used. This past January's Women's Retreat had a record enrollment. Our 2016 camp enrollment is at a record high for the third consecutive year. Our youth gatherings are vibrant. From a selection of events that I personally participated in--Valley Meeting's "Grow Our Meetings" workshop (with Friends General Conference support) last September; last Fall's Spiritual Formation Retreat; the Religious Education Retreat in March; Peace and Social Concerns Committee's Networking Workshop in April; the Blue Ridge Gathering in May; and many others--I know that we are sharing our gifts and leadings with our Friends across the Yearly Meeting.

Dyresha, Alison, and Lauren, working with the ad hoc Growing Diverse Leadership Committee and the three local "STRIDE" (Strengthening Transformative Relationships in Diverse Environments) working groups of camp counselors and other Young Adult Friends in Baltimore, Philadelphia and Washington, D.C. are continuing to increase the numbers of counselors and children of color participating in our four camping programs, and beginning their work with involved committees and our Monthly Meetings to increase diversity and support growing participation and leadership of young and Young Adult Friends throughout BYM. Increasing numbers of our Members over this past year have been actively (and often successfully) engaged in advocating for essential public policy changes in their state legislatures and before the U.S. Congress in criminal justice and incarceration reform, environmental protection and clean energy, war prevention, immigration reform, migrant protection, social welfare, and other areas. Working in coordination with our many other friends in the faith-based, civil rights, environmental protection, and other communities, we are becoming an increasingly active and effective force for positive change.

As you know, BYM appoints nearly seventy of our Members to a total of sixteen Quaker organizations affiliated with our Yearly Meeting, including six situated within BYM (Friends House and Nursing Home, Friends Meeting School, Friends Wilderness Center, William Penn House, etc.), Friends General Conference, and Friends United Meeting—our two national support organizations—as well as such other national and international organizations as the American Friends Service Committee, Friends Committee on National Legislation, Friends Peace Teams, Friends World Committee on Consultation, and Quaker Earthcare Witness. In their work with these organizations, our members are making a substantial contribution to a range of educational, life-care, and recreational services provided to our communities and to promoting a more just, peaceful and sustainable existence nationally and around the world.

I also very much look forward to participating in this 2016 Annual Session over the next few days. I applaud our Program Committee's selection of Hood College for our gathering, and anticipate this location and setting will attract an increasing attendance of our members from throughout our community. It is a delight to be surrounded by so many Friends of all ages for this special week together.

Since I began, our year-round staff has grown in part with the financial support of the Quaker family's Shoemaker Fund that allowed us to hire Dyresha Harris as our first-time Outreach and Inclusion Coordinator (OIC); and we hired Rosie Eck as a new Teen Adventure camp co-director and Jesse Miller as camp caretaker and camp co-director at Catoctin. Lauren Brownlee and Alison Duncan have been serving as assistant Outreach and Inclusion Coordinators this Summer while Dyresha has been focusing on Catoctin. (I'm happy to report that our staff has gotten both younger and more diverse this year.) Many of our approximately 120 seasonal camp counselors are new this year. Also, as many of you know, we are continuing work to maintain and upgrade our camp properties, from new cabins this year at Opequon and Shiloh to our exciting bathhouse replacement (after 50 years) at Catoctin to be completed in Spring 2017. We have also renovated and rearranged our BYM office at Sandy Spring, half of which was formerly used as living space for previous General Secretaries, to provide an attractive forum for your meetings, workshops and retreats, while retaining a bedroom for Friends from out of town to stay over.

I enjoyed working with Harry "Scotty" Scott, Elizabeth "Betsy" Krome, Jane Megginson, and others from our camping program in their development of a comprehensive "Seasonal Employee Handbook" which incorporates all of BYM's employee policies with camp guidelines and procedures for the management, guidance, and protection of our camping staff and community. Congratulations, Friends, on your good work on this important project.

I worked closely with your Trustees throughout the year on numerous matters. Last Fall Trustees selected BBD, a Philadelphia-based accounting firm which serves a number of national and regional Quaker organizations and many other nonprofit organizations, as BYM's new auditor; and we have recently engaged a Maryland-based law firm, Davis, Agnor, Rapaport & Skalny, to give us some needed legal advice and counsel regarding our organizational relationships, youth safety and transportation policies, employment policies, property arrangements, insurance coverage, and other matters. We believe both of these new relationships will help better guide and direct BYM in all its activities.

I have been honored to serve as an *ex officio* member this past year on your Program Committee, your ad hoc Healthy Organization and Purposeful Evolution (HOPE) Committee, and your ad hoc Growing Diverse Leadership Committee, as well as a participant of our monthly financial issues conference calls. As you will hear later this week in their reports, HOPE and GDL are proposing frameworks for the continuing growth and improvement throughout BYM for your consideration, seasoning, and implementation. I have also represented BYM this past year at the Ecumenical Leaders Group of the Central Maryland Ecumenical Council and the Metropolitan D.C. Interfaith Leadership Council, which groups help coordinate our shared advocacy for Spirit-led public policies and other services.

Looking ahead, I expect BYM to continue to “Grow Our Meetings” in spiritual deepening, in nurture and support to our members and attenders, in service to our communities, and in new people of all ages who want to learn about and participate in our Quaker ways. I heard a “weighty Friend” state at a conference last Fall her expectation (well grounded in recent times’ experiences) that the size of our Quaker community would continue to decline as a percentage of the national population in the years ahead. As I responded then, I believe that the community of Friends will grow as we continue to strive together, as we have from BYM’s origin over the past 345 years, to grow in Spirit and Spirit-led services for The World We Seek. We will also work together to promote the inclusion of people of color and others in our community and to engage with our youth and young adult Friends to foster their greater participation and leadership. Our Intervisitation Program will continue to thrive, we will keep working to provide mediation, healing and reconciliation assistance wherever needed, we will increase our faith-led public advocacy, and we will continue our efforts to increase the support and services for all our Meetings throughout all parts of BYM.

I have many Friends to thank for their advice and support this past year, starting with Yearly Meeting Clerk Ken Stockbridge and Interim Meeting Clerk Tasha Walsh, who have been wonderful to work alongside in so many ways. Ken and I have spent a few hundred hours since last July talking in the car, in meetings, on the phone, and exchanging texts and e-mail messages, and we still like each other! Tasha, thank you for your gifts to BYM and to me; and best wishes in your new endeavors. I’ve worked very closely with Clinton Pettus and the members of the Supervisory Committee—your advice, queries, directions and support have been essential and I honor our work and worship together. Among many others, thanks to Harry Tunis, Jim Lynn, Lee Henkel, Barbarie Hill, Gary Gillespie, Becca Bacon, Alison Duncan, Phil Caroom, Liz Hofmeister, and their respective committee members with whom I worked mostly closely this past year. I wish that I could have been more actively engaged in supporting the work of all our committees and working groups and participating with more of our local Meetings, with wishes that the HOPE proposals and other changes underway can allow your new General Secretary to do so personally and with other staff under his lead.

When I was hired, Clinton and the Supervisory Committee strongly encouraged me to get a support committee. It was good advice, and I have been blessed by the attention, support and guidance that Ramona, Adrian and Bill have consistently provided. Thank you deeply.

I owe a special thanks to our wonderful year-round staff, including Margo, Jane, David, Ann, Jossie, Dyresha, Emily, Jake, and Jessie; and especially to Wayne Finegar. Several months ago our treasurer, Tom Hill, asked me, “Bob, did you have any idea what you were getting into when you took this job?” “Tom,” I responded, “I didn’t have a clue.” And I would not have figured it out at all without the consistent help and support Wayne gave me from the day I walked into our office—cheerfully and effectively rendered while handling everything he does so well throughout the year for our community. I must also add Sheila Bach, our Annual Session Registrar and BYM’s archivist who comes to at our office every week from her home and office at Wilderness Center—our many conversations have lifted me up and kept me smiling. I cherish you all as my dear friends and colleagues.

Now to the most special member on my team. Becca, thank you so much for your constant love and support that have allowed us to undertake this wonderful (and occasionally exhausting) journey together this past year. I couldn't have done it without you. I promised to come back to our family and our farm, and now I will.

A few weeks ago, during our last long road trip together driving to Interim Meeting in Lexington, Ken asked me what I had gotten from this experience. After reflecting, I reminded him of an early report to the Supervisory Committee (on which he serves) on my monthly activities in reference to the Interim General Secretary's fairly extensive position description, which included an expectation that I "engage in the ministry of empowering staff members and volunteers to safely work, play, learn, and worship in a creative, spiritual community" and to provide "Spirit-led leadership for the achievement of the stated vision of the Yearly Meeting." In my written report and subsequent discussion with the Committee, I stated that I had had some experience in "ministering" with other Members within my Monthly Meeting, as led by the Spirit and Light within my Quaker understanding and openings, but I was seeking to understand and exhibit what was expected on how to lead such ministry in my new role within BYM. As I told Ken in response to his query, I very much appreciate the gift BYM has given me to deepen my experiences in this ministry.

In his recent book, "Life Lessons from a Bad Quaker," Brent Bill wrote, citing our founder George Fox:

We will "come to walk cheerfully over the world, answering that of God in every man [and woman]." We know that is true when we do something as simple as smile at someone we meet at a mall or are shopping next to in the supermarket. There is something down deep that responds to the gesture of a friendly smile from the heart. A ministry of mirth.

To walk cheerfully. What a joyous command. It helps us realize that our faith in Christ is meant to bring happiness and rejoicing, not despair and gloom. It is a call to the goodness of God and and enjoyment of his creation.

Let us learn to rejoice in the Lord at all times. We need to learn to enjoy ourselves, even as our Lord enjoys us.

Thank you again, and for the Light we share together, for all your support and for giving me this opportunity to serve as your Interim General Secretary. I hope I have given back some measure of what I have received. I cherish and enjoy you and all of our blessed community.

P. S. I would miss you but I don't intend to go too far away for very long.

In Peace and Light,  
Bob Rhudy

## ATTACHMENT Y2016-12

### TREASURER'S REPORT

Good afternoon. The annual Treasurer's report has the same two elements as my two previous reports. I report first on the almost completed **2015 Audit** and the follow up **IRS 2015 Form 990**. Second I review the **unaudited interim financials through June 30** for the Operating Fund.

The 2015 Audit produced a lot of good news and some sobering news. Our new auditor BBD, LLP is based in Philadelphia, has several Quaker institutions as clients and specializes in non-profit accounting. The Trustees chose them after receiving quotes from four CPA firms and interviewing two. We negotiated a good price. BYM has had good experience with BBD, with an understandable list of items to be Provided by Client ("PBC"), a site visit on schedule, clear explanations of the few issues they wanted BYM to correct, and an agreed draft of BYM's draft financials by the end of May. The CPAs produced a draft audit report on the numbers by early June, with only a few reclassifications to complete still open.

But BBD is better than our previous auditors, and that is both good news and bad news. BBD raised a new issue about three affiliated Quaker institutions listed on pages 25 26 of the 2015 *Manual of Procedure* in the *Yearbook*: Miles White Beneficial Society, Friends House and Friends Nursing Home. Our earlier auditors had overlooked BYM's power to elect a majority or all those corporations' trustees, which GAAP accounting treats as control. Right out of the box, BBD saw the significance and "qualified" their opinion on the 2015 financial statements because they had no opportunity to include in BYM's audit the other bodies' 2015 results. I have served as Treasurer of several Quaker bodies since the mid-1980s, and this is the first "qualified CPA opinion" any of them has received. However, the Trustees and the Interim General Secretary obtained a separate legal opinion, and we now understand that BBD made the right call under GAAP. It does not appear that the qualified opinion will cause BYM much difficulty, though the Trustees will monitor the situation closely going forward.

The June 30, 2016 Operating Fund financials present essentially the same situation as the parallel report for 2015. At the end of June, we have in hand nearly all the Camp revenues, we had not yet paid either of the two big Camps payrolls, and we had accrued few of the Camps' expenses. So the statement of activities shows a sizeable surplus, and we had good cash flow. That results simply from the timing of income and expense, and we'll need to await year-end to loudly proclaim our financial victory. In the second half, the Camp Property Management Committee will start the Catoctin Bathhouse replacement, and the release of restricted gifts to pay for construction will make the Operating Fund look better (if the contributions continue to flow). Also, we do know that Annual Session registration is healthy and the Camps had another nice increase in enrollment this year. So, the 2016 financials look good so far.

## **ATTACHMENT Y2016-23**

### **AD HOC HEALTHY ORGANIZATION AND PURPOSEFUL EVOLUTION COMMITTEE REPORT**

#### **REPORT TO BALTIMORE YEARLY MEETING**

**AUGUST, 2016**

In the summer of 2015, BYM's Interim Meeting approved the formation of the ad hoc HOPE Committee with the following background and charge:

#### **Background:**

Baltimore Yearly Meeting is an evolving community of worship. In 2014, the ad hoc Vision Implementation Committee passed on several needs for further work (section E). The health of our Monthly Meetings and the Yearly Meeting as a whole is essential to our organization's ability to minister and witness to our leadings. With many committees engaged in identifying needs and supports to fulfill their part of our vision, the issue of the organizational growth of BYM is at the forefront and needs urgent attention. Questions of staffing and finance as well as if a stronger executive function within BYM is needed remain unanswered. There is a desire to move forward in a spirit-led, purposeful way as we strive to support the many needs and callings identified by our evolving organization.

#### **Committee Charge:**

The ad hoc Healthy Organization and Purposeful Evolution (HOPE) Committee will continue to support the work identified and outlined in the ad hoc Vision Implementation Committee's 2014 report. Specifically, the HOPE committee was asked to explore and discern:

1. What is the best organizational and governance structure to sustain a healthy organizational environment for our Monthly Meetings and our Yearly Meeting?
2. What is calling to us in the next 3 - 5 years?
3. What make up of programs, staff, volunteer support will serve us best?

The HOPE Committee began meeting in the fall of 2015 and focused on the 1<sup>st</sup> and 3<sup>rd</sup> of these questions, sensing that the 2<sup>nd</sup> question was a broader topic than this ad hoc committee could handle. The eight members met by phone and in-person, with several full day sessions dedicated to the work.

We have had rich and wide-ranging discussions about the state of the Yearly Meeting and its needs. We reflected on what describes "healthy organizations," concluding that attributes include having clarity of purpose, roles, and goals; strong, open communication channels; and the capacity to address conflict respectfully and honorably. We shared observations that we have a rich, healthy, and vibrant Yearly Meeting with a tremendous cadre



of volunteers and staff carrying out important work that is Spirit-led and beloved by both those providing the services and benefitting from them. The large number of committees reflects that vibrancy to a large degree while also posing important challenges that require attention. We shared concerns about the relative roles of staff and volunteers and the importance of adequately supporting our volunteers and our staff, whose committee work in turn supports our local Meetings and their members and attenders. We explored a variety of staffing needs and concluded that ***programs need to be developed and proposed before determining the staffing needs for those programs and how volunteers can fit into the program work.*** Ultimately, our discussions focused on four key areas as reflected in our four recommendations. Cutting across these four areas were underlying needs to support vibrant local Meetings, support Yearly Meeting volunteers, and improve communication, clarity, and connectedness across the Yearly Meeting.

### **Summary of Recommendations**

The HOPE Committee now brings forth the following recommendations:

1. Create committee clusters to increase communication and coordination and decrease duplication of effort.
2. Adjust BYM staffing to increase ability for staff to focus on supporting local Meetings and volunteers.
3. Increase training and support for committee clerks.
4. Create an Executive Committee.

For each of these recommendations, below is a review of what the HOPE committee discerned regarding the background, the challenge, and the recommendation.

#### **1. Create committee clusters to increase communication and coordination and decrease duplication of effort**

**Background:** One of the primary purposes of Baltimore Yearly Meeting is to nurture and support vibrant local Meetings. This should be the focus of the committees' and the BYM staff's work.

*Faith & Practice (1988) states:* "The Yearly Meeting exercises only general oversight and loving care over constituent Meetings."

*The Faith & Practice Proposed Revision (2013) states:* "It is the Yearly Meeting that knits local Meetings into the Religious Society of Friends. ...Like a Monthly Meeting, the Yearly Meeting builds community, supports the life of the Spirit, discerns right action, and bears witness in the world. Like a Monthly Meeting, it carries out these responsibilities through shared worship, regular Meetings with a Concern for Business, ongoing committee work, and sponsored projects."

*The Manual of Procedure states:* "The Yearly Meeting establishes committees for the carrying out of its purposes."

**Challenge:** The list of BYM committees and working groups is long and these committees are engaged in a host of activities and programs. Due to the breadth of our work it is often challenging for each committee to know what activities, challenges, and programs all of the other committees are engaged in. Assuring that the BYM community is informed about all that is being done and that the committee members feel supported is becoming increasingly challenging.

**Recommendation:** Create “committee clusters” where committees with a similar focus/impact come together for better communication and coordination. For the past several years, the clerks of several committees whose work has a large impact on the budget meet together once a month via conference call for a finance meeting. This has proven to be very beneficial in improving communication between these committees in assuring that we are working together with the same information toward common goals. We suggest that additional committees come together, perhaps not as frequently, but with similar intention. Note that these clusters would not be decision-making bodies.

**Additional considerations:**

The clustering we see making sense is:

<b>Witness</b>	<b>Enrichment</b>	<b>Youth</b>	<b>Structural</b>
Indian Affairs	Program	Youth Programs	Stewardship & Finance
Unity with Nature	Development	Camping Program	Supervisory
Peace & Social Concerns	Advancement & Outreach	Religious Education (or enrichment)	Nominating
	Young Adult Friends	Junior Yearly Meeting	Search
Sue Thomas Turner Quaker Education Fund	Ministry & Pastoral Care	Young Friends Nuts and Bolts (?)	Camp Property Management
	Faith & Practice Revision	Educational Grants	Manual of Procedures
			Trustees

Working groups would fall under the Committee Cluster of the committee that they are under the care of. Committees and working groups may participate in any cluster they feel appropriate and send members to participate in more than one. These clusters are suggestions. We suggest that during 2017 Spring Interim Meeting, the committees forgo their regular meeting times and meet as clusters to explore improving communication, collaboration and support among and between committees. Subsequent cluster meetings would be published on the Yearly Meeting calendar and open to all.

## **2. Adjust BYM staffing to increase ability for staff to focus on Meeting support and Volunteer support**

**Background:** The *Faith & Practice Proposed Revision (2013)* states: Baltimore Yearly Meeting has staff to help Yearly Meeting committees get the work done. While many committees do not require staff, there are some programs that benefit from the help of staff to keep the programs running. Their experience and expertise enable the staff to supply the committee with information to make necessary and informed decisions, although the staff themselves are not further involved in the decision-making.

The *Manual of Procedure* states: 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.

**Challenge:** The administrative workload of BYM staff has increased substantially over the past three years, in part because of increased public regulation and reporting requirements on our camp and youth programs, and in part through our increased activities and staffing, including the new Growing Diverse Leadership program and staff provided through foundation funding. Staff are currently strained in fulfilling all their administrative responsibilities, with some work having to go uncompleted.

Some BYM committees are staffed; others are not. For those committees who do have designated staff, there is often a tension between the staff's role and the volunteer committee members' roles.

The role of the General Secretary is extremely broad and challenging, with divergent demands, both internal and external, needing attention.

### **Recommendation:**

- a. Revise the Administrative Manager position to an Associate General Secretary position, allowing the General Secretary to delegate some areas of leadership in order to increase overall the focus on supporting and nurturing vibrant local Meetings as well as the volunteers involved in the BYM committees.
- b. Convert the current part-time bookkeeping assistant position to a full-time administrative assistant position to increase staff support for the General Secretary, other staff, committee volunteers, and local Meetings.
- c. Highlight volunteer support as a part of BYM staffs' role by providing additional training to staff in current positions to help integrate this focus as appropriate to their role.

### **Additional considerations:**

A primary intent in creating the position of Associate General Secretary is to allow that person to have increased responsibility for the internal operations of the BYM office, under the direction of the General Secretary, providing greater overall support to volunteers leading BYM committees and working groups, and allowing the General Secretary to give

greater attention and time to working with local Meetings and members. Taking into account their respective gifts and in consultation with the Supervisory Committee, the General Secretary and Associate General Secretary would have discretion to divide among them the responsibilities for local Meeting support, spiritual nurture, committee support, volunteer support, and supervision of the BYM staff.

The full time Administrative Assistant position to replace the part-time bookkeeping assistant position (currently approved and funded to work up to 19 hours/week) would report to the Associate General Secretary and would provide administrative support to all year-round office staff. This role would promote more effective, efficient, and thorough implementation of essential and desired staff responsibilities, and allow the other staff to focus on increased support and service to volunteer support through the BYM committees, working groups, local Meetings, and their members and attenders.

These staffing changes would involve some additional staffing expense, which we believe would be modest and could be accommodated within the Yearly Meeting's finances. The position descriptions for these new position would be developed by the Supervisory Committee and ultimately determine the exact expense. Final approval of the position descriptions and the decision to create and fund the positions would go through established processes.

### **3. Increase training and support for Committee Clerks**

**Background:** Clerks of committees are volunteers picked from among the committee members. Committee clerks have a big impact on the effectiveness of the committee's work.

**Challenge:** There is a wide variety of experience in volunteers serving in this leadership role. There are guidelines shared with committee clerks, yet there is room for improvement and consistency which would potentially have a big impact on creating a more positive experience for both the clerks and the committees.

#### **Recommendation:**

Continue to provide clerking workshops and increase focus on building leadership skills in clerking and supporting new clerks and struggling committees. Incorporate existing 'best practices' into a Clerk Orientation Package; this could be provided by Nominating Committee with support from the Associate General Secretary. Make funds available for partial support to go to a clerking workshop. Provide a "mentor" for new or bewildered clerks. The resource pool could include IM and YM clerks, Nominating Committee liaisons, or those they recommend, possibly from Ministry and Pastoral Care, depending on the challenges.

### **4. Create an Executive Committee**

**Background and Challenge:** Occasionally, time-sensitive situations arise between meetings of the Yearly Meeting body where clarity is lacking regarding who is supposed to do what. Long intervals exist between meetings of the Yearly Meeting body, especially between October and March. Also, the Yearly Meeting could benefit from having an en-

tity which takes a broad, strategic, and long term view across the various committees and activities of the Yearly Meeting. Such concerns have given rise to calls for more clearly establishing an “executive function” within the Yearly Meeting. For example, the final report of the ad hoc Vision Implementation Committee (p. 11-12) noted this concern as one that it had not taken on but passed to the body of the Yearly Meeting.

Examples of where such an executive function might have been helpful include:

- Discussion of creation of ad hoc committees, such as HOPE and the ad hoc Growing Diverse Leadership Committee, including the development of committee descriptions and charges and the selection of members;
- Discussion of responses to the Shoemaker Fund when it asked for more information on the role the whole Yearly Meeting would play in the Growing Diverse Leadership effort;
- Discussion of communications strategy and approaches; BYM no longer has a web working group or publications committee;
- Development and oversight of our Meeting Visit efforts;
- Coordination and dissemination of Yearly Meeting policies;
- Coordination across committees with similar functions, such as finance, witness, and youth;
- Signing on to statements regarding emergent issues made by the Central Maryland Ecumenical Council, Virginia Interfaith Center for Public Policy, American Friends Service Committee, or Friends Committee for National Legislation; and
- Considering responses to Baltimore riots, Iran Nuclear Agreement, Paris attacks, etc.

**Recommendation:** Establish an Executive Committee which would include, ex-officio, the Officers of the Yearly Meeting, namely,

- Presiding Clerk (convenor),
- Clerk of Interim Meeting,
- Recording Clerk,
- Recording Clerk of Interim Meeting,
- Treasurer, and
- Assistant Treasurer,
- as well as
- Clerk of Trustees, and
- Clerk of Supervisory (if different from the Clerk of Interim Meeting).

The General Secretary would generally participate in meetings of the Committee. The Committee may invite the participation of other parties relevant to the matter under discussion.

The Committee would meet at least once per year and at the call of any member of the committee. The Committee would report at the next Interim Meeting or Annual Session on any actions it has taken, as well as make an annual report.

Primary functions of the Executive Committee would include:

- Advise the Presiding Clerk and Clerk of Interim Meeting;
- Endeavor to reflect the will of the Yearly Meeting body and apply existing policies to the best of its ability;
- Make time-sensitive, provisional decisions on behalf of the Yearly Meeting
  - when relevant guidance does not exist in the *Manual of Procedure* or established policies and practices of the Yearly Meeting, and
  - when time is not sufficient to hold a called Interim Meeting;
- Consider the needs and activities of the Yearly Meeting from a broad, strategic, and long-term perspective, looking across and seeking to coordinate its various committees and functions;
- Develop proposals and recommendations for consideration by the Yearly Meeting based on those deliberations;
- Help manage, coordinate, and promote compliance with Yearly Meeting policies.

### **Supplemental Consideration Regarding Public Statements:**

(separate from the recommendation)

The committee considered but did not reach unity on including the item below on issuing of public statements in the list of functions of the Executive Committee. At Summer Interim Meeting, 2016, there was worship sharing on public witness. The query used was “How do we publicly witness to concerning events that reach the national media?” See minute I2016-35. Issuing public statements in response to such events has not been the practice in Baltimore Yearly Meeting. The committee decided to present to the Yearly Meeting as a separate question whether we are led to make it our practice and whether the Executive Committee should have a role in discerning and issuing such statements.

- Approve necessary and time-sensitive statements made on behalf of the Yearly Meeting
  - when such statements have not had the prior approval of the Yearly Meeting or the Interim Meeting, or
  - when such statements are not already addressed by the policy of the Yearly Meeting as enunciated in its minutes or adopted statements,
  - after considering what relevant actions, statements, and policies have already been approved by the Yearly Meeting.

### **Laying down the HOPE Committee**

Finally, we recommend the HOPE Committee be laid down. Those assembled felt that we have fulfilled as much of our mandate as possible. The new Executive Committee can take on any areas requiring additional work and follow through.

## **ATTACHMENT Y2016-39**

### **AD HOC GROWING DIVERSE LEADERSHIP COMMITTEE (GDL) REPORT**

I'm Lauren Brownlee, member of Bethesda Friends Meeting and speaking today as a member of the BYM GDL Core Committee, grounded the presentation by reading two quotations: "Affirming that of God in every person, [...] we aspire to listen deeply and inclusively to each other, to actively welcome all." BYM Vision Statement

"The real radical is that person who has a vision of equality and is willing to do those things that will bring reality closer to that vision" Bayard Rustin

Thank you, Lauren. Hi, I'm Alison Duncan, a member of Adelphi Meeting, and you may remember me from my time as Youth Programs Manager. As you may or may not know, I was working at the same time in a personal role with other camp alumni to increase diversity at Catoclin. What you now know is that BYM received a grant from the Shoemaker Fund to integrate, streamline, and build on the various efforts toward diversity in the Yearly Meeting. With that, it was a pleasure to join my two passions for youth work and diversity work to join the Growing Diverse Leadership Committee. This committee includes core members and friends sent to it as representatives of committees. Core members include myself, Lauren Brownlee, Clinton Pettus, Josh Wilson, and Diane White. Representative committees are listed on the slide.

The Growing Diverse Leadership Program also includes STRIDE (standing for Strengthening Transformative Relationships in Diverse Environments) groups of young adults working to recruit, prepare, fund, and transport campers of color to camp. These are young adults who had some relationship to Quakerism but weren't attending meeting. Now they are holding fund-raisers at local Meetings and getting instruction about the structure of BYM, increasing their relationship with Meetings and knowledge of Quaker Practice, while at the same time increasing the participation and quality of experience of people of color in our camps. The Growing Diverse Leadership Committee is amidst a process of ascertaining various levels of diversity around the Yearly Meeting and deciding how to work to increase participation of young adults and people of color in our Meetings. We've had some questions about how to ascertain demographic information, and there are multiple ways listed in a FAQ document on the website ([http://www.bym-rsf.org/file\\_download/bfc16c28-f660-4d12-be5f-00e5598c41f2](http://www.bym-rsf.org/file_download/bfc16c28-f660-4d12-be5f-00e5598c41f2)). We suggest doing a survey of your Meeting generally to find out information you seek - ask Friends if they enjoy second hours or small group dinners, update information for the directory, and ask people to self-identify as one of the many questions.

Now Lauren will share with you some benefits a diverse community holds.

There are many benefits of diverse communities, but today I'm going to talk about three. Social science has proven that groups are made stronger through diversity. In research done on diverse vs. homogeneous groups, diverse groups perform better on tasks. In fact, one study showed that when participants were in diverse company, their answers were 58

percent more accurate. As one scientific study stated, “Diversity br[ings] cognitive friction that enhance[s] deliberation.” Being in community with people of different backgrounds and with different perspectives challenges our status quo. The different perspectives help open us to new ideas and encourage our comfort with healthy conflict that leads to progress.

A stronger community is spiritually enhanced community. Put another way, through our engagement with diverse communities, we are able to experience more aspects of the divine. This is something that the Working Group on Racism has long been holding up, and I have two quotes, each of which were brought to my attention by David Etheridge, who is both the clerk of WGR and a member of the core committee. The first comes from the book *No Future without Forgiveness* by South African Human Rights activist Archbishop Desmond Tutu:

“Our humanity is caught up in that of all others. We are human because we belong. We are made for community, for togetherness, for family, to exist in a delicate network of interdependence. Truly, “it is not good for man to be alone [Genesis 2: 18],” for no one can be human alone. We are sisters and brothers of one another whether we like it or not and each one of us is a precious individual. It does not depend on things such as ethnicity, gender, political, social, economic or educational status—which are all extrinsic. Each person is not just to be respected but to be revered as one created in God’s image.”

It’s hard to argue with that concept, but just as the Bayard Rustin quote states, we have to actively do the work to answer that of God in those among us.

One answer to the question of how to do that comes is radical welcoming. The book *Radical Welcome: Embracing God, The Other, and the Spirit of Transformation* by Stephanie Spellers explains:

“When God presents us with a holy opportunity to be stretched beyond our comfort—either by welcoming a particular group or by allowing that group’s culture and perspective to transform us—then we leap forward in faith . . . We might think we are blessing others by this act of welcome. And, indeed, there are many of us standing on the margins of our own communities, wounded by painful forces of political oppression and left out by the culture and habits of mainline churches. There are so many people waiting for hospitality that is not conditional, not dependent on meeting certain insider terms and leaving certain parts of their identity and culture at the door. For them—for us—welcome is an act of healing and homecoming.”

With this description of what it means to be welcoming in mind, we understand that we are better able to put our faith into action when we have a diverse body. Those of you who were here on Tuesday night heard Christina Repoley discuss the fact that our Quaker identity is best realized when action and worship are woven together.

It’s rooted in our testimonies. When discussing potential diversity work in a 2003 Listening Session with the WGR, one BYM participant stated: “I would love us to do that,



as active as we are about peace, it's all connected. It's the local version of peace." As we know, to achieve peace, we have to work toward justice. The best just work is done in solidarity WITH people who are at the margins, rather than FOR them. That genuine belief in mutuality is at the heart of the most impactful solidarity and justice work. As an Australian aboriginal activist group once powerfully stated, "If you have come here to help me, you are wasting your time. But if you have come because your liberation is bound up with mine, then let us work together." When we speak truth to power, we do much more effectively when we have arrived at our collective truth from discernment among diverse voices. Ultimately, it is that combination of strong, spiritually grounded, meaningfully engaged communities that we are working toward.

And now we'll go over to Dyresha Harris, Outreach and Inclusion Coordinator, who is helping BYM to get there.

I wanted to give context to this program and how I see it within the context. This spring I was at a conference and got to hear Jim Loewen talk. Some of you may know him as the historian and political scientist who wrote *Lies My Teacher Told Me*. He spoke about a new book he's written concerning the Civil War. In it, he posits that while most of us are taught that Emancipation was the most important outcome of this conflict in terms of charting the path of racial justice in this country, the period right *after* this momentous event was equally significant. Yes, he says, the union won the physical battle and the legal battle over slavery. But during the period of reconstruction, the Confederacy won the narrative battle. Because, in the years following the war, a hateful cultural backlash in both southern and northern media and popular culture justified the budding institutions of Jim Crow, lynching, mass incarceration and other forms of legalized injustice. This backlash applied not only to African-heritage people but were also joined by an increase in public anti-Semitism, anti-Chinese, and anti-immigrant sentiments.

As I listened to his speech, I was struck by the idea that—while we who bear witness often focus our attention on creating instances of significant change—the most tender, vulnerable, and decisive moments may actually be the period right after significant change. Change itself is only an idea, a suggestion of the universe, until our response to that change either moves it forward, throws it back, or allows it to slip away. And it is in precisely these moments, when it is easiest to rest back, that our commitment is most tested and our work most needed. Friends, I believe that we are in such a moral moment now. Here at the end of this historic presidency, as we experience a summer of violence, a resurgence of hateful rhetoric. Have you felt it... as you watch the news or talk to neighbors? That question mark, the collective teetering. We are at a crossroad both within the world and the Society of Friends.

To resist this backlash with integrity, for all the reasons that Lauren so eloquently described, we need to strive toward equity inclusion, and the beloved community, not just in someone else's country or someone else's neighborhood or someone else's places of worship (*although this too is important*), but within our own communities, our own meeting houses, youth programs, and retreat centers.

Another unique thing about this moment is the coming of age of a new generation: Millennials (defined as those between 18 and 34) are the most diverse generation in US history, by a significant margin. On national average the population of people over 55 is only 25% people of color, while those 35 and younger are almost double that at 46% people of color. In certain states this is even higher. For instance, in MD and DC over 50% of the young adult population is made up of People of Color. While an unprecedented percentage of young adults are PoC, the reverse is also true, with more than one in four people of color in this country as part of the Millennial generation. While our efforts for diversity will be about all ages, acknowledging and embracing this connection can offer hope for a more multi-cultural future if we recognize that our commitment to youth programming is an issue of ethnic diversity and that diversity is a youth issue.

This GDL initiative grew out of this link, starting with work that was being done at Catocotin by a multi-cultural group of young adult alumni, and by other individuals and Meetings throughout BYM. Camp is a place where many Quaker and non-Quaker youth have formative experiences of the Society of Friends, and we wanted to make sure this was available to many and many voices were part of that forming. Since its start, the original program has created notable change in both the number of campers and staff of color as well as the quality of their experience.

In STRIDE we have used the practical action needed to do this work to spur reflection and our reflection to inform how we take action; in the last 9 months we have:

- Recruited and oriented 25 young adult members to act as core and support members of a new STRIDE group in both Baltimore and DC while transitioning leadership in Philadelphia.
- Held bi-weekly STRIDE meetings in the different cities throughout the spring.
- Raised almost \$20K toward tuition costs. Including: \$1400 in grants and just over \$3000 from events put on by the STRIDE groups. And held 2 successful gear drives.
- Recruited, outfitted, prepared and transported 19 campers from Philly, DC, and Baltimore to participate in Shiloh, Opequon, and Catocotin.
- Organized and hosted 6 family events for participating STRIDE campers including orientation and practice hikes.
- Provided 8 inclusion and equity training and consulting sessions for staff of the camping program including programing at each residential camp and Teen Adventure. As well as an additional 2 day workshop for BYM office staff.

When we talk about work we do for youth and for a “future generation”, particularly one that is demographically “different” it can be easy to feel distanced or separate. Let us not think of a generation coming up behind us, but rather of current and potential community members all around us. People who are us...right now. Because as an outreach and inclusion coordinator, as a member of BYM, and as a millennial person of color, I want to be clear, to stand together in the face of backlash in this most tender and pivotal of moments, and to work towards a connectedness that many in this room have been striving for over a lifetime; it will take all of us. These issues affect Friends of all backgrounds and ages. You are a part of this moment and this movement. We want you. We need you.

Often we hear and feel the yearning from meetings for opportunities to connect with young adults. These activities give STRIDE members a chance to unite with other members of the BYM community and other Quaker organizations around a common goal and give meetings and committees an opportunity to support the leadership and passions of young adults. For instance:

- Adelphi Friends hosted part of the Orientation day for DC STRIDE members allowing us the space to have a cross-over meeting with the core members of the Growing Diverse Leadership Committee.
- Homewood Meeting provided the perfect venue for the “Dinner & A Movie” event put on by Baltimore STRIDE where an intergenerational group dined together, watched *Inside Out*, and raised over \$700 for camper fees.
- Sandy Spring Meeting’s Religious Education Committee contributed to fees for two of the DC STRIDE campers.
- STRIDE groups received a \$5000 grant from both the White Richardson and the Miles White Foundation.
- Members of other BYM committees have been invited in to speak or visit during STRIDE meetings.

At the same time, in the GDLC we have begun taking some of the principles of the STRIDE groups and applying them to the broader BYM community, allowing for greater collaboration here as well. One example is relationships or person-centric growth. In the BYM Camps this involves recruiting through relationships, and creating STRIDE groups to sustain ourselves in the work. In the broader BYM community this involves reaching out to local meetings to see who would be interested in starting a working group dedicated to looking at issue of racial equity, diversity and inclusion within their meetings and connecting these groups as mutual resources. Members of the Working Group on Racism have taken on making these contacts.

Another pillar is Practical Support & Inclusion. In the camps, this includes assessing concrete needs such as transportation, financial assistance, and gear, then providing access through fund-raising and connecting campers with previous campers who have unused tiny backpacks. In the broader BYM community, this includes the work the Yearly Meeting Clerk and the Nominating Committee as well as the HOPE Committee recommendation to provide training and support for committee clerks. Also, Gene Throwe, GDLC member from Friends Meeting of Washington and a Quaker Chaplain at American University, is hosting a session on creating a campus ministry at a university near your Meeting here at Annual session on Saturday during workshop time.

The third pillar we will talk about today is Prepare/Reflect/Communicate. In the BYM Camps this includes recording demographic info, providing orientation sessions & practice hikes before camp, regular conversations and inclusion audits during camp, and feedback sessions after campers attend camp. In the broader BYM community this includes tracking of progress on the BYM demographic survey to get a baseline of where we are with regard to the participation and leadership of Young Adults and People of Color in local meetings. WGR is providing materials on how to audit your own Meetings and will be available to do workshops. A member of the Development Committee is working on a survey for

BYM camp participants and alum to assess experience of and connection to Quakerism. Members of the Advancement and Outreach Committee and Young Adult Friends are collaborating to conduct a survey throughout the summer of Young Adults who do and do not participate in their local Meetings. The intent is to learn more about draws and barriers they experience. Similar information has been gathered from the New York Yearly Meeting's Quaker party for East Coast Young Adult Friends in June.

As you feel led, there are ways to support the STRIDE groups, the Growing Diverse Leadership Committee, and a need for individuals to start groups working to increase diversity in local Meetings.

As I've reflected on why I was guided here to do this work in this place in this moment, I've realized that this faith is a force. It is a force in the outer world. Not a force like an army that divides or dominates, but a force that unites and moves forward like a great wave of Light. Not exceptionalism, but has a unique truth to offer. Deep belief of that of God (Light) in everyone. It is significant that the Society of Friends be engaged in these issues at this moment. Significant that meetings in this regional area be engaged in this issue at this time. It is a force in our inner world. Clearly our faith calls us to do this work of justice, equity, and honoring the Light in all, and the spirit does not call us to paths where it will not guide us. No matter how big the challenges we face in this work, none of them, not bigotry nor apathy, not ignorance nor misunderstanding, not fear nor self-doubt is bigger than the Light we have within us when it shines together. The universe has whispered change to us. I'm inviting each of you to come shine it forward.

## **ATTACHMENT Y2016-39**

### **UNITY WITH NATURE COMMITTEE PROPOSAL ON CALCULATING CARBON FOOTPRINTS**

**For consideration by Baltimore Yearly Meeting at Annual Session 2016**

*You will say, Christ saith this, and the apostles say this, but what canst thou say? Art thou a child of the Light and hast walked in the Light, and what thou speakest, is it inwardly from God?"*

*George Fox*

#### **Background**

Unity with Nature Committee's mission is "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." This mission led us last year to introduce to BYM meetings a Shared Quaker Statement on Climate Change embraced by Quakers around the world.

The Shared Quaker Statement acknowledges that human activities are exacerbating changes in the earth's climate, and it calls us "to work for the peaceable Kingdom of God on the whole Earth, in right sharing with all peoples". It calls Quakers to live justly and to recognize our "moral duty to cherish Creation for future generations."

In keeping with the Quaker Climate Change statement, UWN asks f/Friends to consider their individual carbon footprints as well as that of their meetings. We offer guidance in tracking your carbon footprint as a form of witness to your right sharing of the earth's finite commons. Carefully examining our actions enables us to actively find our path to the peaceable kingdom, revealing steps needed to share the earth's resources more equitably and to live more sustainably. Unity with Nature offers an interactive "Next Steps" document which suggests many ways to begin living more simply and to reduce our carbon footprints.

Unity with Nature Committee asks individuals and monthly meetings to join us in tenderly accounting for the impact of our individual and collective lives on the troubled earth. We invite you to become experiential witnesses in our own time to the power of carefully living in right relationship with creation.

### **Proposal**

Unity with Nature Committee requests that BYM approve the following proposal:

Baltimore Yearly Meeting embraces the request of its Unity with Nature Committee that individuals and Meetings make efforts to determine their own carbon footprints as a guide to their "Next Steps" toward living in right relationship. Using our fair share of the atmosphere's limited capacity to absorb carbon moves us closer to the peaceable kingdom. The Yearly Meeting will forward this request to local Meetings to share with their members and attenders.

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*"So let your lives preach, let your light shine, that your works may be seen, that your Father may be glorified; that your fruits may be unto holiness, and that your end may be everlasting life."*

*George Fox*

## **ATTACHMENT Y2016-49**

### **JUNIOR YEARLY MEETING REPORT**

Greetings, Friends. My name is Carol Seddon from Stony Run, and I join Ellen Arginteanu from State College. "Settle in, become clear together, help others." That is the theme of Junior Yearly Meeting this year. Junior Yearly Meeting creates programming for the children age 0 through JYF (middle school). We are so lucky to have all of these wonderful children with us on this journey as we create our Yearly Meeting community. The adults, young adults and young friends who join together to support our children are also a gift. Be sure to share your gratitude – Ellen and I can only do this job because they are doing theirs. Thank you all.

We have spent time together playing, exploring and growing. In our new home, there are many new things to do and see. Did you know that one could climb the trees on the quad?

This week, our nursery kids had the chance to watch rockets being launched, and our JYFs have started creating a Quaker, live-action version of Pokemon Go beginning with the query – what do we collect at Yearly Meeting? Our afternoon program took a trip to the community pool for some swimming time and evening program continues the tradition of a community wide Capture the Flag game – an opportunity to watch 5 year olds and 15 year olds work together to create teams, break each other out of jail, and capture the flag.

We have about 30 kids with us this year. This is roughly the same number that we had last year, and we are sad to notice that the youngest among us are absent. We have very few in the nursery, and the kindergarten and first grades children are not here. This is a concern for our future. So, we ask the whole community to consider the question – is it important to have children at Yearly Meeting? If so, how can I create more opportunities for kids in my home community and my life to have this amazing gift. We need your partnership to bring more children to Yearly Meeting.

Please let Ellen and me know if you have any questions or concerns or if you would like to spend some time helping with the JYM programming – we have many opportunities for you to spend time with our kids. Please join us!

## **ATTACHMENT Y2016-51**

### **GENERAL SECRETARY'S REPORT**

Ned Stowe, General Secretary  
Brief Introductory Remarks  
Annual Session, Eighth Month 6, 2016

#### **Gratitude. . .**

- For the living Spirit that sustains and inspires us
- To the gathered meeting for your kind welcome.
- To the staff and out-going interim GS Bob Rhudy for helping in the transition
- To the members of the ad hoc GS Search Committee, Supervisory Committee, and Friends near and far who joined in the discernment process that brought me here.

#### **Three brief stories of what is inspiring me today as I begin my service and ministry with BYM - by way of introduction. . .**

##### **1) Discernment and action in spiritual community. . .**

Our theme this year speaks directly to what brought me to the Religious Society of Friends many years ago. As a young adult community activist and organizer in Columbia, Missouri, addressing issues of peace and justice, I kept running into Quakers, addressing the same concerns.

Of course, there were not that many Quakers in central Missouri. In fact, I just kept running into the same three Quakers – whether it was campaigning against the death penalty, the military draft, the war in Central America or the nuclear arms race.

I became curious about what made them tick. What was it in the Quaker faith and practice that inspired and sustained them? So I went to my first Quaker meeting.

Becoming a Friend was a slow process for me. I was suspicious of organized religion (and even disorganized religion). My main concern was with advancing social change, peace, justice – action in the world.

But in pursuing this passion for social change and action, I was introduced to more Quakers. I read these books on social change from a group of Quakers in Philadelphia called the Movement for a New Society. I learned new ways of organizing, building consensus, facilitating meetings, building a movement based on equality and respect for all people. The saying “There is no way to peace, peace is the way” (A.J. Muste) became my organizing mantra.

To make a long story short, over time, I began to understand and appreciate what made Quakers tick: discernment and action in spiritual community. I became a Friend.

## 2) “Why is this place so white?”

I grew up in a community cooperative of 100 families in West suburban Chicago. It was founded by members of the Church of the Brethren in 1946, but the community was dedicated fundamentally to advancing the diversity that we are talking and agitating about today. My friends and neighbors were African American, Nissei, and Caucasian, Jewish, Buddhist, Christian, and atheist in roughly equal proportions. We lived in intentional community. As a child growing up there, I benefited from all of the blessings of social and cultural diversity that we heard described yesterday in the report from our Growing Diverse Leadership Committee.

But we were surrounded by a dominant white DuPage County society that rejected the very notion of religious and racial diversity. For me and my Coop friends, the sharp edge of that rejection was experienced in school where we struggled against racial oppression.

Fast forward a couple of decades. . . I am married to Amy with two children. We have moved to Silver Spring MD so I can begin work at FCNL. We are immersed as a family in the rich racial, economic, linguistic, and cultural diversity of my kids’ local public school and PTA where we as whites are a racial minority. Welcome to the world! The relationships we build are full of many blessings – and many challenges. This is our community.

But something important was missing in the classroom. . . the life of the spirit was too often neglected and suppressed by negative, harsh discipline, exhausted, over-stretched teaching staff and the tremendous challenges and hardships faced by many in our community (poverty, immigration issues, military deployments). We felt our children were falling through the cracks. Everyone needed and deserved much more positive attention. It was a difficult decision for us, to leave our local school community, but we decided to move our children to Sandy Spring Friends School. And, as such, we exchanged one set of blessings and challenges for another.

The greatest thing that we sacrificed and that I regret was diversity. This became immediately apparent. After his first day at the new school in the third grade, my son Andrew asked: “Why is this place so white?” No good answers.

Much has changed for the better at Sandy Spring Friends School in terms of diversity and in the broader Religious Society of Friends since then. And my son’s concern for racial disparity continued through college where he studied the history of race relations in the U.S. But much more is needed. I miss, need, and seek more diversity in the Religious Society of Friends. How can we make that happen together? Allison, Dyresha, and Lauren gave us some great ideas yesterday.

### **3) Meeting for worship with a concern for building**

I always wanted to build something. And in 2008, at Sandy Spring Monthly Meeting, I got my wish. I was invited to serve on the Trustees Committee just as plans for renovating our Community House were beginning to gel.

This is where I have expanded and deepened my experience of Quaker faith and practice – to the development and management of a complex project in spiritual community.

As many of you know, it can often take many years (and the patience of Job) to bring a Quaker building project to reality. For many, that can be a self-defeating challenge, but I believe for Friends, this is an enduring strength. At Sandy Spring, we took the time to discern carefully and to build unity for action in our spiritual community. And this has made all the difference.

As a case in point, a few months ago, our construction site supervisor was advising me of a number of expensive change order proposals that would be coming our way for decision. He shook his head apologetically, empathizing with what he thought would be my difficulty in getting our Trustees to approve these additional expenditures. He serves on the board of trustees at his Methodist church. He said that if he brought this kind of news to his board, it would not be easy. He would face stiff resistance.

But in thinking about this, I felt no concern whatsoever. Our Meeting was in unity behind this project. We have reported and consulted with Trustees and the Meeting regularly throughout the process. We are in this together. We are moving together. And in this is our strength. I had no concerns bringing these change orders to the Trustees. We are proceeding in unity in the Spirit.

### **Moving forward. . .**

These are some of the life experiences I bring with me into service with BYM. I look forward to walking with you in the years ahead – discerning and working together in spiritual community, creating and growing a more diverse community, and building the next generation of Quaker leaders. Together, as way opens, may our lives speak to (in Howard Brinton’s words) “the uniting power of the divine Spirit. . . to overcome all disunity everywhere” - among us, within us, and in our relationship with God.



**ATTACHMENT Y2016-54**  
**FRIENDS WORLD COMMITTEE FOR CONSULTATION REPORT**  
**ON THE WORLD PLENARY**

Friends World Committee on Consultation  
World Plenary Meeting  
Pisac, Peru - January 19-27, 2016

**Theme: Living the Transformation**  
**“Creation waits with eager longing for the revealing of the children of God.”**  
**Romans 8:19.**

**Transformation requires space in our hearts, it starts from within;  
it is limited only by human imagination, selfishness and pride.**

BYM sent four representatives to the international gathering of Friends in Peru in January. They were Michael Doo (Stony Run), Jason Eaby (Nottingham), Bette Hoover (Sandy Spring) and Kristin Loken (Shepherdstown). Chuck Kleymeyer (Langley Hill) attended as a member of the executive committee of the FWCC Section of the Americas. FWCC is like the United Nations of Quakers and representatives from yearly meetings and the regions are its ambassadors.

The January gathering brought together 320 Friends from 37 different countries - 90 were under the age of 35. Over the weekend the attendance grew as 100 + local Friends from Peru, Bolivia and other near-by yearly meetings joined the event. There were representatives from 77 yearly meetings plus 10 monthly meetings and worship groups (not located within a represented yearly meeting). Conservative, evangelical, programmed and un-programmed Friends gathered; worship was shared from all perspectives. Translations in the three main languages spoken – English, Spanish and French-were available at all times. Songs were sung in other languages such as Kiswahili, Aymara and an ancient Maori language. Shared meals, worship, consultations, workshops and home groups offered opportunities for Friends to get acquainted and share stories from home.

The following four consultations were offered to participants throughout the week.

- Ministry and Leadership: developing the ministry and leadership we need, encouraging living ministry among Young Friends; generating new ideas for a pilgrimage for Quaker youth that spans across all Sections and involves larger numbers o
- Living Ministry Communities: creating Quaker communities that are active and vital and energizing, encouraging membership and spiritual growth for Young Friends and seekers; encouraging communities to embrace generational change.
- Sustaining Life on Earth: inspired by the Kabarak Call (from the last international gathering in Kenya) for Peace and Eco-justice, developing worldwide Quaker collaboration for environmental, economic, and spiritual justice.
- Equipping FWCC: serving the worldwide Quaker community, developing flexibility to face challenges while maintaining organizational integrity and sustainability, looking at meeting requirements and governance changes.

Discussions were lively in the consultations and usually included at least 2 languages. Waiting for translation could be an opportunity to center and listen more deeply. Reports from the consultations included action items to share with Friends at home and were included in the minutes at the final meeting for business.

Michael Doo reported, “The Young Adult Friends met three times during the week. During these sessions, we got to know each other and strengthened the bonds across our global family. It was in the last two sessions that the Spirit really moved among us. We realized that we need stronger connections to other Young Adult Friends in our Sections as well as to others across the world - so we can lift our voices up together. To that end, we formed a committee with Young Adult Friends from each section to take on the work of strengthening bonds and listening for a call to gather global Young Friends together. At our final session, we formed a prayer group around those who agreed to serve and shared powerful ministry whilst laying on of hands.”

Bette Hoover tells a story from her home group that is reflective of the Gathering. Two participants – one from the US and the other from Europe-were differing on ways of worship. An older Bolivian woman from the highlands, who is a third generation Quaker, elderd the two women by quoting George Fox. She essentially told them that Fox would be disappointed. That people have forgotten about the power of being filled with the Light and, instead, they bicker over how it is to be experienced. She lamented that because of this, we (Quakers), are losing a lot of the Light that slips away from us. She had powerful hand motions to go along with her words. The visual of those moments are frozen in time.

Constitutional changes were approved with much discussion. The most controversial of the changes was moving the requirement for plenary meetings such as the ones in Peru and Kenya from every 4 years to every 12 years. Everyone present affirmed the substantial benefits of FWCC and international gatherings on Quakers. Some of the benefits of internationally gathered Friends include:

- gaining a broader and deeper understanding of Quakers in the world and the role or Quaker organizations
- an opportunity to appoint representatives to world bodies like the UN and the World Council of Churches
- worship sharing with Friends from varied practices
- nurturing the world-wide community of Quakers.

Unfortunately, donations are declining and the cost of world gatherings is increasing. Besides the cost involved, there is the issue of the carbon footprint with so many people traveling such long distances to attend. For current staff in the world office, it requires 4 full years to plan and organize each world gathering. This leaves little time for other activities. Finally, it was decided to hold the next World Plenary in 7 years with youth gatherings more frequently.

Kris Loken observed that Friends at the gathering were willing to think outside the box and seek to adjust their Quaker values to the problems and concerns of the 21st century. Following are some additional observations she made.

- Friends have a desire to create Quaker worldwide networks.
- There is a willingness to increase the use of social media and the web; possibly to create online Meetings for Worship.
- There is a need to create an international Monthly Meeting that people could join who do not live near a Meeting or Worship Group, who don't wish to attend their local Meeting or who travel a lot. (There is already an International membership thru FWCC for isolated individuals and worship groups.)
- Some Friends practice the "Food Basket Challenge" as an opportunity to "walk in the shoes of the poor". It suggests spending only the amount on food each month that a poor person spends.
- There is a desire to establish more Quaker guest houses around the world.
- There is a need for a Quaker Fund-Raising 101 course to teach the basics of fund-raising and share effective techniques.
- For economic inequality within a Meeting community, a fund could be established so that those who have more, give, and those who need, receive. In Johannesburg, SA, the value of one month's groceries is used.
- Permit worship groups and other gatherings of Friends to become full Meetings, e.g., gatherings of young friends around the world or Friends United with Jesus.
- Encourage "pop-up" Meetings; ones which are taken to where they are needed such as disaster sites, civil rights demonstrations, social justice actions, violent situations.
- Listen to the ideas of younger Friends. Some of their suggestions included: a worldwide gathering of Young Friends and a Young Friends pilgrimage for those over 18.
- Increase the work of Quakers around governance (a key topic for the future).
- Re-imagine a First Day School that is more service oriented and educates Quakers of all ages, perhaps held prior to Meeting for worship (for more on this subject you can talk with Beth Collea, Religious Education Coordinator, New England Yearly Meeting record@neym.org)
- Offer more online courses such as those from Woodbrook (UK) and Pendle Hill (USA).

Here is some Quaker trivia gathered by Kris:

- in 2012 there were 377,055 Quakers in the world in at least 80 different countries
- Africa has 52% of all Quakers worldwide; Kenya has the largest population and is followed by Burundi
- there are Quaker meetings/churches in surprising places like Russia, China, Bhutan, Palestine, and Cuba
- in the Americas, Bolivia, Guatemala and the USA have the most Friends
- in the USA, all areas except Baltimore Yearly Meeting are losing Quaker population and declining in donations
- North Carolina has 5 yearly meetings representing all the Quaker sects (Conservative, Programmed, Un-programmed and Evangelical)

Compiled by Bette Hoover

### **Section of the Americas Report**

The work of FWCC goes on after the great Gathering in Peru. Some things to note:

October 2nd is World Quaker Day. The theme this year is “Inspired by Faith, witnessing together in the world,” focuses on FWCC’s mission—Connecting Friends, Crossing Cultures, Changing Lives.

Please put this date on your calendar and plan an activity which will dramatize the theme. It can be as simple as a message in meeting about how your life has been changed by faith; it can be an activity of community service, or of outreach. Or it can be a simple celebration. Whatever you do, you can share it with FWCC, by e-mailing it to the website or by posting it the FWCC’s world office’s Facebook page.

At the representative’s meeting online, we heard about the activities of Godly Play in Guatemala, Honduras, and El Salvador. 432 Friends were trained in the use of this approach to Religious Education. Another exciting resource for Latin American Friends is the translations of the Quaker Speaks videos into Spanish. They are available as Habla Amigos.

The Section of the Americas will meet on March 23-26th in Pittsburgh PA. Not exotic for us, but exciting for those from Latin America. I hope there will be opportunities to meet with Latin American Friends before and after the section meetings. If so, think about inviting a Latin American Friend to visit your Meeting.

written by Judy Seaman (Buckhannon), FWCC Representative,

## **ATTACHMENT Y2016-55**

### **FRIENDS UNITED MEETING REPORT**

Report to Baltimore Yearly Meeting

Annual Session, 2016

Georgia Fuller, Langley Hill

BYM Representative to the General Board of Friends United Meeting

Friends United Meeting has been moving toward becoming a world-wide Quaker community of mutual respect and faithful practice. In 2014 the General Board was divided into two regions—the North American/Caribbean and the African region. The Executive Committee, which is comprised of members from both regions, meets regularly by conference call. Board members are encouraged to attend both regional meetings. For example, our June 20th meeting had fourteen Board members from the United States, two from Cuba, one from Jamaica, and two from Kenya. As we labor to form a global, spiritual partnership from what began as a colonialist, missionary organization, I am reminded of that nuanced curse, “May you live in interesting times.” Our way forward will not be without bumps, potholes, dead-ends, and U-turns. But integrity and vision compel us to search for unity with each other as we labor for the Peaceable Kingdom.

Over 40% of the world’s Quakers live in East Africa. I took a photo after chapel in Kenya of what global Quakerism looks like today. I’m standing in the back row, surrounded by nineteen members of the Luhya tribe—teachers and students at Friends Theological College. It’s difficult for us to imagine, much less understand, the conditions under which our Kenyan Friends practice their faith. For example, an unpaved, rutted, two-track pathway

is **the road** that separates the FTC campus from land that belongs to East Africa Yearly Meeting. Sometimes the toilets flush at the College and sometimes they don't. Sometimes the public electricity works and sometimes it doesn't.

With the expertise of Jim and Donna Hocksema, FUM is installing a solar system at the College to keep the lights on after dark. Dark in the equatorial highlands of FTC crashes down at 7:30 pm. The first stage in the installation required hard labor, ingenuity, and patience. Trenches for the wiring from the first solar array to the buildings were dug by hand through several feet of red clay. The metal rebar used to strengthen the concrete foundation of the columns, which support the solar panels, had to be shaped by hand. Stores in Kenya only stock metal ladders and you can't work around electricity while standing on metal. Our Friends built a wooden ladder. Off and on in April, the spring rains turned the worksite into a sea of mud. But Jim and our Kenyan Friends persevered.

Quakers had come to Kenya in 1902. The first Quakers came to the shores of Gibara, Cuba in 1900. This June, 2016, Quakers in Gibara welcomed Cuba's first meeting of the General Board of Friends United Meeting. It was a celebration! Our Cuban Friends even air-conditioned some of the dormitories for us and painted the church and conference center. I took a picture of Riley Robinson at the Gibara center, standing on the newly painted yellow staircase with red trim, trying to capture the brilliant tropical moon with his camera.

Government regulations in Cuba are easing, so now local meetings can pursue income-generating projects. It is also becoming easier to address the spiritual needs of people. The General Board climbed into a truck with metal seats, six-wheel drive, and tires about a yard in diameter. We sweated and bounced our way over rutted roads to little mission churches in rural areas. I've been asked about sight-seeing in Cuba. But our Friends in Cuba have been isolated so long that they wanted to see us. We were too busy "being the sights to be seen" to be the sight-seers ourselves.

Blessedly, we norte americanos traveled in an air-conditioned bus most of the time with Linnette from Jamaica, Joy, Sammy and Joyce from Kenya, and the leaders of Cuba Yearly Meeting. The faith and practice of Cuban Quakers include service. They collect and deliver food and medicine to their neighbors. The large churches in Gibara and Holguín have systems to purify water. They encourage neighbors to come take their purified water. On my last day in Cuba, I drank some water in an international restaurant and was sick for almost ten days. So I can personally testify to the importance of providing safe drinking water, whether we call it a ministry, a witness, a testimony, or a service.

Our Cuban Friends have anticipated that the end of the Castro era will bring a period of readjustment. Readjustment is inevitably a time of tension, perhaps even chaos. In anticipation of the coming readjustment, our Friends began the Cuban Quaker Peace Institute in 2013. The Institute has just graduated twelve certified mediators. Their motto comes from William Penn, "Let us try, then, what Love can do."

To accommodate Walt Fry and me, who had to leave the gathering early, our Cuban Friends hired a car—a 1952 Chevy. Grabbing the handles to roll down the windows filled me with

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childhood nostalgia, but I definitely mourned the lack of air conditioning. The car's engine sounded like an old truck, but it still runs, thanks to Cuban ingenuity.

Last February I had a chance to visit Belize. In the 1970s a Belizean, named Sadie Vernon, challenged Friends in the mid-west to start a school for boys who had failed in the public system. This second-chance school is now coed and prepares students to pass their primary school exit exams so they can enter a high school or trade school. The government has asked us to expand the Belize Friends School. Our main business at the Board meeting in Cuba was to approve a step by step plan to sell the properties we own in Belize and apply for grants in order to buy and renovate a larger building that will serve more students and offer classes to their parents.

Our FUM school serves Belizeans who live on the wrong side of the river—away from the tourist trade, the big hotels, the beaches, and the government buildings and parks. The wrong side of the river has become a corridor for gangs and drug and gun trafficking. Our current school building opens directly on the street. I walked from the sidewalk through the front door and was immediately in the only classroom. There is no safe buffer zone between the street, the sidewalk and the first line of students' desks. The students' parents have asked Friends to find a more secure building. We are looking for a larger school building, we are also looking for one surrounded by a fence with a front yard and an entrance way. We would like enough fenced land to teach gardening and to offer our students a safe athletic court and a field where they can burn off some of their teenage hormones.

Last year I reported that one of my main concerns as a Board member was the financial situations in Kenya. Unfortunately one lingering side effect of colonialism is embezzlement. In some places it is like cottage industry. In an effort to eliminate theft in our African Office and our College, the books had been managed by two teams, each composed of one Kenyan and one North American. Unfortunately the post-graduate degrees of both American Quakers were in theology, not accounting. Also by May of 2014 both Americans had returned to the US.

In 2015 my concerns were alleviated when our Kenyan staff hired a Kenyan accountant, who is skilled in investigation. He uncovered embezzlement by an employee in the African Office and one at the College. The perpetrators have confessed. Kenyan Quakers, themselves, are taking the responsibility of pursuing restitution and, if necessary, legal proceedings. This marks a very public step from a colonial mind-set to community empowerment and the elevation of servant leadership among our Kenyan Friends.

Another example of servant leadership is my student, Daniel. Last April he was chosen as head student of FTS's school-based program. "Head student"—think Harry Potter; "school-based program"—think part-time intensive college courses. In accepting the honor, Daniel said, "Leadership is not about position. It is about service." I have been a visiting lecturer for Friends Theological College and I have taught Daniel for three years of my five years there. I know how deeply dedicated he is to improving his own skills in order to serve and empower others. Daniel represents the new wave of Quaker leaders in Kenya and in the world.

Last year I also expressed concern about how we finance our staff abroad, especially the directors of our two major institutions, Ramallah Friends Schools and Friends Theological College. This concern will be a major agenda item at our October 8th meeting of the General Board.

I am convinced that the 21st century will see the rise of the Southern Hemisphere. The world is turning upside down, and our Quaker world is turning with it. I am equally convinced that we need to be engaged in over-turning the remaining vestiges of colonialism and elevating relationships of mutuality. I also believe that our more liberal voice is imperative to the future of Friends and to the wider world. One significant vehicle for our engagement in the 21st century is Friends United Meeting.

Yet, FUM has a very diverse membership and an extremely complex organization. After two years I am still floundering to find the most effective way that I can make our voice heard. The learning curve is long and steep. Therefore I am grateful that our Nominating Committee has been flexible with terms for our representatives. For example, Riley Robinson will be serving for eight consecutive years instead of the usual six. Walt Fry had a six-year break and is now serving his third, three-year term. Seniority and institutional memory are important prerequisites for our effectiveness.

Thank you Friends!

## **ATTACHMENT Y2016-56**

### **FRIENDS GENERAL CONFERENCE REPORT**

August 2016 Report to Baltimore Yearly Meeting  
from its representatives to the Friends General Conference Committee

This past year has been a one of challenges, unexpected changes, and deepened reflection for the FGC Central Committee and the members of all of the supporting committees that make it up. Before our annual meeting in October, 2016, we did not anticipate the news that a feasibility study for a new capital campaign found that no campaign should be undertaken this year. Instead, the report recommended that we do the following:

1. Clarify our mission and purpose so that our work is mission driven rather than program driven;
2. Look at our income and realistically balance our income and expenses in a way that is sustainable over time;
3. Have the grit and confidence to make hard decisions and live with them.

Treasured and valuable projects and programs had to be addressed with clear eyes. Discernment does not come easily, even to Friends!

- Quaker Quest and the New Meetings Project were funded by grants that have run out, and these were discontinued.
- The Traveling Ministries Program was laid down.
- Quaker Bridge, our self-publishing program, was discontinued.

- Couple enrichment will no longer be under FGC's care, but will continue as a largely independent project.
- We are working to make QuakerBooks more self-supporting. It was moved from Philadelphia to Pendle Hill, where it can receive walk-in business, and it has partnered with Quaker and Fair Trade Vendors to offer new kinds of merchandise. We are happy to report that as of this spring, there has been a 41% increase in sales and a reduced costs of goods. Other structural and staff changes have been made, and their effects will be evaluated over time.

As the year unfolded, we focused on these three goals:

- Fostering and nourishing collaboration among yearly and monthly meetings.
- Growing and strengthening the Religious Society of Friends.
- Fostering a more inclusive community

This spring Rachael Ernst-Stalhut was hired to coordinate the new Spiritual Deepening Program. Its goal is "to bring the full depth, joy, and fire of Quaker faith and practice to our daily lives, to our meetings, and to those who come to our meeting as seekers." This program is expected to be available to Meetings everywhere this fall.

Also this spring the Executive Committee agreed, after painful discernment regarding the best use of scarce resources, to lay down Stewardship Services for the present. The committee is committed to a renewed Planned Giving program which will focus on the most useful aspects of Stewardship Services.

Our Ministry on Racism Program directly supported a large number of the more than 500 Quakers attending the White Privilege Conference this year, and the Summer Gathering at College of St. Benedict in St. Joseph, Minnesota offered a pre-gathering retreat for Friends of Color and Their Families. This retreat creates an opportunity for Friends of Color to know each other more intimately and to form a web of support for each other during the remainder of the Gathering, especially important because many of these Friends are the only person of color in their local Meeting.

We were saddened and dismayed to learn that many of these Friends were treated with suspicion by campus security during the pre-conference time, quite naturally making them feel deeply uncomfortable and casting a cloud over what they had hoped would be a time of spiritual nurture and refreshment.

During the week of Gathering, three men of color were killed by police, beginning with Philandro Castile in St Paul, only a few miles from where we were meeting. By the end of the week, five police officers were killed in Dallas. Friends believe that we are called to be the blessed community. The events of the week both sickened us and challenged us to bolder action in order to live into that promise.

As Jean-Marie Prestwidge-Barch, Clerk of the Nurturing Ministries Committee reminded us, "programs and projects can and have changed from time to time—the emphasis and focus of the particular work can and has changed-- but although our ways of approaching



or achieving our goals may have changed, the work of inclusion, religious education, outreach, extending the embrace of our Quaker Way— has not changed because it is the work to which we are called by Spirit!”

The 2017 gathering will be held at Niagara University in New York, with the theme “Ripples Start When Spirit Moves.” We hope to see you there.

Your FGC Representatives are deeply appreciative of the opportunity BYM has given us to engage in this work.

## **ATTACHMENT Y2016-57**

### **FRIENDS HOUSE REPORT**

Good afternoon, Friends.

#### **Project redevelopment**

Friends House, now entering its 50th year, is preparing for the future with a redevelopment of our existing affordable housing and the addition of lodges and duplexes. We spent the spring and part of the summer working to gain the approval of our neighbors in the Sandy Spring Civic Association, which we did. After many years of planning, listening and discernment, there is an approval hearing scheduled for November with the Park and Planning Commission and we anticipate receiving approvals for our plan from the Maryland Department of Aging this year as well. The next steps are to seek financing, finish relocating residents, find Friends ready to commit to a move to friends house and begin demolition and construction next year. We expect that Friends will be able to move into these new homes in 2018.

#### **Affordable Housing**

The availability of affordable housing at Friends House is unique in amongst retirement communities. There will be a wide spectrum of homes available, serving Friends earning as low as 30% of the area median income. There is an affordable housing shortfall in the US of nearly 9 million homes. 2.6 million seniors are competing in a field of 11 million for these homes. These affordable apartment homes fill an important and growing need in our community.

#### **Sustainability**

When considering sustainability at Friends House, I am reminded that Friends did NOT form a committee to decide on their testimonies. Their lives were testimonies to their beliefs. In addition to the examples of caring for pollinators, composting and old school solar and wind powered dryers the culture of conservation at Friends House is such that, if I forget to turn off a light after showing a vacant apartment, I am likely to get a call in the middle of the night to remind me that I did so. This relentless insistence, this sense of urgency about environmental stewardship shapes our new buildings in green ratings, storm water management, biodiversity and natural features, indoor air quality, and operations and maintenance.

### **Aging Well with Friends**

Aging Well with Friends continues to consider the human side of aging in community, by addressing wellness in the broadest sense. This program receives support from Friends Foundation for the Aging and we are seeking other sources to expand this program. The Friends House Resident's Association provides most of the programs that enrich the lives of residents. Staff supplements by partnering with wellness professionals to bring in primary care physicians, mental health practitioners, and to coordinate with other service providers to help our residents age with options.

### **Web Site and Development**

Thanks to the efforts of Patty Reed, our Director of Development, we launched an updated web site. It is now compatible with your mobile devices and you can even make a donation on line. Try this feature out. We are putting your donations to good use. Our current affordable housing does not include a direct rent subsidy from HUD. For those resident who are rent burdened, many who pay more than 50% of their income toward rent, the Friends House Resident's Assistance fund may make the difference between buying needed heart medicine or not. It may allow a resident to be nourished physically and socially by joining in the evening in meal plan. Residents have used the Resident's Assistance fund to buy hearing aids to help mitigate the isolation of hearing loss. If everyone in BYM gives just \$10, we can provide assistance to 16 residents who are rent burdened.

### **Queries**

It is a joy to see the children and young people at Yearly Meeting. It gives us hope. But too often, when it comes to our elders, our deepest fears cause us to look away. Betsy Buchanan Wollaston is gone from annual sessions, but she is not gone. Now in her nineties, she makes blackberry jam every summer, is the beloved matriarch of her family and continues to dress in her awesome unique Betsy style. She holds a mid-week Meeting for Worship at Friends House, arranges speakers for Women's Breakfast and raises money for women in Afganistan. Did I mention that she is in her nineties? In the five minutes that I have been given to speak to this Meeting about the only program under the care of BYM that serves its elders, 69 baby boomers have turned 65. In the next 24 hours, that number will reach 10,000. How can we honor and serve those who have given a lifetime of service to BYM community?



DATE: 5<sup>th</sup> day of Eighth Month, 2016  
TO: Baltimore Yearly Meeting of the Religious Society of Friends  
FROM: Board of Directors, Friends House Retirement Community  
RE: Changes in our Life Together

Friends House, a retirement community for low-income individuals built in 1967, has been nurtured by Baltimore Yearly Meeting (BYM) for many years. Many Quakers moved to Friends House. Friends House grew to include a nursing home and assisted living and later became a CCRC (Continuing Care Retirement Community). Throughout this time, the Board of Directors has been appointed by BYM, Friends have prayed for “their” House, and many have contributed to the Residents Assistance Fund to assist the many who cannot afford to pay for assisted living or needs within their own apartment.

As we might expect in aging, the homes at Friends House – both apartments and individual cottages—have mostly outlived their usefulness. As a result, the Board of Friends House has been carefully planning the physical renovation and the restructuring of the community to meet 21<sup>st</sup> century needs. We are writing here to describe the renovations and other changes which will soon occur.

**Same Mission Commitment.** We continue to be committed to an economically diverse, caring CCRC community which integrates low income residents with others. We continue to be a Quaker institution guided by Quaker values and under the spiritual care of Baltimore Yearly Meeting. We seek a campus of simple and modest design and in tune with nature. We continue to support and encourage relationships among residents and also with the wider community.

**New 21<sup>st</sup> Century Theme.** In a word: diversity will characterize the new Friends House. The new community will offer a larger, more diverse array of housing options at a more diverse spectrum of costs. The community will become more economically diverse, and considering demographic trends, will also probably become more ethnically, religiously and racially diverse. This value is also reflected in BYM’s current work.

**New Buildings.** Our Master Plan envisions the replacement of our 40-year-old resident buildings with a greater variety and number of resident units. A new 80-unit building for low income residents will replace our HUD buildings. New cottages and new small apart-

ment lodges (8-10 units) will offer a variety of dwelling options. Our Commons area will be dramatically renovated and expanded. And a new larger Assisted Living building will be able to accommodate more of our residents. Finally, a new apartment building will offer variously sized units to accommodate a wide range of incomes. All these developments will occur in three phases over the next 8-10 years. No present resident will be required to leave campus during these phases of construction.

**New Community.** When all three phases of construction are complete, the Master Plan envisions 343 living units on campus. Today we have 234 units, counting skilled nursing and assisted living units. The new Friends House community will, thus, be larger. Since some of the new units will require larger entry and monthly rental payments, it will also be more economically varied than it is today. And, as previously noted, we can expect and welcome greater ethnic, religious and racial diversity in the new Friends House.

**New Legal Structure.** In order to use Low Income Housing Tax Credits to finance our low income apartment building, a separate legal limited partnership will be created to own and manage this building, which will sit on land leased from Friends House. The partnership's managing partner will be Homes for America, an affordable housing developer. The remainder of the campus, including all Residential, Assisted Living, and Skilled Nursing buildings will be owned and operated by a Maryland non-profit called Friends House Retirement Community. The limited partnership and the non-profit corporation will work collaboratively to insure that the Commons and campus resources are available to all residents.

**Governing Board Changes.** In order to represent and use the skills, viewpoints and resources of the more diverse Friends House community, we will change membership requirements of the non-profit corporation's Board. We will require 60% of the Board members to be Friends; others with needed skills will be sought to enrich the organization. Baltimore Yearly Meeting will be asked to nominate three (3) Board members. The Friends House Board will approve all of its members, including those nominated by Baltimore Yearly Meeting. Friends House will continue to appreciate suggestions for Board members made by Baltimore Yearly Meeting. These changes should make both BYM and Friends House more flexible and ease BYM's responsibility without decreasing the connection between us. These changes, which will be in place in 2017, will also make Friends House more similar to other Quaker CCRCs.

**Evolving Relationship with BYM.** Friends House is actively seeking a more engaged relationship with Baltimore Yearly Meeting. Visitation at Friends House, participation in the Aging Well with Friends project, communication with our Board or staff, and contributions to our Residents Assistance Fund or our building program are all welcome. The spiritual care provided by BYM is deeply appreciated and needed by Friends House. We hope to reinvigorate communication through the BYM website and will welcome participation in sharing on a wide array of elder issues. Friends House will frequently provide information to BYM about life at Friends House.

Friends House knows that continuing communication with BYM is essential. We have

always appreciated the loving care BYM has offered Friends House. We welcome an opportunity to discuss these transformations in any BYM forum or setting. Just let us know where and how it would be appropriate to continue this sharing.

We remain grateful for our long caring relationship.

### **FRIENDS HOUSE BOARD OF DIRECTORS**

Linda Pardoe, Clerk; Kendall Anthony, Ramona Buck, Brian Carroll, Bevan Crocker, Terry Griffith, Mosi Harrington, Carlotta Joyner, Rachel Messenger, Margaret Boyd Meyer, Megan Shook, John Smallwood, Eileen Stanzione, Alan Wright

## **ATTACHMENT Y2016-74**

### **MEMORIAL MINUTES**

#### **Memorial Minute for Patricia Lou Kutzner, Albuquerque Monthly Meeting**

Patricia Lou (“Pat”) Kutzner passed away on December 8, 2015. She was 85 years old. She was born January 27, 1930 in Billings, Montana to Clyde Mondelle Kutzner (d. 1939) and Nelle B. Pearson (d. 1962). She was predeceased by her sister Marjorie Ellen Kutzner (d. 2002) and Donald Frederick Kutzner (d. 1996). She is survived by two second cousins, Cindie Selboe (Salt Lake City, UT) and Patricia Vasconcellos (Longmont, CO).

Pat’s life incorporated deep commitments to scholarship, service and the life of the Spirit. After high school, she entered University of California Berkley where she earned a BA in History with honors (1952) and a secondary education credential (1953). After spending a year in Bad Godesberg, Germany (1957-58), she went on to Stanford University where she earned an MA in German Studies in 1962 and a Ph.D. in German Studies in 1972.

During this time, however, Pat was clearly feeling the pull of service and Spirit. In the midst of her studies and her employment as a high school teacher and a university instructor, Pat became affiliated with the Bridge Mountain Foundation in Ben Lomond, CA. Bridge Mountain, anticipating today’s explorations of Mindfulness practice in everyday life, grew into an “educational community” where members sought to learn deep relaxation” to help people explore “more meaningful ways of expressing themselves and of relating as human beings.” In time, several local school districts began to use Bridge Mountain’s program for teaching relaxation. Pat served as acting director at Bridge Mountain from 1960 – 1963, while also serving as manager of the Santa Clara Symphony Orchestra (she was an amateur violinist).

It was in California that Pat established formal membership in the Religious Society of Friends through San Francisco Monthly Meeting. It was also during this period (1960s) that Pat’s long association began with the Blue Mountain Meditation Center, founded by Eknath Easwaran. Indeed, Pat returned to Blue Mountain for deep retreats almost every year and followed the meditation practices she had learned there on a daily basis. One of her last travels before she was felled by illness was to the Blue Mountain Meditation Center in the Fall of 2015 for an in-depth spiritual retreat.

Scholarship, Service, Spirit – these three threads continued to weave the pattern of Patricia Kutzner’s life. A California friend recalls that while Pat was teaching German at Lone

Mountain College in San Francisco in the early 1970s, she “was asked to go to Germany for a couple of years to ... put some ... German books into English.” Pat asked her friend Rosalie to take care of her cat while she was gone. However, in the end, she did not go to Germany. Rather, she began a new direction of service in her life, moving to New York City to work on development education with the NYC National Program of the Episcopal and United Methodist Churches. When Pat revisited Rosalie and reclaimed her cat a couple of years later, she had moved to Washington, DC where she became the founding Director of the World Hunger Education Service and, although a Quaker, represented the Episcopal Hunger Network as liaison to the Interreligious Taskforce on U.S. Food Policy.

For the next 20 years, the commitment to end world hunger consumed Pat Kutzner’s professional life. She was the founding director of the World Hunger Education Service (1976) and the founding editor of *Hunger Notes* (1975) a bimonthly newsletter covering hunger and food policy. She co-founded the U.S. Committee for World Food Day and the District of Columbia Hunger Action Project (1985).

Pat transferred her Quaker membership to the Friends Meeting of Washington, DC, a Monthly Meeting of Baltimore Yearly Meeting and engaged actively with the life of her monthly and yearly meetings, throughout her residence in Washington, DC, and afterwards, when she moved to New Mexico. As at every stage of her journey of Spirit and service, Pat Kutzner integrated her religious life and her professional life while addressing hunger and poverty. The World Hunger Education Service, found a home in a corner of the third floor of the Friends Committee on National Legislation offices, where Quakers Sam and Miriam Levering were working to develop and promote the Law of the Sea Treaty. Pat answered their phone and took messages in return for free rent of a desk where she could put her typewriter and a corner to store the files of the World Hunger Education Service. As a member of Friends Meeting of Washington, Pat participated in the establishment of the Meeting’s Hunger and Homelessness Task Force.

In 1979, Pat was named “NGO Liaison” on the U.S. delegation, led by Ambassador Andrew Young, to the World Conference on Agrarian Reform and Rural Development held in Rome. The next year (1980) she was sent by the Office of Women in Development in USAID to the Mid-Decade for Women Conference in Copenhagen. In 1985, it was the Quaker organization, Friends World Committee for Consultation, which drew upon Pat’s skills and commitment, appointing her to the FWCC international delegation of observers at the Nairobi conference ending the UN Decade for Women. Out of this last event came a special issue of *Hunger Notes*, devoted to “Women Farmers of Kenya.” Pat’s rented home, first in DC and then in Tacoma Park, became a bed and breakfast way station for traveling Friends who wanted a more personal place to nest when they traveled to the nation’s capital.

By the mid-1990s, Pat was talking “retirement” to her friends in the world hunger movement in DC. After traveling to New Mexico to participate in the FWCC Triennial Conference at Ghost Ranch in Abiquiu, she took some time to walkabout and found her way to the Navajo Nation. She stopped at the Torreon/Star Lake Chapter, to ask directions and use the restroom and became engaged in an energetic dialogue with community members and Chapter representatives about local concerns. Learning that the Chapter was looking for a way to hire a

grant writer to build resources for community development, Pat offered to help out.

Returning to her home in Tacoma Park, Pat immediately convened a Clearness Committee to help her decide her next course of action. As a result, she became a Released Friend under the care of Baltimore Yearly Meeting and returned to New Mexico, ultimately settling in Cuba, NM, the market town located 26 miles from Torreon/Star Lake Chapter.

This began Pat's 20-year association with Torreon/Star Lake Chapter and with the Navajo people of Eastern Navajo Agency. She taught adult education classes through the Crownpoint Institute of Technology (now Navajo Technical University). She assisted in the establishment of a community organization which evolved into a NM chartered nonprofit corporation to house community development efforts initiated by Torreon community members. Pat served as the first Executive Director of the Torreon Community Alliance, under the oversight of the TCA Board of Directors, all residents of the community and members of the Navajo Nation. With Pat's assistance, the Torreon Community Alliance established the Torreon Community Store, a site for purchase of donated household goods, and for building experience in retail management. TCA also established the Torreon Arts and Crafts Fair, now an annual event. Using grant funds obtained by the Alliance, the Torreon Community engaged in watershed restoration work to protect the fragile community ecosystem. These efforts, guided by the grassroots Torreon Community Alliance, continue today.

Pat facilitated exchanges and inter-visitation between members of Baltimore Yearly Meeting of Friends and Torreon/Star Lake Chapter. BYM youth traveled to Torreon to share in community development projects and Torreon youth traveled to Washington, DC and the surrounding region to learn firsthand about advocacy in the US Capital and to exchange experiences with young people in the Capital area.

As Pat's period of "Release" from Baltimore Yearly Meeting came to an end, she moved her membership to Albuquerque Monthly Meeting and developed a national supportive "Circle of Friends" who helped maintain her during her continued service to the Torreon Community and supported the Alliance directly as well. With help from a friend, she purchase a house near Cuba where she could garden, care for assorted cats and dogs and raise a couple of pet sheep. When not traveling to Albuquerque for worship, she attended the Presbyterian Church in Cuba. Church members and Cuba residents recount seeing Pat walk through town on her way to church, followed by her sheep and two loyal dogs. In the end, she returned, at least in part, to the rural life she had loved as a child growing up in Montana.

In living and in dying, Pat Kutzner's life exemplified the path of enlightenment through selfless service, as laid out more than 2000 years ago in the Bhagavad Gita, the great Hindu scripture. As translated by Eknath Easwaran, the founder of the Blue Mountain Meditation Center, and Pat's teacher, the Divine Presence, speaking in the Gita promises

Whatever I am offered in devotion and with a pure heart ... I accept with pure joy. Whatever you do, make it an offering to me – the food you eat, the sacrifices you make, the help you give, even your suffering. ... Then, firm in renunciation and yoga, with your heart free, you will come to me.

**John Edward Huffman**  
**January 3, 1941 - October 29, 2015**

The story of John's life begins on January 3, 1941. John Edward Huffman was the first baby born that new year in the small town of Oskaloosa, Iowa. He was born to Herbert S. Huffman, a young Quaker minister born in Baltimore and his wife Ardyth L. Praay Huffman from Indiana. Herbert Huffman's ministry and his work of the American Friends Service Committee and Friends United Meeting took the family to Indianapolis, Indiana where John's sister Mary Scott was born in 1944. The family went on to Lexington, Massachusetts, where John graduated from Lexington High School in 1959.

John went on to study French at Guilford College in Greensboro, North Carolina. There he met his future wife Karolyn S. Kelsey. After graduating from Guilford College in 1963, John began his lifelong career of teaching French to middle school and high school students. He later pursued a Master's degree in French at Miami University in Oxford, Ohio, as well as additional graduate study in France.

John and Karolyn were married September 14, 1963 in Wilmington, Ohio where they both were members of Wilmington Friends Meeting. While Karolyn was finishing her studies at Wilmington College, John taught French at nearby Xenia High School. [Later in their marriage, John and Karolyn learned through genealogical research that they were distant cousins, both descended from the Macys, a Nantucket whaling family.]

Soon after their daughter Laura Louise was born November 16, 1966, the family moved to Kenya in Africa for two years. There, John taught English at the Teachers College in Kaimosi. John loved telling stories from this exciting experience for many more years, blessing his listeners with enthusiastic gestures, accents, sound effects and laughter. Their home thereafter was filled with African artifacts.

After returning to the United States in 1969, John joined the faculty at Sandy Spring Friends School in Maryland for two years. In 1971, the family moved to Baltimore where their son Stephen Mark was born December 17.

John taught at Baltimore Friends School from 1971 until 1977. In September 1977 began teaching in the Baltimore City Public Schools, where he remained for the rest of his teaching career.

In the summer of 1978, Baltimore Yearly Meeting started a second camp as an addition to Catoctin Quaker Camp. John served on the staff of Camp Glaydin for two years, and then for another year in 1980 after operations were moved to the current Opequon Quaker Camp location. His fellow counselors and campers have some fond and vivid memories from these camp experiences working with John.

John loved traveling to various points of historical interest in the world, just as he enjoyed experiencing a variety of cultures. He took advantage of these opportunities to travel with



family, friends, students and Boy Scouts. Spring break trips to Quebec City with students became an annual event. As an active Boys Scouts leader John also took some summer trips with Boy Scouts to Japan, as well as participating in a world-wide Scout Jamboree.

In the 1980's John and Karolyn became active with the Baltimore Sister City Exchange Program. One year, John was a Sister City exchange teacher in Kawasaki, Japan during which time the rest of the family enjoyed a variety of excursions in that country.

In more recent years, John and Karolyn enjoyed sharing these stories and travels with their grandsons. John's travel experiences included France, Greece, Africa, England, and Japan, as well as various parts of the United States.

In addition to story telling, John loved art and music. He produced sketches over the years for his college newspaper, his classrooms, as well as gifts and entertainment for family and friends. For many years he created beautiful greeting cards for the Broadmead lifetime care facility where Karolyn was on the staff. Classical music was what fed his soul. He played the piano and harmonica. For almost 25 years, John led the December Carol Sings at Stony Run Meeting in Baltimore City.

John was also a staunch advocate for peace and equal rights. He often spoke out for social justice within the classroom, within the schools, within the community, and for our world.

At Gunpowder, John served as Presiding Clerk for five years. John, Karolyn, Laura, and Stephen had become regular attenders at Gunpowder during a time when the meeting's numbers had dwindled. During the 1970's, the Huffmans had transferred their memberships from Wilmington Friends meeting to Gunpowder. Along with other Friends, they worked together to keep the small Gunpowder community alive by having regular holiday parties in addition to Meeting for Worship. John would tell scary stories during the annual Halloween Party at Gunpowder. John contributed in many other ways, such as creating the wooden sign outside the Gunpowder Friends Meeting burial ground, where his ashes will be scattered.

On October 29, 2015 John was peacefully set free from a long struggle with Alzheimer's.

John was preceded in death by his parents Herbert Huffman and Ardyth Huffman, and his wife of 49 years, Karolyn Kelsey Huffman. He is survived by his sister Mary Probasco, his daughter Laura Louise Huffman Reynolds, his son Stephen Mark Huffman and five grandchildren: Phillip Scott Reynolds, Gordon Thomas Reynolds, Kelsey Lynne Huffman, and twins Eliza Claire Huffman and Sylvia Marie Huffman.

Donations can be made in John's memory to American Friends Service Committee [AFSC]. Please include a note specifying "The John Huffman Memorial Fund" and send it to 1501 Cherry Street, Philadelphia PA 19102 or through their website [www.afsc.org](http://www.afsc.org) .

John's Memorial Service will be held at Gunpowder Friends Meeting on Priceville Road in Sparks, MD on Saturday, December 19, 2015. Friends and family are welcome to stop

by any time after 10:00 am. The service will be at 1:00 pm. Potluck contributions for a meal are welcome. Plan to stay as long as you can. There will be a Christmas Carol Sing in John's memory later in the afternoon.

**S. Clement Swisher**  
**September 23, 1930 to January 31, 2016**

When asked what he wanted as an epitaph, Clem would say that he wanted to be remembered for raising two children, neither of whom were wards of the state. And so he will be remembered for that and for so much more.

Clem will be remembered for being a mild man in the very best sense of that term. He had a wicked sense of humor that if you were not paying attention you could easily miss. He had strongly held beliefs that he could put forth in such a gentle manner. He had an analytical mind that lent itself to deep issues as well as how to fix a cabinet in the Meeting kitchen. Clem was clearly a man of many parts.

Stokes Clement Swisher—Clem—was born and grew up in Glenside PA, and earned a BS in Physics from Guilford College in North Carolina. He arrived in Washington, DC in 1955, to work as a patent examiner for the US Patent and Trademark Office, where he served until his retirement in 1985. He was justly proud of receiving, in 1984, a Department of Commerce Bronze Medal award for professional excellence.

A lifelong Quaker, Clem attended Friends Meeting of Washington (FMW) for six decades. It was there he met another Young Adult Friend, Sue Colman Jones. They married in 1962 under the care of Wilton Friends Meeting in Connecticut, the Meeting in the town in which Sue was raised. Sue, as was the custom of the time, changed her name to Sue C. Swisher, as one Friend noted tongue in cheek, in clever anticipation that they could use SCSwisher on their shared e-mail address years later.

Clem transferred his membership from Abington Monthly Meeting to FMW in March 1963, just before the birth of their first child, Carl. Two short years later, Janet was born.

And what a member he was. He served as Treasurer of the meeting, and as clerk and member of numerous committees for FMW and Baltimore Yearly Meeting. He also served as President of Friends Nonprofit Housing and of the Memorial Society of Metropolitan Washington. He faithfully participated in the Senior Center and the Alzheimer's group each week for many years. He even remembered the Meeting when he traveled, sending postcards along the way as he found interesting places.

When he retired from the Patent Office, Clem became even more involved in the workings of FMW, for many years providing weekly service to the Meeting as a handyman. In 1993, for example, a list of one line descriptions of work he did amounted to twenty pages. He also took the time to list and label the ancient electrical system and plumbing system of the Meeting. Beyond that he provided some handyman help to members of the Meeting in times of difficulty.

But his contributions to the Meeting were not just physical. He participated in countless workshops and worship sharings at the Meeting. He provided thoughtful (and often humorous) analysis in committees and Meetings for business. He was especially concerned about racism—in particular, the cultural racism in which the Meeting members unintentionally excluded people from other races and cultures. In 1997 while on what was then called Overseers (a name later rejected for the Membership Committee because of its linkage with slavery) he wrote a thoughtful letter to an African-American attender who had felt rebuffed, noting that FMW has had difficulty in making newcomers, regardless of race, feel at home. . . For African Americans there is the additional hurdle that the great majority of our members were raised in a white culture. . . We need the help of our African American members and attenders to point out what [we] may be doing that is racially insensitive. Even with help, it will not be easy for us to change.”

But clearly, for those who knew Clem best, we knew that Meeting for Worship was the key to his life. He came nearly each First Day of his many years at FMW, even after age and ill health had taken their toll. When he could no longer drive, Sue would drop him off. And when he struggled to walk, Sue came back each week with him.

Clem died on January 31, 2016 at home with family. He is survived by his wife, Sue Swisher; children, Carl Swisher and Janet Swisher, and three grandsons.

His physical presence in Meeting is missed but his Light is remembered.

**John E. Carnell**  
**November 9, 2015**

*Sue Carnell would like to thank the many Friends who have called, written and visited during the time of John’s passing. In lieu of a Memorial Service, which John preferred we not hold, SR publishes this remembrance, drawing in part from the obituary prepared by Fred Rasmussen of the Baltimore Sun. Friends may send donations in memory of John to the Powel-Carnell Scholarship Fund at Friends School, which benefits African American children in the Lower School.*

Our Friend John Carnell died peacefully on November 9 of multiple system atrophy, in his home at Broadmead, where he had been a founder, and long term resident. John was 84.

John was born in Carthage NY, then grew up in the town named for his grandmother, Laceyville, PA near Scranton. After high school he graduated from Penn State, then served in the Air Force in Washington during the Korean War. While doing so he learned about Friends in reading Whitaker Chamber’s *The Witness*, becoming a member at Friends Meeting of Washington. Shortly after, he met Sue Powel at a Young Friends conference; they were both smitten and married soon after, moving to Baltimore where Sue graduated from Goucher College.

He began his 40-year career at Friends School in 1956 when he joined its faculty as an eighth-grade geography teacher. A year later, he was offered the position of business man-

ager, which he held until retiring in 1996. Byron Forbush II, retired headmaster, speaks highly of John: "John was the consummate assistant headmaster. He was a remarkable assistant and I could turn to him for advice on any subject. He was knowledgeable and always approachable. He was just an outstanding individual. I think he was the most outstanding business manager of independent schools in the state of Maryland. He had an exceptional 40-year career at Friends." Mr. Carnell was a founder of Circle of Friends — a society for those who participate in Friends School's planned giving program.

John was a member of Stony Run Friends Meeting. He was chair of the Stony Run Friends Meeting Committee on Aging in the 1970s, a group that conceived the 84-acre Broadmead retirement community, which opened in 1979. He served as its first Chairman of the Board. Mr. Carnell and his committee moved the private, not-for-profit, continuing care and retirement community from conception to incorporation to occupancy. He led the search and purchase of Holly Hill Farm, an 18th century farm, on which it was built. Broadmead's 25th anniversary book features Mr. Carnell digging the first shovel full of dirt at a groundbreaking ceremony on Nov. 13, 1977.

John also served on the Sheppard Pratt Foundation and Health System board for 17 years, and was vice chair of the board from 2006 until his retirement in 2014. He was also active with its affiliates, serving on the boards of Way Station, Family Services Inc. and Turning Point. One of his most important roles was serving as chair of Sheppard Pratt's finance committee. "John was a remarkable trustee and he was involved in many aspects of Sheppard Pratt and its affiliates. As chair of the finance committee ... he helped us negotiate our financial stability over the years," said Dr. Steven S. Sharfstein, President and CEO of Sheppard Pratt Health System. He said Sheppard Pratt remains "independent and very solid, and we thank John Carnell for that." Dr. Sharfstein described his friend as a "sweet man with a wonderful wry sense of humor."

He was an avid cyclist and continued riding until he was 70. "After many years of training, he fulfilled a lifelong ambition of completing a 100-mile bike ride in one day," says daughter Cristin Lambros. "He also had a passion for digital photography and foreign travel. He and my mother traveled to 50 foreign countries following his retirement."

In addition to his wife, and Cristin, John is survived by two sons, Kevin Carnell of Baltimore and Dr. Eric Carnell of Frederick, MD, another daughter, Rachel Carnell of Cleveland and eight grandchildren.

### **Joan E. Gildemeister**

**December 20, 1926 - November 17, 2015**

Joan Gildemeister died on November 17, 2015, just weeks before what would have been her 89th birthday. Joan was a multi-faceted person, to say the least. She was highly educated with a wide array of professional accomplishments, but was also deeply devoted to her immediate and extended family, and actively involved in Quaker and other social justice causes until the very end of her life. Joan balanced her attention to serious concerns with boundless joie de vivre, which manifested itself in her lifelong engagement in the arts, her love of travel and her study of literature and cultures from around the globe. Joan was

enriched by her wide circle of family and friends and was much beloved in return.

The former Joan Ely was born in Texas into a military family. Her father and paternal grandfather both had been officers of high rank and responsibility. She grew up on military bases during the Depression and World War II, but in her adult life gravitated away from military life toward pacifism and peace activities.

Joan became an internationalist during her years at Mills College in Oakland, California and then at the University of California in Berkeley, where she earned her Bachelor's Degree at the age of nineteen. Shortly after her graduation in the mid-1940's, Joan married Enrique Gildemeister and they lived in Berkeley for fifteen years. Their sons Enrique ("Rick") and Hanson were born in California. Joan and her family then moved to Peru, where Kathy was born in 1957.

After three years in Peru, Joan and her husband divorced and she moved to Washington, D.C. where her parents were then living. She got her children settled in the area and worked briefly for the federal government. In 1964, she resumed her education at George Washington University where she earned her Master's Degree in Psychology in 1967. Joan began teaching while she pursued a Doctorate in Education at the University of Maryland in College Park.

In 1971, with both boys already away from home, Joan and Kathy moved to upstate New York. Joan began to teach psychology and early childhood development courses at St. Lawrence University while working on her dissertation. She earned her Ph.D. in 1972 and then moved on to teach first at Sarah Lawrence College and then at CUNY Richmond College (now Staten Island Community College). In the fall of 1976, Joan returned to the Washington area as a Professor at Howard University where she made an indelible mark as an educator over 16 years. She integrated peace studies—the psychology of nonviolence and reconciliation—into her curricula whenever possible. After more than two decades of influencing young lives in the classroom, Joan retired from teaching.

Joan's professional career was far from over. She returned to school again in her sixties at the Washington Psychoanalytic Institute to become a psychotherapist, receiving her degree in 1994. As part of her clinical studies requirement, she worked two days each week at the Blue Ridge Community Mental Health Center in Martinsburg, West Virginia. Later, in the late 1990's, she set up her own counseling practice in her home in Washington where she provided child, adolescent and family therapy to private clients. At the same time, she worked as an independent contractor for the D.C. Public Schools conducting psychological evaluations of students, often in Spanish, and testifying as an expert in court hearings when required. Joan continued this work in support of the welfare and education of children until she moved to the Collington community in 2012.

Joan's spiritual life deepened during her years in Washington. After many conversations with the renowned Quaker Kenneth Boulding, she was led to become a member of Friends Meeting of Washington in 1980. Joan served in a variety of committee roles within FMW. She was especially influential in leading many to a better understanding of same sex rela-

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tionships and gay rights issues, which ultimately helped FMW to embrace gay and lesbian attendees/members and to approve, first, "ceremonies of commitment" and, later, same-sex marriages under the care of the Meeting. Joan was also dedicated to the Friends Wilderness Center, and regularly attended Friends General Conference and the Friends Conference on Religion and Psychology.

Joan was an active participant in Baltimore Yearly Meeting's Spiritual Formation program within FMW for about 15 years. She attended many retreats and frequently hosted monthly gatherings in her home for a delicious meal and a discussion of spiritual practices or a particular reading. Joan's intellectual approach to spirituality and her deep knowledge of Quaker writers were tremendous assets to the group. Where others might read an article or a pamphlet on the chosen topic, Joan was more likely to come prepared to discuss a treatise she had mastered or another primary source she had read in the original Spanish or German. The participants formed such a deep bond that a small group of Spiritual Formation group members visited Joan at the Collington community and worshiped with her in the week before her death.

Joan's embrace of Quakerism and the peace testimony were reflected in her work as a peace psychologist and an advocate for peace studies throughout her career. She volunteered for both the American Friends Service Committee and the Friends Committee on National Legislation, supported the work of Davis House and William Penn House, participated in Peace Vigils at the Capitol, and was active in the Nuclear Freeze Movement and anti-torture initiatives. Joan also worked with "Peace Child," supported the U.S. Peace Memorial Project for a monument to American peacemakers, and was particularly involved in the post-September 11th era as one of the peace psychologists within the American Psychological Association working to prevent the involvement of psychologists in the use of harsh interrogation techniques.

Joan was a true citizen of the world. Her extensive travels gave her an appreciation of the ways we are all the same, but she also studied our differences. Joan's dedication to universal brotherhood is evident in many ways: her life-long membership and activity with World Federalists, the United Nations, and the Esperanto movement. She read and spoke fluently in German, French, Spanish and Esperanto. She traveled to many countries, relishing what she could learn in each one.

In 2005, when nearly eighty, Joan joined a three week pilgrimage to India where she visited important sites in the life of Gandhi, studied the peaceful coexistence of several very different religions there, and visited the women's micro-enterprise projects in Tamil Nadu supported by Right Sharing of World Resources, a Quaker non-profit. Her exposure to the projects fostering the empowerment of women and the education of young girls began a decade in which Joan actively supported RSWR as co-clerk of the Working Group for Baltimore Yearly Meeting. She spent long hours helping spread awareness and encourage support for RSWR through her last year of life.

Joan was also passionate about local justice, especially the plight of the poor living on the sidewalks of Washington. She was a member of the Hunger and Homelessness Task Force

at FMW and worked at Miriam's Kitchen for years, at S.O.M.E., and "gleaned" at the Takoma Park Sunday Market until her health prevented it.

Joan was well-educated, well-read and a brilliant conversationalist. She was treasured because she knew so much, in depth, about so many things, never limiting herself but allowing her omnivorous intellect and untethered imagination to roam free. Her home was filled with books and art of impressive range. Her art included works from her travels but also of many Washington area artists—even a few of her own copies of works in the National Gallery.

It was there she held gatherings which were akin to an open "salon" where she might invite groups of friends to hear an Orthodox priest discuss the "Prayer of the Heart", or to see someone's slides of South Africa, or her own of China, or perhaps an ethnic meal followed by a poetry reading or musical recital. Joan's special passions for drama and song lead her to join the Thomas Circle Singers and later to create a Balkan folk group, both of which sang at her Memorial. She attended theater and performances abroad, as well as in Washington, DC.

In 2015, FMW recognized Joan among the "elders" of the Meeting. She was so committed to Quaker values and to the peace testimony in particular that during her last period of service on the Membership Committee, Joan lamented that new members rarely cited peacemaking as a compelling reason for joining the Religious Society of Friends.

Joan's abiding concern for the children of the world and her community was evident in her personal life as well. Joan was a devoted mother to her three children, reveling in their achievements and assisting them when they faced challenges, even as adults. The premature death of her son Rick in 2007 was one of the deep sorrows in her life. Joan maintained a close relationship to her brother, Michael Ely, who was perhaps her most constant companion at the opera and symphony. She also had a special relationship with her niece Caroline and late nephew Douglas Ely. Her legacy will live on through all of them.

Joan Gildemeister was a wise elder indeed. She will be remembered as a good friend and a Good Friend.

"Blessed are the peacemakers, for they shall be called the children of God."

**Victor Kryston**  
**May 6, 1938 - May 13, 2016**

On Friday, the 13th of May, Goose Creek Friends lost a dear friend and Meeting member, Vic Kryston, when his difficult but valiant battle with lymphoma ended. His death leaves an empty space in our hearts and in our Meeting community.

Some thirty-five years ago Vic and his wife Sheila first came to Goose Creek, where they reared their two sons, Sean and Jason. Since then Vic has participated in our Meeting on numerous fronts.

For years Vic led weekend Ira Progoff Intensive Journaling Workshops which some of us attended time after time. Beginning on Friday evening and extending through Saturday and sometimes Sunday afternoon, these workshops involved periods of meditation followed by writing and opportunities for sharing. Bringing us into the 21st century, Vic utilized his technological skills to create the Meeting's first website. For many years he edited the Meeting newsletter. Until his death he served on the Ministry and Oversight Committee. A frequent teacher of young people in our First Day School, he kept abreast of their progress and in some cases later served as an overseer for their marriage in the Meeting. Participating in the Wednesday night group and the Spiritual Formation Group, in more recent years, Vic relished small group intercourse regarding faith journeys. Victor Kryston definitely left his mark on our Meeting.

Outside of our Meeting doors, he was active in the wider community as a high school English teacher and later a teacher of developmental writing at NOVA. In addition, he led journaling workshops for the Northern Virginia Writing Project at George Mason University for many years. Closer to home in Lovettsville, he participated in a book discussion group, as well as two meditation groups.

As we ponder the many gifts Vic brought to our Meeting, we are struck by his unconditional love and compassion. These were perhaps the most significant and long-lasting aspects of his legacy. He warmly welcomed newcomers; he continually reached out to old friends. We all became his friends as he announced the bad news regarding his cancer and his need for Meeting support. Throughout the years of his struggle with illness, he shared his joys and hopes; yet he also shared, frequently with characteristic humor, his sorrow, frustration and pain regarding his declining health. Despite his pain and weakness, he retained his love of life, wanting to attend movies with friends, talk with visitors, and keep abreast of the welfare of others. With love and humility, he permitted us to travel with him over the hills, into the valleys and sometimes up again. Vic will be greatly missed. We are indescribably grateful for his journey with us.

– Caroline Pelton



## COMMITTEE ANNUAL REPORTS

### ADVANCEMENT AND OUTREACH

No report received.

### CAMP PROPERTY MANAGEMENT

No report received.

### CAMPING PROGRAM

**“Baltimore Yearly Meeting's camping programs provide opportunities for spending extended time living in functioning Quaker communities that encourage tenderness, loving concern, dynamic activity, laughter, respect, work, honesty, silence, and joyful noise.**

**Our goal is to foster the kind of self-esteem that facilitates spiritual growth. Opportunities for such growth are created by supporting campers through challenging experiences. Success in negotiating rapids or exploring artistic creativity offers a deeper strength from which to accept the challenge and risk of turning inward toward the Light. Typically, a camper goes home a more competent, confident person whose spiritual roots have deepened and whose ties to the broader Quaker community have strengthened.”**

--from the BYM Camp Staff Handbook, 2016

The Camping Program Committee (CPC) oversees this program, which is perhaps the one Yearly Meeting ministry that touches the largest number of people – adults, young Friends, and youth. We minister to Friends and friends from a large geographical area that extends beyond the physical boundaries of Baltimore Yearly Meeting. Our camps are grounded in our Quaker values and testimonies: simplicity, peacemaking, integrity, community, equality, and stewardship. The Committee feels responsible for maintaining this ministry that was started in 1923, has continued in various forms, and has developed through the hard work and Guiding Light as discerned by several generations of Friends.

This year the camping program overall has continued to see two encouraging trends: increasing enrollment, and increasing diversity in campers and staff. This summer we had a record number of campers enrolled, topping 600 campers by the end of May, and over 125 adult work grant participants. The STRIDE Program (formerly the Camp Diversity Working Group) is bringing over 20 children to camp. For the first time, this program has campers at all four of our programs, Catoctin, Opequon, and Shiloh Quaker Camps and Teen Adventure. We have our first camp staff members who are former campers brought to camp through the diversity initiatives.

Our Camp Program Manager, Jane Megginson, continues to provide professional, Quaker leadership to our camping program. Her attention to detail, financial savvy, knowledge of camping “best practices,” and continuous monitoring of applicable state laws in Virginia and Maryland are some of the essential skills that help the CPC guide the camping

program. She is responsible for both the bymcamps.org webpage and our registration and database program, both of which require a great deal of time and attention. She has encouraged the committee to conduct our outreach open houses earlier in the winter, in keeping with trends toward earlier registrations in camps nationwide.

Two new co-directors have joined our camp leadership: Rosie Eck at Teen Adventure and Jesse Miller at Catoctin. It's worth noting that Rosie came up through the BYM camping program, and Jesse has worked on staff for a number of years. Also, Jesse's hiring at Catoctin is a real-life example of our One Camp philosophy, as all his previous camp experience has been at Opequon. The retiring co-director of Teen Adventure, Jen Schneider, has our admiration, respect, affection, and enormous gratitude.

Each year we ask our camp families to complete a survey about their experiences with the camping program. These responses help the committee identify areas of strength and weakness. Out of these survey responses, the CPC has undertaken the task of calling all the registered families who are new to camp each summer. This entails calls to over one hundred families, but it is pleasant work, as families appreciate the contact even if they do not have questions.

We have united with Camping Property Management Committee to sponsor our Family Camp Weekends and make them exciting times for community-building as well as more physical building, painting, etc. Six times a year, these weekends are an opportunity for BYM families to enjoy our camp properties, engage in planned activities, and perform work projects. All ages of Friends are invited to join us for fun, fellowship, work and worship.

Membership on the Camping Program Committee itself has included an unusual number of people with long experience in the camping program, and simultaneously has added some 20-something members with fresh outlooks. The combination has made a very productive committee. Among the most important achievements of CPC this past year has been producing a finished Camp Staff Handbook – a project that was first tackled at least 13 years ago but that had never seen completion. The completed handbook is in use this summer, and we expect to consider feedback from our summer staff as part of our fall agenda. The committee has a vigorous work schedule, meeting monthly nine times a year, with three or four sub-committees, as well as sponsoring the Camp Diversity Working Group (now the STRIDE Program). Our committee membership sometimes struggles to fulfill all of the tasks and obligations that are on our agendas. Friends eager to be actively involved, with time to volunteer both from home and at our camps, are asked to contact the Yearly Meeting Nominating Committee to discern if they would be a good match for the work of our committee.

The ministry that is our camping program is both a responsibility and an honor, as we work to put our faith into practice in community each day.

Betsy Krome (Williamsburg) and Harry Scott (York), co-clerks

## DEVELOPMENT

As stated in last year's report, the Development Committee sees itself as a catalyst for enabling Baltimore Yearly Meeting to be not merely a collection of individual Monthly Meetings but rather a cohesive, vibrant structure where, as the BYM Mission Statement says, "*Friends can meet together and know one another in that which is eternal.*"

To this end the committee staff and members over the past year visited Monthly Meetings and attended other gatherings such as the Women's Retreat, Quarterly Meetings and spring apportionment meetings. The committee also organized several gatherings in Friends' homes to share information about the programs and services BYM offers Monthly Meetings and Friends. A particular focus at these events this year was the new Catoctin Quaker Camp bath house – an environmentally-friendly, single structure that will replace the two well-used, 56-year-old buildings. As of late June more than \$214,564 had been raised in cash and pledges from individuals and Monthly Meetings toward the \$297,000 projected cost of the new building. Construction is set to begin in the fall and the facility is expected to be ready for use for the 2017 camping season next June.

The new Catoctin bath house is part of the five-year BYM Greening Campaign for which funds are being raised to support ongoing capital improvements to the Yearly Meeting properties, primarily the three residential summer camps. On the list for upgrades or replacements in the coming years are new cabins at all three camps, a new bath house at Opequon Camp, renewable energy installations at Shiloh and Opequon, and a new Shiloh art pavilion. The BYM office in Sandy Spring also benefited from the Greening Campaign this spring when a solar array was installed adjacent to the building. The installation already it is providing a reduction in electrical costs.

Following the receipt in early 2015 of the first installment of the three-year, \$225,000 grant from the Shoemaker Foundation, Development Director Ann Venable worked with the Camp Program staff and committee, the Working Group on Diversity at Catoctin Camp and others in developing the job description for an Outreach and Inclusion Coordinator to lead BYM toward its goal of being a more welcoming and inclusive community. Dyresha Harris was hired for the position in late 2015 and hit the ground running. Thanks to Dyresha's efforts and those of the Supporting Transformative Relationships in Diverse Environments (STRIDE) Working Groups, enrollments this summer at all three camps show new high levels of campers of color.

In April, 2016, the Yearly Meeting received the second \$75,000 installment from the Shoemaker Foundation's original grant. We are now gearing up through the ad hoc Growing Diverse Leadership Committee to bring the next generation of younger Friends and Friends of color into leadership positions within both the Yearly Meeting itself and in Monthly Meetings.

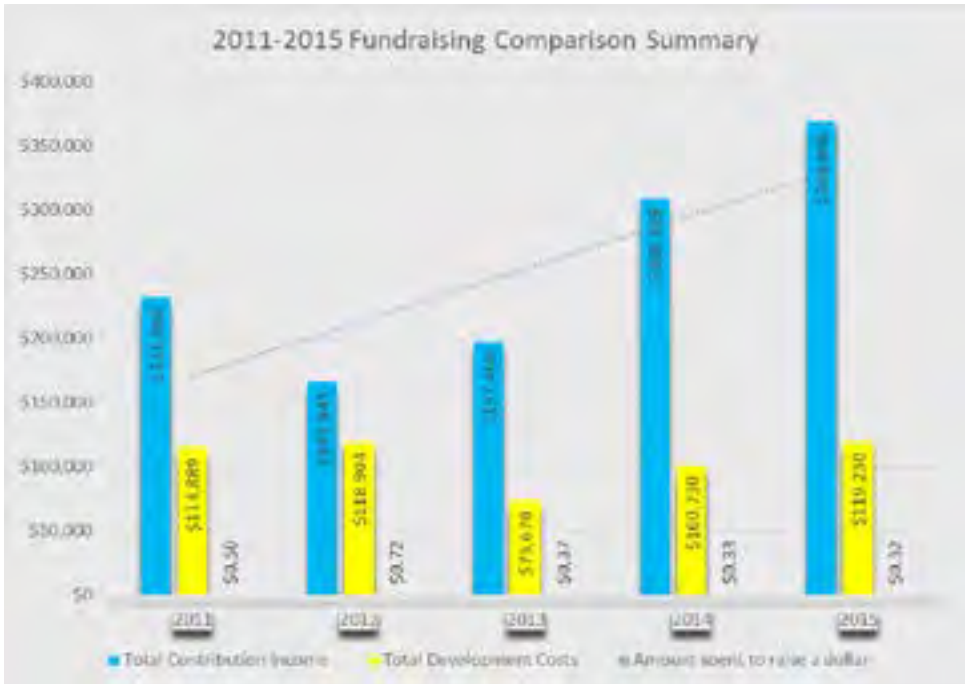
At the 2015 Annual Session, Development hosted an "appreciation luncheon" attended by about 70 BYM supporters where staff shared information about the Greening Campaign. Another luncheon is planned during this year's session at Hood College. Development is

seeing a steady growth in donors. Committee members will be making thank-you calls over the summer to some 100 “auto-donors” who make monthly automatic payments of support either from their bank account or a credit card. The “Supporting BYM” page on the Yearly Meeting website has easy to follow directions on how to become an auto-donor as well as information on other ways Friends can support BYM and more details about its camps and other programs made possible through the support of the wider Friends community. Another entirely painless way of supporting BYM is by on-line shopping at *Amazon*. If you do any of your shopping on Amazon, consider going through AmazonSmile to make your purchases. It’s easy. When you first sign on you will be prompted to name your charity. Then, you simply select Baltimore Yearly Meeting of the Religious Society of Friends. For each of your qualified purchases the AmazonSmile Foundation will donate 0.5% to BYM.

**2015 Budget:** Development had set a revenue goal for FY2015 of \$309,500 and, thanks to the generosity of Friends and others, exceeded that goal. Year-end income was \$327,827. This compares to revenue of \$308,569 in 2014. In the fall, a committee prepared the annual year-end appeal which was mailed to 5,600 households in early December as well as an electronic appeal. Use of new software allowed for the “segmentation” of the electronic mail list, permitting some variation of the message based on the recipients’ involvement with the Camping Program. The committee continues to make monthly thank you calls to donors for their support of the Yearly Meeting. The calls also offer an opportunity to chat about BYM programs and receive valuable feedback.

### 2015 Development Budget

Revenues	2015 Actual	2015 Budget	% Raised / Expended
General Fund	78,328	100,000	78.33%
BYM Camps			
Camp Program/Property Operating	146,816	63,000	233.04%
Cabin Fund; Camp Capital Projects*	93,754	140,000	66.97%
Barry Morley Endowment	4,775		
All Other Gifts	4,155	6,500	63.92%
<b>Total</b>	<b>327,827</b>	<b>309,500</b>	<b>105.92%</b>
Pledges	41,059		
<b>Total gifts and pledges</b>	<b>368,886</b>		
Expenditures	119,246	127,230	Cost to raise \$1=\$0.32
*Does not include \$41,059 in pledges			



This spring, an appeal went out focusing on the Camping Program with the segmented mail list again allowing messages to be directed to differing audiences, including camp alumni and the families of current campers. As of June 2016, the Development Program had raised \$176,738, (including the \$75,000 second year grant from the Shoemaker Foundation.) This compares to \$132,280 in the same six-month period in 2015.

Liz Hofmeister (Bethesda), clerk

## 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 make that possible.

We are now in the third year of a program through which we offer grants for college education of up to \$2,000 per student per year, with a maximum of \$8,000 to be awarded to any one individual. In May of this year, we awarded 8 grants totaling \$12,400. Eight eligible applications were received, all worthy. Grants awarded ranged from \$800 to \$2,000. We encourage BYM to fund raise to increase the Educational Endowment so that greater support is possible.

The committee was particularly struck by the care and attention given to all the applicants by members of their meetings who wrote letters of recommendation. The Educational Grants program is one way in which the Yearly Meeting can foster a continued connection between young adults and Quaker faith and practice.

Our aim remains 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.

The Committee still oversees the repayment of student loans made in the past. As of May 31, 2016, repayments on existing loans have been received totaling \$26,203. Two loans were paid in full. There are 11 remaining loans with a current balance of \$67,338. We are receiving payments on all the remaining loans; no loans have been written off in the last year. We expect two loans to be paid off before the end of calendar year 2016. Five loans will continue past 2020.

Alexandra Bell (Bethesda), Clerk

### **FAITH AND PRACTICE REVISION**

We held open committee meetings at the three Interim Meetings, following the first of these at annual session, 2015. With our encouragement, we have received one additional report from a monthly meeting. At present we are in dialogue with 2 others.

Following the instruction given to us by Presiding Clerk, 2013, Betsy Meyer, we continue to work with other portions of FAITH AND PRACTICE, 2013, 2nd reading. (YRBK, 2013-56). As editing proceeds, these portions will come forward for approval.

Finally, we have met with Nominating Committee in order to assist in bringing names forward at annual session, 2016 for 2 additional members to your Committee.

Katherine Smith (Maury River), Clerk

### **INDIAN AFFAIRS**

2016 was a year of exploration and learning for our committee members. We learned about Indigenous history and local Native people today with (1) a trip to Carlisle, PA; (2) A visit to the National Museum of the American Indian, and; (3) a presentation by staff of Living the American Experience, an education program run by members of the Cedarville Band of Piscataway Indians. All of these opportunities are available to others in the Baltimore Yearly Meeting community. We encourage others to learn about Native peoples, particularly those in whose homelands we now live. Share the message: Native peoples are Still Here! We also revised factsheets on tribes in each state in our region, with the welcome news that the Pamunkey Indian Tribe (VA) achieved federal recognition, after a long process. Most of this report is intentionally different than past reports. We are including some of the context of our group's experiences, to help share the deep spiritual meaning of these learning experiences. We are also sharing photographs as part of our documentation. After all, this is the 21st century!

We ventured to Carlisle, PA, in October 2015, learning of the American Indian boarding school that was located there from 1889 to 1919. Our guides were Sandi Cianciulli (Oglala Lakota) and Maryann Robins (Onondaga), Executive Director and President, respectively, of the Circle Legacy, a nonprofit organization that is trying to preserve one of the buildings used for training Indian students. We saw the jail cells where students were punished, as

well as the well-preserved gym where Jim Thorpe trained. He and his mentor, “Pop” Warner, are respected contributors to the school. Also respected, though less celebrated, are the graves—some marked, some not—of the children who died so far from their homelands and families. We learned that the Indian students were “outed” or sent to board with farm families for summers or other periods of time. Some of these families were likely Quakers. No specifics were known about these families, though usually Indian boarders were unpaid laborers.



While our guides did not dwell on the traumas that Indian boarding schools caused, they solemnly shared them. The Carlisle School, a model of its time, was initially led by Richard Henry Pratt, who is notorious for his phrase, “Kill the Indian, save the man,” as his style of education. His intention was that assimilation of Indigenous children would help them succeed in the majority culture; though his means of achieving that was to extirpate their traditional cultures and traditions. The traumas that Indian boarding schools caused continue to haunt many Native peoples today. Sandi also mentioned that boarding schools presented Native children with opportunities to meet children from other tribes and Native traditions, so there was inter-tribal communication and connection, albeit nondiscretionary. Though there are still active Indian boarding schools, they are now operated by tribes; religious and other boarding schools are not mandatory.

Some members of the committee gathered at the National Museum of the American Indian to visit the Indian Treaties exhibit. We were honored to see one of the William Penn treaties there. Treating with the Indian is enshrined in the U.S. Constitution, and some treaties pre-date that document. In the 1800s, though federal agents used diverse means to convince or compel Natives to sign treaties. Committee members saw a treaty signed with X’s, implying the Native signatories could not read what they were signing. Government translators sometimes intentionally mistranslated documents, too.



A “joyful noise” was heard during our winter interim meeting, when we were honored by the presence of Natalie Standingontherock Proctor, tribal chair of the Cedarville Band of Piscataway Indians; her daughter Cryz Nkechehosi Proctor, Executive Producer of Living the American Experience programming; and Amanda Dagle, Academic Program Manager of Living the American Indian Experience. Since Interim Meeting was held at Langley Hill, Natalie and Cryz graciously welcomed us to their lands with a song of welcome. They shared information about their mobile museum, “Living the American Indian Experience (LAIE), that brings their cultural traditions to local schools and organizations.

In April, under the leadership of Nancy McIntyre, our committee sponsored a talk at Friends House by Paula Palmer (Boulder Friends Meeting). Sue Marcus and Pat Powers were asked to read portions of a script that Paula uses for lectures on facing our history. The National Native American Boarding School Healing Coalition has asked churches to join in a Truth and Reconciliation process to bring about healing for Native families that continue to suffer the consequences of the Indian boarding schools. With fellowships from Pendle Hill and Friends Historical Library, Paula has researched the role that Friends played in implementing the federal government's policy of forced assimilation of Native children. She has been researching Quaker Indian boarding schools in New York, Ohio, Iowa, Nebraska, Kansas, and Indian Territory (Oklahoma), and poses the query: Knowing what we know now about the impacts of forced assimilation, what does this history mean for Friends today?

Previously, Paula coordinated a number of “Towards Right Relationship” participatory workshops in our area, the first with the assistance of Dellie James. Paula has given the workshop “Roots of Injustice, Seeds of Change: Toward Right Relationship with America’s Native Peoples,” more than 70 times in 15 states, in churches (Quaker, Unitarian Universalist, Lutheran, Methodist, Episcopal, Catholic), with interfaith organizations (Washington Inter-religious Staff Community in DC and U.N.-affiliated churches in New York



City), and at colleges and universities. Our committee has given modest contributions to further this project.

Individually and in small groups, committee members follow leadings in ways to learn about and support Native peoples. Delle James is the first non-Native on the Board of Directors of the Baltimore Indian Center. Eric Carlson hosted a fund-raiser for Amnesty International's support for Leonard Peltier. Sue Marcus continues working with the Society of American Indian Government Employees (SAIGE). Pat Powers and Martha Catlin have been revising the Indian affairs committee's history. Pat and Sue attended a session on tribal sovereignty presented by the Maryland Indian Commission, with Native panelists from the southern mid-Atlantic region.

Members of the committee in 2016 included Susan "Sue" Marcus, Clerk (Alexandria); Eric Carlson (Goose Creek); Martha Claire Catlin (Alexandria); Sara Horsfall (Patapsco); Delle James (Baltimore Monthly Meeting, Stony Run); Kit Mason (Adelphi); Jana McIntyre (Sandy Spring); Nancy McIntyre (Sandy Spring); Gerald "Jerry" Miller (Dunnings Creek); Rebecca "Rep" Pickard (Gunpowder); Catherine "Cathy" Schairer (Sandy Spring); and Roger Wolcott (Sandy Spring).



BYM Indian Affairs Committee members, other Friends, guides, and guests with Jim Thorpe Statue at Carlisle Barracks Fitness Center, Carlisle, PA.

## MANUAL OF PROCEDURE

The Manual of Procedure Committee (MoP) members this year are Alison Duncan (Adelphi), Peggy Dyson-Cobb (Maury River), Susan Kaul (Bethesda) (clerk), and Susannah Rose (Patapsco).

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 committee met once face-to-face at a Panera in Manassas, Virginia in February. It consulted by phone and e-mail during the year, as needed.

The 2015-2016 work of the Committee to date may be seen in the minutes of Interim Meeting. Corrections and additions of a substantial nature (that which changes the meaning of the MoP), approved at an Interim Meeting are forwarded to the Yearly Meeting. Several general copy-edits were also made throughout the year and were reported as information to Interim Meeting.

This year Interim Meeting in March approved forwarding the following substantive changes to the Yearly Meeting.

### **Substantive Changes:**

- Amending the entry on page 1\* to read: “I. Introduction: The purpose of this Manual is to provide a basis for the good order of the Religious Society of Friends within Baltimore Yearly Meeting by describing the current organizational structure of the Yearly Meeting, its officers and committees, and its relations to other Friends’ bodies. Changes that alter the meaning of this manual (substantive changes), are approved by Yearly Meeting in Session as described in article XI of this Manual.”
- We found the first portion of second paragraph on page 1, “Article I. Introduction” not descriptive of the Manual, but rather of the functions & responsibilities of the Yearly Meeting, that are described elsewhere, and we recommend deleting it. (“~~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 [are] 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~~”).
- The last sentence in that 2<sup>nd</sup> paragraph, we recommend retaining: “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.”
- On page 2, 4<sup>th</sup> point, we again recommend amending for clarity: “to approve a budget and to determine apportionments thereof to...”
- On page 4, 2<sup>nd</sup> full paragraph, 8<sup>th</sup> line (in light of a decision made at the 2015 Annual Session): “The Trustees arrange for a certified public accountant to audit the Yearly Meeting’s books and records in accordance with Yearly Meeting policy, and receive and review the auditor’s report (currently, an audit is done annually).”

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\* All page numbers refer to the 2015 hard-copy *Manual of Procedure* of Baltimore Yearly Meeting.

- On page 5 and 6, we reordered the points 4 and 7 under the heading of “The functions of Interim Meeting are”:
  - new 4<sup>th</sup> point: “to appoint from the floor a Naming Committee of two Friends to nominate Friends for appointment to fill the vacancies on the Search Committee.”
  - new 7<sup>th</sup> point, for clarification: “to make sure that adjustments are made in the number of trustees of any corporation affiliated with Baltimore Yearly Meeting to comply with their legal requirements (see Article VIII).”
- On page 6, we inserted a new paragraph coming after the final point, describing what had been the 5<sup>th</sup> point, moved and edited from the list of points for stylistic integrity: “The Naming Committee is appointed on Spring Yearly Meeting Day, and serves for one year or until a new Committee is appointed. The Naming Committee usually presents its recommendations to Interim Meeting on Summer Yearly Meeting Day. At any time, the Naming Committee may present to Interim Meeting nominations to fill vacancies on the Search Committee that occur during the year.”
- On page 7, 7<sup>th</sup> paragraph, 1<sup>st</sup> line: “The Supervisory Committee also oversees the maintenance of the office property...”
- On page 11, at the end of the committee description of the “Advancement and Outreach Committee,” add “The Internet Communications Working Group is under Advancement and Outreach’s care.”
- On page 12, at the end of the committee description of the “Camping Program Committee,” add “The Camp Diversity Working Group is under the Camping Program’s care.”
- On page 15, at the end of the committee description of the “Ministry and Pastoral Care Committee,” add “The following working groups are under the care of Ministry and Pastoral Care:
  - Intervisitation Working Group
  - Women’s Retreat Working Group
  - Working group on Racism”
- On page 16, at the end of the committee description of the “Peace and Social Concerns Committee,” add “The Right Sharing of World Resources Working Group is under the care of Peace and Social Concerns.”
- On page 17, on advice from P&SC, change the 5<sup>th</sup> paragraph to: The Peace and Social Concerns Committee acts as the conscience of the Yearly Meeting in issues relating to prison concerns and the death penalty. The committee recommends to Nominating, as appropriate, one person to be approved by the Board of Directors of Prisoner Visitation and Support for a three-year, once renewable term. The Board meets in Philadelphia two or three times a year.
- On page 19, at the end of the committee description of the “Unity with Nature Committee,” add “The Right Relationship with Animals Working Group is under Unity with Nature’s care.”
- On page 28, the 4<sup>th</sup> paragraph has been changed upon advice from P&SC:

The Peace and Social Concerns Committee recommends to Nominating, as appropriate, one person to be approved by the Board of Directors of Prisoner Visitation and Support for a three-year, once renewable term. The Board meets in Philadelphia two or three times a year.

**Non-Substantive Changes** (general copyedits):

- On page 1, 5<sup>th</sup> paragraph, we amended for clarity and active voice: “The Yearly Meeting appoints officers and committees necessary to carry out its concerns effectively.”
- On page 17, 3<sup>rd</sup> paragraph, 2<sup>nd</sup> line, to correct spelling of Meeting: “It seeks to challenge the Yearly Meeting and....”
- On page 25, for consistency with other Friends Schools: “Friends Meeting School, Inc.”
- On page 29, to reflect actual practice: “Revisions to Faith and Practice are initiated by one or more Local or Quarterly Meetings....”
- On page 34 through 51: The Manual of Procedure Committee would like to suggest a “non-substantive change” for the different level of headings for the Appendices. For example, beginning on page 34, Appendix D, Youth Safety Policy, contains four sub-appendices. This becomes especially confusing when the “Appendix D, Youth Safety Policy, Youth Safety Appendix D” (p51) is then followed by “Appendix E, Guidelines for Embracing the Ministry of Friends.” We suggest numbering these sub-appendices thusly: Appendix D.1, D.2, etc.

This year, again, our committee met at a Panera, a chain restaurant we found to be familiar and comfortable. We recommend that geographically challenged committees may also find such facilities at mutually convenient locations helpful. Through trial and error, we have also found sharing cell-phone numbers in advance to be helpful.

Susan Kaul (Bethesda), clerk

## MINISTRY AND PASTORAL CARE

The Ministry and Pastoral Care Committee (M&PC) seeks to support the spiritual life of Baltimore Yearly Meeting, by recognizing and nurturing spiritual gifts, offering support and counsel to local meetings, and sponsoring a variety of programs that nurture the life of the spirit. The Committee has four active working groups under its care: the Women’s Retreat Working Group (Mary Stratton, Maury River, liaison); the Spiritual Formation Program Working Group (Amy Schmaljohn, Gunpowder, liaison), the Intervisitation Working Group (Maria Bradley, Sandy Spring, liaison); and the Working Group on Racism (Marcy Seitel, Adelphi, liaison). The annual reports of these working groups are attached.

M&PC is responsible for a number of offerings each year at annual session, including the opening retreat, morning Bible Study and worship sharing groups, and closing worship. M&PC also supports the meetings for worship with attention to business that are at the heart of annual session, greeting Friends as they arrive, and seeking to serve as a prayerful, attentive presence. Two members of M&PC serve on the Program Committee: co-clerk

Peirce Hammond (Bethesda) and Alex Bean (Adelphi).

In this year's retreat, Nancy Bieber (Lancaster/PYM) will "offer guidance in 'finding our way' using spiritual discernment: the practice of attending to the wise and loving Spirit whose wisdom and light exceed our own." Sabrina McCarthy and David Etheridge (Friends Meeting of Washington) will lead Bible study, focusing on scriptures that address the Yearly Meeting theme, "Discernment and Action in Spiritual Community." Worship-sharing this year will include an "Experiment with Light" group, along with the traditional query-focused groups, and unprogrammed outdoor worship.

This year at annual session M&PC is also sponsoring a workshop on domestic abuse, led by Windy Cooler (Adelphi). This query-based workshop will give Friends an opportunity to talk about "what abuse is, and ways in which our meetings might address this as a pastoral care issue, holding everyone in the Light." A survey done in the 1980s revealed that rates of domestic abuse among unprogrammed Friends are equivalent to those in the larger society. M&PC is hoping that this workshop will provide safe space for exploring a difficult issue that may be hidden in our meetings.

M&PC is responsible for preparation of the Baltimore Yearly Meeting Spiritual State of the Meeting report that is presented each year at annual session. In the fall, M&PC sends a letter to all the local meetings asking them to prepare their own report, and offering queries to serve as guidance. The queries encourage meetings to report not only their joys and successes, but any problems or concerns they may have. The reports are read and considered by several members of M&PC, who also reach out to each meeting individually, and make note of any meetings that may need extra support. Their draft report draws on the reports from the local meetings, and important developments within the Yearly Meeting as a whole. Tim Hunt (Langley Hill), Amy Schmaljohn, and Mary Stratton (Maury River) prepared our report this year.

Members of M&PC are encouraged to visit local meetings throughout the year, especially those that have expressed a need for support. The Committee also considers requests for Yearly Meeting endorsement of minutes of support for members traveling in the ministry outside our Yearly Meeting. Such minutes usually are prepared by the traveler's local meeting and forwarded to the Intervisitation Working Group for consideration.

M&PC is working on compiling a compendium of resources for local meetings that will be categorized both by the nature of the need and the type of resource. We hope this will allow our committee, and BYM as a whole, to be more responsive to the needs of our meetings. During the past year, M&PC offered our workshop on "Bringing our Differences into the Light" or "Debate Into Dialogue" at Charlottesville and Adelphi, and during a peace conference at Friends Meeting School, to help Friends find loving and creative responses when divisive issues arise. The Committee would be glad to receive additional requests for workshops. We also warmly invite meetings to get in touch with us for any other assistance they may need in supporting and nurturing the spiritual life of their meetings.

The Ministry and Pastoral Care Committee met five times during the year (at the three Interim Meeting days, a called meeting in January, and during the 2016 annual session) with an attendance of Committee members of 6-10 plus several visitors.

Deborah Haines (Alexandria) and Peirce Hammond (Bethesda), Co-Clerks

## NOMINATING

The Nominating Committee identifies gifts and interests of Friends within the Yearly Meeting and matches those to the needs of BYM committees and the organizations to which we send representatives. Because those of us who serve on Nominating Committee know only a small portion of the people who make up Baltimore Yearly Meeting, we are very dependent on and grateful to others who help us identify Friends who may be right for Yearly Meeting service. We welcome all suggestions, and specifically ask for help from committee clerks and other committee members, local meeting clerks, and Yearly Meeting staff members. We are particularly interested in learning about potential nominees from historically underrepresented local meetings and groups. We sent representatives to the Growing Diverse Leadership committee meetings and hope that initiative will show us new ways to increase race and age diversity on Baltimore Yearly Meeting committees.

Nominating Committee met at each Interim Meeting and an additional time in April, with one or more committee members joining us by phone at several of these meetings. We also held three phone meetings between our in-person meetings, primarily to check in on how tasks were progressing. We will finalize our slate of this year's nominees at two committee meetings during Annual Session. Our goal is to nominate people to fill approximately 85 vacancies; slightly over one fourth of these are likely to be filled by people who agreed to serve a second term and slightly less than a fourth will be filled by people identified during Annual Session. Throughout our work, we strive to discern the true needs of committees and the true leadings of Friends, and ensure that all committees have the people they need to do their work.

## PEACE AND SOCIAL CONCERNS

At BYM's 2015 Annual Session, our Peace & Social Concerns Committee decided to renew a "Networking Day" program that would invite monthly meeting representatives to gather and share insights and experiences from our respective meetings. We also wanted to offer a focus on how to involve Young Friends in peace & social concerns.

After many e-mail interest surveys and much planning, Networking Day took place at Sandy Spring Friends School on Sat. morning, 4/2/16, and drew 42 Friends representing 15 different monthly meetings in Md., Virginia and West Virginia.

After coffee, pastries and brief silence, we were welcomed by 5 young Friends holding a simultaneous peace conference with Muslim neighbors from nearby high schools & by inspiring remarks from peace educator Colman McCarthy.

Then, participants selected among 4 workgroups: 1) how to respond to climate change, 2) refugees' & immigrants' problems - how can Friends help, 3) alternatives to mass incar-

ceration / racial injustice, & 4) how to start and improved community service programs (e.g., homeless shelters, mediation / alternatives to violence, tutoring – mentoring, etc.)

Post-Networking-Day surveys showed that participants considered the event “useful” so plans now are underway for a second, April 2017 Networking Day.

Also, during the past year, our committee has attempted to improve communications between meetings by means of an e-mail newsletter and our committee’s BYM “Peace and Justice Exchange” Facebook page. (We have laid down another group-discussion-webpage due to lack of active use.)

Via our e-mail newsletter and Facebook page, we also have shared information with monthly meetings including:

- Various Meetings’ options to their follow “Black-Lives-Matter” campaigns
- FCNL, Md. and Virginia criminal justice initiatives;
- Reconciliation with Muslims programs, an AFSC Mideast tour & info on the “Tent of Nations” Palestinian olive oil ministry; and
- Responses to the Syrian refugee crisis.

We thank Susannah Rose for becoming BYM’s new representative to the federal Prisoner Visitation and Support program. (Her report is attached.) And we appreciate Denna Joy representing us on the board of Quaker House in North Carolina and Malachy Kilbride representing us on the National Religious Coalition Against Torture. While BYM-PSC officially acts as a liaison for Right Sharing of World Resources (RSWR), this program actually is an independent 501(c)(3) organization. We defer to their separate report.

In conclusion, BYM-PSC thanks Friends for their energy participating in this year’s Networking Day and for your suggestions on improving next year’s intended program!

## **PROGRAM**

Program Committee consists of nine members as well as the Presiding Clerk, the General Secretary, Bookstore Manager, Registrar and representatives of Ministry and Pastoral Care, Junior Yearly Meeting, Young Friends, and Young Adult Friends. It is a large and mighty committee that meets together four times a year. In addition, every member of the Committee works outside of the large meetings, taking responsibility for some element of the Annual Session program either individually or as a subcommittee member.

Last year we included in our annual report the statement that “The evaluations you complete after experiencing Annual Session are our guide for future sessions.” To illustrate the truth of our statement, the first task we undertake in the fall of each year is to summarize and study all the evaluation forms submitted by attenders of the Annual Session just completed. From those evaluations, we were very aware that there was growing discontent with accommodations at Frostburg and the difficulty of travel for many people to get to the campus. Attendance had also decreased over the past few years, perhaps for these reasons. So, this year we updated our list of needs for an Annual Session site, then looked at

the geographic center of the Yearly Meeting and gathered lists of appropriate venues near that center. We contacted three venues that seemed promising on paper. After our initial contact, only one viable site remained – Hood College – and a subcommittee visited the campus in late October and another group in early December. All were positive about the possibility of changing our venue for the 2016 Annual Session.

Needless to say, changing the Annual Session to a new venue after nine years at Frostburg was not an easy decision. We had a very good working relationship with Dave Treber at FSU, who is also a member of the Yearly Meeting and was eager to make BYM feel welcome on the FSU campus. All of the staff at FSU were very welcoming and helpful while we were there, but we felt it was time to try a new site.

After the decision to move to Hood College was made, Program Committee began rethinking all of the program elements to determine how they would work in the new venue. There were so many details that we had become familiar with after nine years at the same site, but each had to be re-examined. We knew that there would inevitably be glitches caused by our unfamiliarity with the Hood campus, but we tried very hard to minimize their effect.

We have again arranged a program with a mix of activities that we hope will allow all ages to enjoy being in community and learning from each other. Our 2016 theme “Discernment and Action in Spiritual Community” challenged us to draw strength from our spiritual life together. At the same time that we were all experiencing how this theme was interpreted by our speakers and workshop leaders and determining what it means in our own lives, Program Committee had already begun working on the 2017 Annual Session program. We plan to meet again on the Hood College campus the first week of August in 2017 to follow up on this year’s theme by considering the next step: “Putting Faith Into Action for Justice in the World.” Our hope is that you will find at Annual Session some spiritual nourishment and go from Annual Session refreshed to continue the work and to meet again next year.

Barbarie Hill (Charlottesville), Clerk

## RELIGIOUS EDUCATION

On March 19 and 20, 2016, the Baltimore Yearly Meeting Religious Education Committee had our third REtreat, this time at Richmond Friends Meeting in Richmond, VA. We began work on a core curriculum to describe what every Quaker should know about religion at every age or stage in life. This work had been requested by the Baltimore Yearly Meeting Ad Hoc Vision Implementation Committee in order to provide guidelines to Monthly Meetings for what to teach to different age groups.

Participating in the writing and editing of this document were Barb Adams, Ellen Arginteanu, Jules Arginteanu, Virginia Avanesyan, Stephanie Bean, Windy Cooler, Marsha Holliday, Deborah Legowski, Jessica Farley, M. J. Foley, Harriet Schley, Howard Garner, Susanna Laird, Lauren Brownlee, Meg Meyer, Michael Beer, Michael Newheart, Nancy Moore, Bob Rhudy, Marilyn Rothstein, Amy Schmaljohn, Marcy Seitel, and Gene Throwe. We divided into eight working groups: Nursery, 4- to 5-year-olds, 6 to 8, 9 to 11, Tweens, Teens, Young Adult Friends, and Adult RE, with each group writing a portion



of the core curriculum. We plan to put the finished version of the core curriculum on our Religious Education Committee website in the near future.

Simultaneous with our REtreat, the Youth Programs Committee offered a Junior Young Friends Overnight at the Clearing. Parents were able to drop off their middle school-aged children at the Clearing and then attend the Retreat.

Gail Gann continues to represent the BYM RE Committee on the Sue Thomas Turner Quaker Education Fund. Gail also supports the historic BYM Religious Education Curricular Library, which is housed at Stony Run.

This past year, Windy Cooler (Adelphi), co-clerked the BYM RE Committee with Marsha Holliday (FMW), who is rotating off the Committee in August.

The Baltimore Yearly Meeting Religious Education Committee's work to promote and provide a strong future for religious education in BYM has lead us to request a part-time Religions Education staff member. We brought this concern to Interim Meeting a year-and-a-half ago and are awaiting the arrival of the new General Secretary with the hope that this hiring will go forward at that time. With the support of an RE staff person, we anticipate additional religious education programs at the Yearly Meeting level and more support and assistance for our Monthly Meeting religious education programs. Religious Education is a very important outreach and advancement tool of Yearly Meetings. We look forward to having staff assistance in the future.

Your Friends,

Marsha Holliday (Washington) and Windy Cooler (Adelphi), co-clerks

## SEARCH

Search Committee is responsible for assuring that BYM has strong leadership in its Yearly and Interim Meeting clerks and recording clerks, its treasurer, and assistant treasurer, its Supervisory and Nominating Committees.

This year, our thanks to many Friends, who are accepting second terms in those positions. New faces that received a first reading at June Interim and will receive a second reading at Annual Session are: Marcy Seitel of Adelphi for Interim Meeting Clerk, Peirce Hammond of Bethesda for Supervisory, and Denna Joy of Richmond for Nominating.

As Search Committee has been under staffed this year, we asked our YM Clerk and Acting General Secretary to discern with us who to invite as Interim Meeting clerk. We used the Strawberry Creek Nominating Process, bringing forward names of Friends to fit the position from a space of deep worship. We appreciate their help and for introducing this method.

We are grateful to many for discerning with us who, from their Meetings, might be led to fill the needs of our blessed community. Your suggestions and encouragement guide our

work. Barbara Thomas will be leaving Search as clerk after Annual Session and Karie Firoozmand will take up the mantle.

## STEWARDSHIP AND FINANCE

The Stewardship and Finance Committee held one committee meeting at Annual Session, as well as an interest group session to answer questions on the operating and capital budgets. In addition, the Committee had a joint meeting with Trustees. The Committee also met at October, March, and June Interim Meetings. In addition, the budget subcommittee met by telephone conference call several times. As was the case last year, our major activities were the development of an operating and a capital budget for approval by the Yearly Meeting, plus even more work on apportionment.

In an effort to build stronger connections between Monthly Meetings and the Yearly Meeting, each member of the Committee was assigned three or four Monthly Meetings for which he or she will act as liaison from the Stewardship and Finance Committee. We believe this will help the Committee develop a better understanding of the financial situation in each of our Monthly Meetings, as well as provide easier access to information for the Monthly Meetings. However, we expect that it will take time for this to become a routine process and fully effective.

The Committee continued to monitor the progress of fund raising and preparation for the demolition of the Catoctin bath houses and the construction of new and more environmentally friendly structure. The capital budget also includes funds for other improvements at Catoctin, and for improvements at Shiloh and Opequon as well.

In recent years we have heard from an increasing number of Monthly Meetings that their apportionment has become a burden to them, and the number and intensity of those complaints increased again this year. At March Interim Meeting, the Committee responded by recommending that the total amount of the 2017 apportionment remain the same as the 2016 level (\$462,200.) The recommended operating budget for 2017 also includes an increased amount for unpaid apportionments. The recommended operating and capital budgets for 2017 will be presented for approval at the Yearly Meeting at Annual Session.

The Stewardship and Finance Committee concluded that it is time to take a closer look at the apportionment formula, and appointed a subcommittee to carry out that activity. The process began with careful listening at the two apportionment meetings (this year held at Carlisle, Pennsylvania and Midlothian, Virginia) and the compilation of a list of questions and concerns. Analysis on these began in June and will continue through early spring 2017, with formal reports to the full committee and to Interim Meeting as the process moves forward. We intend to have a proposal for approval by the full Stewardship and Finance Committee ready for June Interim Meeting, and for the Yearly Meeting at Annual Session in 2017.

In an effort to both make the process as transparent as possible and to gather as much feedback as possible, we have had major documents used in the analysis posted to the Steward-

ship and Finance page of the Baltimore Yearly Meeting website, and will continue to add more as the work evolves. We hope that Monthly Meetings will follow along and stay in touch, so that what we present as our recommendation in 2017 is a surprise to no one, and can be supported by all.

### **SUE THOMAS TURNER QUAKER EDUCATION FUND**

In 2016 the Sue Thomas Turner Quaker Education Fund received nine requests for funds from schools & organizations. The committee considered the requests and was very pleased with the high caliber of pro-grams. We distributed \$10,240 in full or partial grants for 8 uses consistent with the purpose of the fund. The recipients were:

Friends Community School, MD, \$1,000 to bring Peter Blood & Annie Patterson to lead a day of music celebrating testimonies in Rise Up Singing; Friends Meeting School, MD, \$1,200 for a workshop for faculty on how social justice is grounded in Quakerism and can be used in programming; Friends School Baltimore, MD, \$1,500 to send Quaker Principles Committee to Pendle Hill for retreat; Greene Street Friends School, PA, \$1,000 to purchase Faith & Play kits & training, send new faculty to Pendle Hill workshop; Power of Goodness, \$2,265 to integrate Power of Goodness book into curriculum of three schools; Sandy Spring Friends School, MD, \$1,000 to develop booklet on the Quaker roots and identity of SSFS; Virginia Beach Friends School, VA, \$900 for faculty/staff retreat workshops on Education & Quakerism and Environmentalism & Quakerism; and Wilmington Friends School, DE, \$1,375 to print a newly developed Wilmington Friends School Faith & Practice.

The committee will meet in March 2017 to consider requests. Request deadline will be MARCH 1, 2017. Either paper or e-mailed 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

### **SUPERVISORY**

The Supervisory Committee 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. One activity in which members of the Supervisory Committee have engaged with all office employees is hosting a lunch twice a year (in May and in November or December). Although the conversations at the lunches have been open to any topic, the Supervisory Committee has seen the lunches as a way of showing appreciation for the work of the employees, establishing a setting to learn more about one another, and providing opportunities to look at ways that employees and members of the Supervisory Committee could work together to advance the Yearly Meeting.

Two major activities in which the Supervisory Committee invested time and energy since the last annual report were defining and helping to implement the search process for a new General Secretary and revising the handbook for all Baltimore Yearly meeting employees. Regarding the search, the Supervisory Committee submitted to Interim Meeting a charge for an ad hoc search committee and a list of Friends to serve on the committee. Both were

approved. The employee handbook is in the final stages of being revised and submitted to standing committees of the Yearly Meeting for comments and concerns before a final revision is approved.

**Continuation of Interim General Secretary.** Since Bob Rhudy was serving as General Secretary on an interim basis, the Supervisory Committee decided to conduct an abridged evaluation of his performance. One part of the regular process that we thought important was to learn from office staff members about their experiences under Bob’s leadership. We were pleased to learn that the staff members’ overall assessment of his performance, like that of our committee, was quite favorable.

During the evaluation process, the Supervisory Committee noted that Bob had formed a support committee for himself, built healthy and helpful interpersonal relationships with Friends across the Yearly Meeting, visited each of the three Yearly Meeting camps early in his tenure, and been appropriately supportive of Yearly Meeting committees. In addition, we received an assessment from Bob of how well he thought the job description, under which he was hired, helped to guide his work and how he felt about his being able to carry out the responsibilities expressed in the description. Having Bob’s assessment helped to shape the job description that was approved at Interim Meeting earlier in the year related to the ongoing General Secretary search process.

At a meeting in February, the Supervisory Committee shared personal assessments, as well as the information that was received from staff members and others, and united around the continuation of employment of Bob Rhudy as Interim General Secretary of the Baltimore Yearly Meeting until a General Secretary was duly appointed.

**2016 Budget and Human Resources Costs:** Office of the Baltimore Yearly Meeting human resources costs for 2016 are as follows:

CATEGORY	AMOUNT
Total Human Resources Costs <sup>1</sup>	\$700,622
Aggregate Salary <sup>2</sup>	\$549,349
Employer Portion of FICA Tax	\$42,026
Benefits, including health care and contributions to (403(b))	\$120,805
Employee contributions to health insurance	(11,558)

<sup>1</sup>Includes a full-time, grant-funded position (Outreach and Inclusion Coordinator).

<sup>2</sup>0.6 percent COLA increase and a 1 percent general increase, effective First Month, 2016.

## TRUSTEES OF BALTIMORE YEARLY MEETING

The Trustees of Baltimore Yearly Meeting (BYM) met at the 2015 Annual Session and the Interim Meetings in the fall, spring and summer.

Approval of a Vehicle and Driver Safety Policy In the summer of 2015 Trustees approved for a trial basis the “Vehicle and Driver Safety Policy and Procedures.” It has been created

with the involvement of those affected by the policies. After the trial period, Trustees approved the policy at our March 2016 meeting. It will be reviewed in three years. This document reflects the desire of BYM to provide a safe and secure environment for everyone who participates in our programs.

New auditor hired Trustees hired a new auditing firm, BBD, LLP of Philadelphia, to begin their work with the audit of BYM's 2015 records. They have extensive experience with Friends organizations including Friends Journal, Friends Fiduciary Corporation, Pendle Hill and others. Their work for us has been detailed, timely, and affordable. We expect to approve the audit at our meeting at Annual Session.

Exploring legal counsel Trustees, Stewardship and Finance Committee and Supervisory Committee have voiced support for having an ongoing relationship with legal counsel. Such a relationship can help us anticipate legal issues and possibly avoid certain expenses. We are in the process of exploring an arrangement with Davis, Agnor, Rapaport, Skalny, a firm in Columbia, Maryland.

Unrestricted reserves Trustees established a cross-committee task force to create a policy on unrestricted reserves. Included were individuals representing Trustees, Stewardship and Finance, Development, and Camp Property. The committee had three teleconferences which resulted in a draft document that is still under development. It attempts to define reserves as well as how to access reserves, how to build reserves and how reserves should be reported. We have met our current goal, established in 2012, of the level of unrestricted reserves equalling twenty-five percent of the operating budget.

Money Management At each meeting we review the status of our accounts with Friends Fiduciary Corporation and our account with Morgan Stanley. We approved a policy, "Gifts of securities are received through our account at Morgan Stanley Wealth Management. Securities that meet the standards of our Socially Responsible Investment policy may be kept instead of being automatically sold."

Educational Grants Trustees worked with representatives of the Sandy Spring Friends Meeting to transfer all the funds from their educational grants program to the Educational Grants Committee of Baltimore Yearly Meeting. Sandy Spring Friends felt that the BYM program met the same goals as their program. The Maryland Attorney General supported this transfer of funds, approximately \$12,400.

Approval of the 990 filing Each year Trustees approve the 990 form submitted to the IRS.

Property within the Yearly Meeting Tom Hill has continued his project of creating a comprehensive list of properties owned by BYM or any of its predecessor or constituent meetings.

Harford Friends School Financial arrangements have been made to clarify the financial obligations of Harford Friends School with BYM as part of the bequest from the Emily Bayless Graham estate. Quarterly payments are being made on their obligation.

Facilitation Trustees host a monthly teleconference involving the General Secretary, the Development Director, the Comptroller, Treasure and representatives of committees with budgetary responsibilities. The goal is to enhance communication and to meet our obligations in the establishment of the annual budget.

## UNITY WITH NATURE

As members of this beautiful human family, we seek meaningful commitments from our leaders and ourselves, to address climate change for our shared future, the Earth and all species, and the generations to come. We see this Earth as a stunning gift that supports life. It is our only home. Let us care for it together.

from Facing the Challenge of Climate Change, by FCNL, QEW and QUNO

Our committee always works to support "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", but now in a fast-changing world. Climate records continue to shatter and sea ice melts; doubts about climate science fade. Today the major faiths have spoken strongly for assuming our moral responsibility to heal the suffering earth.

As 2015 drew to a close, 195 nations signed a landmark global pact, the Paris Accord, acknowledging the urgent need to reduce carbon emissions. The nations agreed to balance the emission and removal of greenhouse gases, widely interpreted to mean to achieve "net zero emissions".

UwN, recognizing the importance of quickly moving beyond mere agreements, created three new resources to assist Meetings and individuals to thoroughly understand the climate crisis; to accurately assess personal and Meeting contributions to it; and to embark upon the real changes needed to reach net zero carbon.

### RESOURCES:

- A Friend created, and UWN assisted with and approved, a power point presentation to aid in understanding climate issues, entitled "Envisioning the Peaceable Kingdom after Fossil Fuels". UwN welcomes requests to present or loan the power point.
- A subgroup researched and vetted, and UwN approved, a document offering a set of carbon calculators to help both Meetings and individuals accurately identify and calculate their carbon footprints, a necessary step toward effectively lowering consumption contributing to climate change. <https://nextstepsearch.wordpress.com/call-to-calculate-carbon/>
- A UwN subgroup created, and UwN approved, an interactive document titled "Next Steps". This document lists many specific actions Friends can take to lower their carbon footprints in order to, step-by-step, live into a cleaner, safer, and gentler future. Friends are invited to add their own suggested Next Steps at UwN's blog site, <https://nextstepsearch.wordpress.com/2016/01/04/next-steps-in-journey-to-right-relationship->

with-creation/

- The Carbon Calculator and Next Steps documents will be distributed to BYM and Monthly Meetings, as well as presented at Interim Meeting, in June 2016.

QEW alerted us to "Facing the Challenge of Climate Change: A shared statement by Quaker groups" a document they, Friends Committee on National Legislation (FCNL), and the Quaker United Nations Office (QUNO) coauthored. The Statement was created as witness to the gravity of climate changes; to acknowledge our role in those changes, particularly through burning fossil fuels; and to urge action acknowledging our moral duty to "cherish Creation for future generations." Quaker organizations around the world continue to sign the document. At Annual Session 2015, UwN offered the statement to BYM, asking BYM to share it with her monthly meetings. As of June 2016, BYM, 24 BYM Monthly Meetings, and three Preparative Meetings have signed the statement.

The Committee received 31 responses to its 2014 request for discernment on environmental concerns from Monthly Meetings. This defined 2015's early work as UwN members gathered responses and reached out to Monthly Meetings to provide nurture and resources as needed.

In June 2015, UwN gathered for a weekend at The Clearing, a retreat center under the care of Richmond Meeting. The retreat's goal was to seek spiritual refreshment, friendship, and to review, organize, and understand meetings' responses. This work enabled UwN to report responses to BYM, share them on line, as well as to display them at Annual Session 2015.

In 2015, Right Relationship with Animals (RRwA), an ad hoc group approached us asking to become a Working Group under our care. Once clear that the group's mission fit with our own, UwN asked, and BYM 2015 Interim approved, the new working group under our care. RRwA seeks to stimulate thought and discussion about the effects that our food choices and other personal decisions have on the lives of animals and on the rest of the living world. The UwN Committee found the detrimental effect on the earth wrought by such things as deforestation for grazing, factory farming of animals for food and more were clearly linked to our mission. UwN encourages others to consider forming earthcare-related working groups under our care.

We have attempted, not always successfully, to bring Young Friends and Young Adult Friends into the climate and environmental conversation. The lack of young voices continues to be a concern.

It is in this shifting context that the Unity with Nature Committee (UwN) continues its monthly meetings in person, by phone, or by Skype. We enjoy robust meeting participation by our members as well as by our Quaker Earthcare Witness (QEW) and Friends Wilderness Center (FWC) liaisons.

Throughout the year, committee members traveled to Monthly and Quarterly Meetings upon request. At Interim Meetings, we welcomed others to join us during part of our committee time. We hosted a Connecting Local Meetings group at Annual Session.

Ann Payne (Frederick) and Eli Fishpaw (Maury River), (co-clerks)

## YOUTH PROGRAMS

The Youth Programs Committee oversees and coordinates all Yearly Meeting youth programs—for junior high/middle school and high school youth...

– Baltimore Yearly Meeting Manual of Procedure

Each year, there are five Young Friends (YF) conferences, three Nuts and Bolts Committee (NBC) retreats, and four Junior Young Friends (JYF) conferences. We play a supporting role with the Young Friends community, as they are self-governing, and we help coordinate the Junior Young Friends. This year, there were an average of 65 Young Friends and 22 Junior Young Friends at each conference. The theme for this year's JYF program was "Acceptance".

The 2015/2016 school year was one of change for the Youth Programs Committee. We welcomed Jossie Dowling as the new Youth Programs Manager following Alison Duncan's departure last summer. Jossie brought with them a range of skills from their experience as the JYF Assistant and from their time on staff in the camping program. While the year was not without its share of bumps, including not one but two weather-related cancellations, Jossie was quick to learn the ins and outs of the position. Laura Coleson-Schreur rotated out of one of the co-Clerk positions and Annalee Flower Horne stepped in. Michael Doo finishes his two-year co-Clerk term this summer.

Youth Programs Committee met four times this year, three at Interim Meeting and once at the winter NBC retreat, plus two times at Annual Session 2015. We were fortunate to have energetic and committed Young Friends representatives at most of our meetings. Our focus was mainly on the logistics of running the YF/JYF programs, but we also continued our work with youth safety. To this end, we've drafted a Youth Safety Contract to help participants feel safer at conferences as well as having Jossie certified in Youth Mental Health First Aid. We were unable to hold a Friendly Adult Presence (FAP) training that was planned for the spring, but hope to do so in the fall of 2016.

The Young Friends community was busy this year amid the fun and spiritual community at their conferences. As usual, they've spent time in many different locales throughout the yearly meeting, including Adelphi, Homewood, Sandy Spring Friends School, The Clearing, and Hopewell Centre. They finished and approved a number of changes to the Young Friends Handbook that had started last school year. Through committee work, they also focused on keeping hydrated (Hydration Nation), being mindful of the ethics regarding the food they purchase (Food Committee), and talking about everything having to do with mermaids (Mermittee).

Junior Young Friends had the start of their year interrupted by Hurricane Joaquin. However, the program was quick to recover. The JYFs visited Alexandria, Stony Run, The Clear-



ing, and Shiloh Quaker Camp in their tour of the yearly meeting. They had many workshops surrounding the year's theme of "Acceptance". The average attendance is slightly down from last year, but we remain confident the JYF program will continue to be valuable to those who attend as well as their families.

The Young Friends and Junior Young Friends are so important to the vibrant spiritual life of the yearly meeting. Both communities contribute to the spiritual deepening of our faith community in ways both seen and unseen. We look forward to the coming year and hope that we can encourage all our Monthly Meetings to send their middle- and high-school attenders to attend BYM youth events.

### **AD HOC GROWING DIVERSE LEADERSHIP COMMITTEE**

The Growing Diverse Leadership Committee was established at Annual Session 2015. However, appointment of committee members to the Committee did not occur until the following October. The committee met monthly starting in November, through July of this year. The format of the group is five core members who serve the committee directly, and fifteen members who are appointed because of their service on other committees.

In the first year of this three-year program, we are in the planning stage, and beginning the execution stage – information gathering. The second year will focus on execution of programs, and the third year will focus on analyzing the impact of the programs we have done.

We are using a typical strategic planning approach to determine our activities, applying the BYM Vision and the goals and objectives of this program to identify strategies and programs to reach those goals. While the BYM Vision does not change, the phrasing of the goals and objectives have been edited slightly. The part of the Vision that applies to this program is as follows:

*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.*

*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.*

The goal as we are currently writing it is:

*To bring innovation and vitality to local Meetings within the Baltimore Yearly Meeting of Friends in ways that will increase and sustain multicultural and intergenerational community in all facets of the spiritual life of Meetings and will serve to strengthen Baltimore Yearly Meeting and the Religious Society of Friends.*

The objectives, as we are currently writing them:

1. *Increase and sustain the participation of people of color in the spiritual life of pilot Meetings by X(?) percent by December 2018.*
2. *Increase and sustain the participation of young adults in the spiritual life of pilot Meetings by X(?) percent by December 2018.*

Our first initiative is to gather information. We requested demographics from Local Meetings on age and ethnicity to establish a baseline, so we can see if our programs make a difference at the end of the three-year program. We are researching efforts of other faith communities to change their demographics to see what has been successful, and doing surveys/focus groups with both Young Adults and People of Color who do and do not attend Local Meetings to learn what could be done differently and what shouldn't change. We are identifying a liaison at interested Local Meetings that we can communicate with to offer support as they establish a small group within the Meeting and carry out activities to increase younger attenders and attenders of color. Contact David Etheridge if you would like to be the liaison for your Meeting.

In the coming year, we will host programs to increase participation of young adults and people of color in BYM and its Meetings. We envision this to include workshops around communicating across differences, evaluation of traditions and physical space to see if they are welcoming to people from every background, identifying routes to leadership, and efforts to increase attendance at Local Meetings (potentially FGC's Growing Our Meetings project).

### **AD HOC HEALTHY ORGANIZATION AND PURPOSEFUL EVOLUTION COMMITTEE**

No report received.

### **INTERNET COMMUNICATIONS WORKING GROUP**

No report received.

### **INTERVISITATION WORKING GROUP (under the care of Ministry and Pastoral Care Committee)**

The Baltimore Yearly Meeting Intervisitation Working Group (IWG) continues its spirit-led mission to encourage and enable outgoing and incoming visitors to travel among Friends. We are led to serve Friends with a "ministry of presence": the spirit-led gift of being present among Friends, to listen and share in worship without judgement.

As we move forward in this ministry, the working group is joyfully challenged to ensure we keep Friends aware of our ongoing work and its bridge-building possibilities. We seek ways to increase opportunities for intervisitation amid a larger and more diverse group of Friends. Being in the care of Baltimore Yearly Meeting's Ministry and Pastoral Care Committee, we are paying careful attention to how the intervisitation program serves as a ministry of the Yearly Meeting. We strive to maintain open, fruitful communication and

fellowship with M&PC and the other working groups it oversees.

IWG continues to host its annual travelers' gathering in March to help would-be visitors (whether for intervisitation or other reasons) learn about traveling among Friends. Our traveling ministers continue to visit many Yearly Meetings and Friends' groups in North America and around the world. We constantly seek new opportunities to bring Friends from elsewhere to be present with us. The IWG continues to support the BYM Visiting Program, a service offered by the BYM office to assist BYM Friends who wish to visit other meetings within the Yearly Meeting region. We use that program's online reporting service to help create records of our visits. As of this writing (June 2016), we plan to host our annual travelers' lounge, workshop, and other activities at BYM's 2016 Annual Session.

The Intervisitation Working Group is always looking for more Friends to visit, both incoming and outgoing. Moreover, we deeply need companions to accompany traveling Friends. You can direct your questions or let us know of your interest by e-mail to [bymintervisitation@gmail.com](mailto:bymintervisitation@gmail.com) or speaking to our working group members.

### **I. Outgoing Visits**

Before traveling, visitors to Yearly Meetings are encouraged to obtain a travel minute from their local Meeting and then have it endorsed by the Yearly Meeting, usually at an Interim Meeting session. After their return, these Friends report to Interim Meeting about their visits. Since we gave our last Annual Report, here are the BYM Friends' travels we have supported:

#### **September 2015: North Carolina Yearly Meeting (FUM)**

Jolee Robinson and Erik Hanson attended these annual sessions, to be present during what has been a difficult time for NCYM (FUM).

#### **October 2015: Mesquakie Friends Church, Iowa**

Jolee Robinson attended this gathering at a Friends Church in an American Indian community. They are running an active program for children and youth, which they hope to expand, but struggle to attract adults to church services.

#### **January 2016: FWCC World Plenary Meeting (Intl. Rep. Mtg.), Peru**

Bette Hoover, Jason Eaby, Michael Doo, Kristin Loken and Chuck Kleymeyer attended. Over 320 international Friends gathered near Pisac, Perú in the Sacred Valley of the Incas to conduct the business of FWCC and to discern its future direction. Of note was the proposed change to increase the interval between World Plenary Meetings to 10-12 years due to financial and environmental concerns. Friends were unwilling to let that much time pass between meetings and reduced it to 7-10 years. This may result in more World Conferences.

#### **April-May 2016: Friends Theological College, Kaimosi, Kenya**

Georgia Fuller (Langley Hill) visited Kenyan Friends for the fifth year. The college has faced many economic challenges as a result of the long transition (May-October, 2014)

between the end of Ann Riggs' contract as principal (director) and the arrival of Robert Wafula as the new principal. Currently the enrollment is steadily increasing and the college is working with a new accreditation process that blends theory with practical application. Georgia taught two intensive, three-credit courses: Introduction to Psychology and Introduction to Research and Research Methodologies. She felt privileged to live with staff and students, whom she has known for five years.

### **June 2016: Great Plains Yearly Meeting, Wichita, Kansas**

Georgia Fuller (Langley Hill) attended. Great Plains sent their good wishes to their previous visiting ministers from BYM, Maria Bradley (Sandy Spring) and Linda Coates (Little Britain). Friends told Georgia that Maria and Linda had brought the ministry of presence to Great Plains during some difficult years. Now GPYM is growing and thriving. The time was joy-filled and spiritually deep. Two new worshiping communities are engaged in the process of discerning membership in the yearly meeting.

## **II. Anticipated Travels**

### June 2016

Cuba Yearly Meeting: Georgia Fuller

### July 2016

Indiana Yearly Meeting (FUM): Jolee Robinson and Joan Liversidge

Evangelical Friends Church Eastern Region Yearly Meeting: Jolee Robinson and Joan Liversidge

Triennial of United Society of Friends Women International: Jolee Robinson

North Pacific Yearly Meeting: Maria Bradley

### September 2016

North Carolina Yearly Meeting (FUM): Jolee Robinson and others

## **III. Visitors to BYM Annual Session 2015**

Five visiting Friends came to Annual Session with support from the Intervisitation Program:

- Beth Gorton (Quaker City Monthly Meeting, New England YM)
- Dale and Sylvia Graves, West Newton Monthly Meeting (Western YM)
- Emily Provance, 15th Street Monthly Meeting (New York YM)
- Jean Smith, Kaimosi Monthly Meeting (Kenya YM)

BYM also welcomed two FCNL representatives, Elizabeth Beavers and Mary Comfort Ferrell; Barry Crossno, General Secretary of FGC; a workshop leader, Jenny Masur of the National Park Service; and the plenary speaker, Peter Brown.

Visitors from outside the Yearly Meeting enrich all Friends' experiences at Annual Session. We encourage Friends at Annual Session to interact with them both individually and

in our Intervisitation Lounge and other activities throughout the week.

#### **IV. Workshops and our Travelers Gathering**

At 2015 Annual Session, we offered a workshop on discerning leadings to visit among Friends. After some discussion, we entered a deeply impactful worship sharing focused on queries about the call to travel, and both logistical and spiritual obstacles to that calling.

Our 2016 Travelers Gathering fell on the Sunday afternoon following March Interim Meeting and was hosted by Langley Hill Friends Meeting. This year, about 10 Friends attended, where Friends shared experiences and asked many insightful questions about the process of traveling. Joan Liversidge led gathering attenders in a fun “experiential communication” exercise which helped us to both listen to each other and express ourselves concisely and quickly. Ann Venable, BYM’s Development Coordinator, reviewed the new services provided by BYM’s Visiting Program, which includes an online travel reporting service on BYM’s website, “travel bags” containing useful materials for those traveling among meetings, and a “BYM Passport” that contains the location of all meetings in the BYM region with space for notes and informal endorsements. We discussed the process of obtaining a travel minute when a Friend is led to travel under a concern, noting the process is often not widely known or taught even by experienced Friends and Friends meetings.

We found the gathering’s timing to be a challenge, as it conflicted with Chesapeake Quarterly Meeting as well as a number of spring activities at various local meetings. While holding this activity on the same weekend as March Interim Meeting has been helpful in the past, we are considering whether scheduling it on a different day--or not--might encourage attendance.

#### **V. Budget**

Our 2016 budget this is \$4,500. As of this writing, none of these funds have been spent yet, as the bulk of our budget supports visitor registration at the upcoming Annual Session. In 2015, we spent \$2,365 of our \$4,500 budget, with \$684 gifted in kind.

We appreciate the continued support of the Yearly Meeting for this valuable ministry. These funds allow visitors to come to us that could not otherwise. And while many of our travelers generously cover their own travel or report expenses as tax deductible contributions, we can help support BYM Friends who are led to travel but do not have the personal resources to enable them to commit to this leading otherwise. The work of intervisitation builds bridges between different groups of Friends and enriches our own spiritual journeys as we learn about those of other Friends. We are deeply grateful we can enable this transformative ministry among Friends.

#### **VI. 2015-6 Working Group Members**

Maria Bradley, Linda Coates, Windy Cooler, Jason Eaby, Georgia Fuller, Martha Gay, Beth Gorton (NEYM), Erik Hanson, Joan Liversidge, Rebecca “Rep” Pickard (clerk), Jol-ee Robinson, Joan Spinner, Ken Stockbridge

**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 Spiritual Formation Working Group hosted a Fall Retreat at the beautiful Priest Field Center on the banks of West Virginia's Opequon River from 4th-6th Ninth Month 2015. Forty-three Friends from ten Monthly Meetings gathered for a weekend of fellowship and reflection on the theme of "Intention and Attention: Our Journey in Spiritual Formation Community." In our opening circle on Friday evening, each participant offered a word, phrase, or image that represented the "greatest contributor to the formation of my spiritual life": through this sharing our circle of fellowship deepened. Over the course of the weekend, we explored various spiritual practices, practiced the deep listening at the heart of spiritual friendship, nurtured and forged relationships within and across our monthly meetings, and enjoyed the woodland setting of Priest Field. On Saturday evening we expanded our usual format of soulful singing to include movement and dance inspired by several participants—the joy and laughter carried us to Quaker "midnight" and beyond. Our worship during the retreat was covered and gathered; we departed Priest Field prepared to steward our local Spiritual Formation groups during the coming year.

Our Working Group met on 2nd Fourth Month 2016 to reflect on our Fall Retreat, plan the Spring Retreat, and to attend to the overall needs of the program. We noted that the changes we made to our registration and communication practices (as noted in our 2015 report to BYM) had yielded fruit and were among the factors contributing to the good turnout for the Fall Retreat. So, too, was the availability of financial aid made possible by the Yearly Meeting: four Friends were able to attend the retreat because of this fund. At this meeting, we more formally defined our roles and responsibilities within the Working Group and happily committed to two formal meetings each year.

During Second Month 2016, the clerks of our Working Group met with the clerks of the Philadelphia Yearly Meeting Spiritual Formation Collaborative. We enjoyed a time of worship together. We then shared the journeys of our respective programs, noting how each had evolved over the past several decades. We feel a deep kinship with the PYM program leaders and will continue to find ways to support and learn from one another. We hope to extend our fellowship to include leaders of Spiritual Formation Programs in other Yearly Meetings.

We hosted our Spring Retreat at Priest Field from 13th - 15th Fifth Month 2016 on the theme of "Dance of the Spirit: Wholeness, Community, and Co-Creativity." While the number of retreatants (21) was smaller than in the Fall, our time together was rich and gathered. We shared "steppingstones" on our journey to wholeness, named and affirmed the gifts present to us in our Meeting communities, and considered how we were being led to use these gifts with faithfulness and courage. A member of the PYM SF Collaborative joined us for our Spring Retreat, thus deepening our working relationship and understand-

ing of one another's programs.

Among the leading emphases in our work over the coming year will be reaching out to Young Adult Friends to learn how the Spiritual Formation Program might support them. We also hope to find a pathway to helping individuals gather and facilitate Spiritual Formation Programs at Monthly Meetings (and regions) where the program is not currently active.

The Spiritual Formation Working Group expresses our gratitude to the Ministry and Pastoral Care Committee (under whose care we work) and to the Yearly Meeting staff who, collectively, provide us with the spiritual and practical support we need to steward this beloved program of the Yearly Meeting.

### **SUPPORTING TRANSFORMATIVE RELATIONSHIPS IN DIVERSE ENVIRONMENTS (STRIDE) WORKING GROUP**

No report received.

### **WOMEN'S RETREAT WORKING GROUP (under the care of Ministry and Pastoral Care Committee)**

In January of 2015, Herndon Friends Meeting women stepped forward in unity to plan the retreat for January 2016. Our first order of business was to select a location. The retreat has been held at Skycroft Retreat Center in the mountains west of Frederick for the past six years. It has been a low-cost facility that served us well, with one exception: it is a difficult place to navigate in snow and ice, especially for women who are aging or who have disabilities. When we learned that Skycroft was raising its rates by about 30%, without a commensurate upgrade in the facilities, we decided to look around and determine if there was a more suitable location.

After researching several options, we settled on Pearlstone Center, just northwest of Baltimore. Its rates were in line with Skycroft's new rates, but the facility was an enormous improvement in safety and accessibility, size of meeting rooms, and quality of food. Our one main concern in choosing Pearlstone was the per-person pricing structure. The flat fee at Skycroft allowed planners to set a price for the retreat which would guarantee meeting the flat fee, and then registrations beyond that would be put towards scholarship aid, speaker fees, sundry retreat costs, and donation back to BYM. Pearlstone's per-person fee meant that we would not have that pool of money to work with in planning the retreat and awarding scholarships. We decided not to offer a discount to first time attenders. Pearlstone required a final head count 14 days prior to the event, which meant we would be unable to offer refunds, or allow for late registrations, after mid-January. We opened registration early, in October, to allow for more time to meet our minimum target registration of 125 women. Pearlstone required us to specify room assignments, which was a very good idea considering that we were full and which allowed us to room women together upon request. However, it made the process more time-consuming for the person organizing the assignments. All these challenges were made much easier by the fact that the Pearlstone staff are

amazingly nice, responsive, patient, and accommodating.

Scholarships are an integral part of supporting women in attending the Women's retreat; to this end, we approached the Ministry and Pastoral Care Committee of BYM to request \$1000 in scholarship aid as part of the budget for 2015.

The registration process for the retreat was handled by the BYM administration. Although there were a few technical glitches (including several registrations that women said they made but which did not appear in Wayne's system, leading to a certain amount of panic, and payments that women made that were also not credited), it was a smooth process working with Wayne. By mid-December, we were at maximum capacity, around 180 attendees, with an additional 15 commuters. We needed to move to a waiting list. This brought up our next big conversation: How big is too big? This being our first time at Pearlstone, we decided that we were at our maximum, although Pearlstone could have accommodated more women as commuters. We did not know if the main gathering room or dining room would be too crowded if we began adding additional beds in some of the motel rooms, or allowing more commuters.

In the final analysis, we could have increased the size to about 210 women, if we had converted some of the motel-style double rooms into triples, which is an option. Financially, the retreat took in about as much money as went out. We didn't use the \$1000 scholarship fund that had been set aside by M&PC. We would have taken in more if not for a mistake we made that led to undercharging the women in the EcoCabin. There were a few women who did not pay all they owed; we dealt with that by letting it go. We did not have any money leftover to compensate BYM for the enormous amount of time that Wayne spent on this retreat. Per our written cancellation policy, which stated that we wouldn't be able to offer refunds within the last two weeks, we did not refund money to several women who cancelled within the last 48 hours. In the case of other women who had cancelled prior to that, we were able to fill their spaces from the waiting list and refund their money.

The process of approving women's requests for financial aid was a nerve-racking one. On one hand, we didn't want to know the reasons for women's requests, but women often felt compelled to give reasons, which we felt was embarrassing or undignified. On the other hand, we didn't know whether or not we would have the funds to grant their requests, and felt awkward promising money that we didn't know we would have. Partway through this process, Friends Journal published an article from New England Yearly Meeting about their experiences with a "pay as you are led" model for everyone, which resulted in enough money for their annual session. It might be a model worth trying.

Carol Beigel also started a conversation about having two retreats, one more northerly and one more southerly, to address the issue of the retreat getting too large. We asked women to respond to this on our post-retreat evaluation, and the overwhelming response was to keep us all together. Women felt that there would not be the interest or capacity to plan for two retreats. Women who were in favor of two retreats indicated that they would try to attend both!



We created a new website, which was easier for us to use and maintain, and created a link to it on the old website. We had requested \$85 for funding the new website, but decided that keeping it free and linked to the old website was not a problem.

Overall, the retreat at Pearlstone was a success. The weather cooperated, and women were fed, body and soul. Our theme of “Lighten Up! Sharing Love, Light, and Laughter” was supported by workshops on topics as diverse as forgiveness, making sun-catchers, and healing through humor. The Saturday morning plenary was given by Erin Doland, who spoke about lightening our material burdens from a spiritual perspective. Group activities included Sacred Circle Dancing, Chanting, the Coffee House (talent show), and Hymn Singing. Worship sharing groups met three times throughout the weekend. Helen Tasker steered the epistle committee, and the epistle is included in this report.

On behalf of the women of Herndon Friends Meeting,  
Inga Erickson and Margaret Fisher

## **WORKING GROUP ON RACISM**

**(under the care of Ministry and Pastoral Care Committee)**

### **The 2015 BYM Annual Session Workshops**

The Working Group conducted two workshops for 2015 Annual Session. Phil Caroom of Annapolis Friends Meeting led a workshop about what is happening around mass incarceration and prison reform in the District of Columbia and each state where there are BYM Monthly Meetings. David Etheridge of Friends Meeting of Washington led a workshop entitled “Living into Right Relationship in our Multiracial Society” exploring resources available to Friends who wish to address individual, institutional or structural racism. The Working Group also played a role in arranging for two other workshops. One was a workshop on the Prison Ministry of Patapsco Friends Meeting. The other was about the Underground Railroad presented by Jenny Mazur of the National Park Service.

### **Vision Statement Discernment**

At its 2015 Annual Session Baltimore Yearly Meeting decided to ask local Meetings to consider and season a proposal from the WGR to revise the BYM Vision Statement to state more explicitly that we are composed of people of all genders and sexual orientations, racial, ethnic, gender and class groups, and intend to work intentionally to overcome the existing barriers to that vision of ourselves. These changes would support the new commitment the Yearly Meeting is making to change our existing culture and to become a more multicultural Yearly Meeting. The support of the Shoemaker Fund is helping us work towards this goal with a 3-year \$225,000 grant. The WGR has been in conversation with BYM Committees and local Meetings—and visited some of them—about the seasoning process.

### **White Privilege Conference**

At the request of the Working Group on Racism Baltimore Yearly Meeting agreed to be one of the sponsors of the 2016 White Privilege Conference that Friends General Conference hosted in Philadelphia from April 14th to the 17th. The White Privilege Conference resembles the FGC Gathering in that it is composed of an abundance of workshops, presen-

tations, films, youth programs, interest groups and networking, but instead of being about all things Quaker, it is about every aspect of racism, sexism and other forms of discrimination and how to understand and address those issues. The Working Group and some of its individual members donated a total of \$500 to support the White Privilege Conference. Several members of the Working Group attended the conference.

### **Maryland Alliance for Justice Reform (MAJR)**

In 2013 the WGR sponsored a one-book program encouraging Meetings to read and discuss Michelle Alexander's book, *The New Jim Crow: Mass Incarceration in the Age of Colorblindness*. The following year WGR participants who live in Maryland joined others in lobbying the Maryland Legislature to establish a taskforce to explore how the incarceration rate might be reduced. That proposed legislation was not passed. Those who had lobbied for creation of the taskforce decided that for 2015 they would instead urge the passage of seven bills addressing mass incarceration. To support that effort they established the Maryland Alliance for Justice Reform (MAJR), which succeeded in getting two of those bills enacted.

In 2016 MAJR is advocating for passage of the Justice Reinvestment Act. The bill would provide for earlier drug, mental health treatment and alternative dispute resolution programs. It would also require nondiscriminatory offender risk-needs assessments to avoid unneeded intervention for low-risk offenders and to target more effective services to mid- and high-risk offenders. Reduction of sentences for many drug-related and other non-violent offenses would be permitted as well as reducing the sentences for inmates currently serving time for similar offenses. Sentencing guidelines would be revised to expand alternatives to incarceration and to include suspended sentences in calculating guideline compliance. The legislation would establish graduated sanctions for technical parole violations rather than requiring all parole violators to be returned to prison. Other features of the bill provide more victim restitution, the parole of elderly and disabled inmates, grants for local reinvestment programs, training for staff who work with prisoners, and funding for a statewide network of local reentry programs

### **Protest of the Martin Luther King weekend Lee-Jackson commemoration**

Since 2013 the Baltimore area Friends Meetings conducted a silent protest vigil on the Saturday before the Martin Luther King national holiday across from the commemoration of Confederate Generals Lee and Jackson by the United Daughters of the Confederacy (UDC) and the Sons of Confederate Veterans (SCV). The BYM Working Group joined the vigil in January 2015. The increased Quaker involvement together with the involvement of the Baltimore chapter of the NAACP led to media coverage. In January 2016 the Working Group showed up again for the vigil, but only other protesters, law enforcement and journalists were present. According to news reports, The SCV and UDC decided to cancel their commemoration due to what they called "the current climate."

### **Workshops planned for 2016 BYM Annual Session**

The Working Group plans to conduct three workshop at the 2016 Annual Session.

One of them is entitled, “Preventing Incarceration at the ‘Front Door’” and will discuss how Friends can support diversion services. Studies show that when youthful offenders are held in detention three to 30 days before trial their re-offending increases nearly 80%. This workshop will describe various early diversion approaches including mediation, drug treatment and mental health programs.

In another workshop three BYM Quakers who attended the 17th White Privilege Conference (WPC17) will facilitate a conversation about it. FGC hosted and BYM sponsored WPC17, where over 1500 people of all races examined concepts of privilege and oppression. They tried to discern solutions and strategies to work toward a more equitable world.

The third workshop is called “Discernment and Action on Inclusion in BYM.” For months local Meetings have seasoned a proposal to state explicitly our vision of BYM as including all races and ethnicities and to commit ourselves to making that vision a reality. This workshop will invite us to share with each other what we have discerned.

### **Within the Working Group on Racism**

The Working Group’s monthly meetings always make time for Friends to share their experiences with respect to race since the last meeting and to share 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 e-mail list that spares them many of our more logistics-oriented e-mails.

### **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 that Committee to keep it updated on our activities and concerns and to seek counsel.

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. Friends Meeting of Washington has an on-going discussion group based on the book, *Waking up White: and Finding Myself in the Story of Race* by Debby Irving.

### **Communications beyond BYM**

Working Group members maintain contact with Friends in New England, New York, Philadelphia, South Central and Intermountain Yearly Meetings who are involved in racial justice work as well as with individual Friends around the country doing that work.

## **WORKING GROUP ON RIGHT RELATIONSHIP WITH ANIMALS**

Our working group convened officially for the first time at Annual Session last year. Our mission is to stimulate thought and discussion among Friends about the effect that our food

choices and other personal decisions have on the lives of animals and on the rest of the living world. We have come up with several ideas for starting the conversation.

- Adult Discussion sessions: Margaret Fisher has been travelling to meetings to lead discussions and would welcome invitations to the Meetings she has not yet reached. Pendle Hill Pamphlets will be publishing her manuscript this month (August 2016).
- Video series: We have created four very short videos which can be viewed through our working group web page. More videos are in progress.
- Plant-based meals: Vegan feasts at potluck time are a joyous way to break down misconceptions about meatless meals. We encourage the organizers of Friends' gatherings to ensure that plant-based main courses are offered and that side dishes and desserts avoid hidden animal products.
- Self-study: Our web page includes suggestions for engaging books and videos.

It is an interesting challenge to learn how to address the topic of food in a way that welcomes all to the discussion. We are finding that humor, story-telling, self-deprecation, and non-dairy ice cream are invaluable tools in this endeavor. The greater challenge has been in attracting people to participate in the discussion to begin with. Apparently there is no subject more likely to drive away an audience than "The Spiritual Nature of Vegetarianism!"

A logistical challenge has been in finding ways for our group to meet, given the distance to Interim Meeting where those few Working Group members present often need to attend the meetings of other committees. Two attempts at teleconferencing were not well attended.

Margaret Fisher (Herndon)

## **YOUTH SAFETY POLICY WORKING GROUP**

The Youth Safety Policy Working Group (YSPWG) is under the care of the Trustees. It 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 working group consists of staff and representatives of committees involved in youth and camp programs as well as the General Secretary, Presiding Clerk, Clerk of Supervisory and a representative of Trustees.

The working group had meetings by conference call on 2/11/2016 and 3/16/2016. In those meetings, we heard reports from each of the committees that provide youth programs as well as from the General Secretary. No relevant incidents were reported for the preceding year, and no proposals for revisions of the policy were made.

In the reports, we did hear:

- Suggestions for improvement in the background check process, which staff will address.
- The Youth Programs Committee has been discussing how mental health issues affect its programs and getting training for mental health first aid for staff and volunteers.

- Though not a big problem, Junior Yearly Meeting has some minor challenges with sign-in/sign-out procedures as well as planning staffing when it's hard to predict how many children it will have in each age group. It is exploring program changes to help increase flexibility in staffing. The fluidity of staffing also poses challenges for training. Youth Programs Committee faces a similar challenge with Friendly Adult Presences.
  - The General Secretary and Trustees have been exploring acquiring legal counsel for the Yearly Meeting for a variety of issues, including helping to ensure that we stay up-to-date on state laws relating to youth safety.
  - A reminder that the policy includes a provision for allegations of behaviors outside of Yearly Meeting activities that raise concerns.
  - A reminder that the policy provides a process for responding to allegations that have been made. Training on the Youth Safety Policy should cover this process.
  - Forthcoming revisions to the Employee Handbook may suggest conforming changes to the Youth Safety Policy next year.
- Ken Stockbridge (Patapsco), convenor

## **YOUNG ADULT FRIENDS**

No report received.



*Annual Session 2016 photo by Jennifer Domenick*

# REPORTS OF AFFILIATED ORGANIZATIONS

## AMERICAN FRIENDS SERVICE COMMITTEE CORPORATION

No report received.

### FRIENDS COMMITTEE ON NATIONAL LEGISLATION

#### 2016 Report to Yearly Meetings

As Friends, our faith and experience convince us to work for the peaceful, just, equitable, and sustainable world we seek. Above all, we seek to remain open to where God leads us. The Friends Committee on National Legislation (FCNL) has carried on this witness of the Spirit through action on Capitol Hill for nearly 75 years.

FCNL is strengthening our civil dialogue and lobbying by our community. We are investing in programs to expand our work with young adults and local lobby leadership. We are seeing results such as the introduction of bipartisan proposals to address climate change (H.Res 424)-and build peace through the Genocide and Atrocities Prevention Act (5.2551). Our expanded programs to train and support Friends and others building relationships with their members of Congress have helped grow the power of our Quaker lobbying community. This broadening and deepening of our outreach is made possible by our capital campaign, “The World We Seek: Now Is the Time.”

FCNL brings the concerns, experiences, and testimonies of Friends to bear on policy decisions in the nation’s capital. We are governed by a General Committee of 178 Quakers, representing 25 Yearly Meetings and four Quaker organizations. We are sustained by the advocacy, prayers, and financial support of tens of thousands of Friends and like-minded people across the country, in every state and nearly every congressional district. Thank you for your support and leadership.

#### Living our Faith through Action

FCNL’s 17 registered lobbyists meet on Capitol Hill with lawmakers and their staff, and we work as partners with citizen advocates across the country. In 2015, 1,314 Friends and supporters of FCNL made more than 593 personal visits to congressional offices, in Washington and in local districts, on FCNL priority issues. Our network also sent 120,516 issue-related messages to Congress and had 101 letters to the editor published that support our advocacy priorities.

In November, we welcomed more than 400 Quakers and other friends in the FCNL network to Washington for our annual Quaker Public Policy Institute, focused on the importance of the Genocide and Atrocities Prevention Act. Delegations from 38 states lobbied more than 200 congressional offices over the course of two days. As a direct result of FCNL constituent lobbying, three key members of Congress joined as co-sponsors and this legislation (S.2551) was introduced to the Senate on February 12, 2016.

#### The World We Seek: Now is the Time Capital Campaign

FCNL is building a sustainable future through our capital campaign, which will strengthen

the foundation for FCNL's lobbying and programs. FCNL and the FCNL Education Fund are undertaking an effort to build the capacity of our programs and our financial health by raising \$15 million to secure future advocacy. The capital campaign is supporting the next generation of advocates, creating a Quaker Welcome Center on Capitol Hill, re-vitalizing the Friend in Washington Program, and expanding FCNL's lobbying and grass roots network.

### **Thank you**

Thanks to the General Committee, appointed by Yearly Meetings, and our close network of Friends and supporters, FCNL continues to make progress in Washington.

Our faith and experience convince us to work for the peaceful, just, equitable, and sustainable world we seek. Above all, we seek to remain open to where God's spirit leads us. We greatly appreciate and acknowledge the significant impact of the financial support and activism of individuals and Quaker meetings, churches and yearly meetings. Please keep us in your prayers.

Eric Ginsburg  
North Carolina Yearly Meeting (Conservative)  
Clerk, FCNL General Committee  
March 2016

### **FCNL's Executive Committee and Education Fund Board**

Eric Ginsburg, Clerk, North Carolina Yearly Meeting (Conservative)  
DeAnne Butterfield, Assistant Clerk, Intermountain Yearly Meeting  
David A. Bantz, Recording Clerk, Alaska Friends Conference  
Constance Brookes, FCNL Treasurer, Philadelphia Yearly Meeting  
Becky Steele, Ed Fund Treasurer, New England Yearly Meeting  
A. T. Miller, Personnel Clerk, Philadelphia Yearly Meeting  
Diane Randall, Executive Secretary, New England Yearly Meeting  
Scott Duncan, Clerk of the Development Committee, Philadelphia Yearly Meeting  
Deborah Fink, Clerk of the Field Committee, Iowa Yearly Meeting (Conservative)  
Mary Lou Hatcher, At-large member, Philadelphia Yearly Meeting  
Mark Kharas, At-large member Ed Fund, New England Yearly Meeting  
Beth Henricks, Clerk of the Capital Campaign Committee, Western Yearly Meeting  
Karen Putney, Clerk of the Nominating Committee, Southeastern Yearly Meeting  
Kelly Schoolmeester, Clerk of the Policy Committee, Southern Appalachian Yearly Meeting  
David Snyder, Clerk of the Annual Meeting Planning Committee, Lake Erie Yearly Meeting  
John Wilkin, Clerk of the Finance Committee, Northwest Yearly Meeting

### **What We Achieve Together:**

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 maybe fulfilled



We seek an earth restored

### **Iran: Diplomacy Works**

FCNL was a leader in mobilizing congressional support for the diplomatic agreement with Iran, which is keeping Iran from developing nuclear weapons and preventing war. Our lobbying intensified as Congress prepared to vote on the agreement. We helped organize faith parties in Washington, DC to lobby for the Iran deal. Our powerful combination of Hill lobbying, grass roots advocacy, organization of other faith groups, letters to the editor in all 50 states, and media outreach helped achieve results: 42 senators supported the deal, enough to block the vote. Congressional Quarterly called FCNL's Kate Gould "the Quaker lobbyist behind the Iran deal fight," joining the Wall Street Journal, CNN, and U.S. News and World Report in recognizing FCNL's pro-diplomacy leadership. [fcnl.org/iran](http://fcnl.org/iran)

### **Climate Change: A Bipartisan Way Forward**

Breaking the partisan gridlock that is blocking action on climate change is a central focus of FCNL's advocacy. Our work has directly led to the introduction of a Republican-sponsored resolution committing members to discuss and address climate change. FCNL worked with Rep. Chris Gibson (NY) and other sponsors to build support for the resolution. Speaking at the Climate Justice Rally on the National Mall in September, FCNL's Jose Aguto called it "a crack in the partisan dam, behind which lies a great river of climate solutions." Our lobbying in Washington is supported and reinforced by the members of FCNL's Advocacy Corps, who are organizing in districts across the country for bipartisan climate action. [fcnl.org/climate](http://fcnl.org/climate)

### **Mass Incarceration: Ease Harsh, Discriminatory Sentencing**

As a result of harsh sentencing laws, the U.S. is the world's leader in incarceration, with 2.2 million people behind bars. FCNL is building support for federal legislation to reduce mandatory sentencing lengths, give judges more sentencing discretion, and limit solitary confinement. This effort was the focus of our Spring Lobby Weekend in March 2016 that brought a record 400 young adults to Washington, D.C. to lobby for bi-partisan legislation. [fcnl.org/incarceration](http://fcnl.org/incarceration)

### **De-Militarizing US. Police Forces**

President Obama announced that the federal government will stop giving certain military equipment to local police departments. Even before the highly publicized killings by police in Ferguson, New York and Baltimore focused national attention on U.S. policing, FCNL was laying the groundwork to get military equipment off Main Street. We collaborated closely with Rep. Hank Johnson (GA) on the Stop Militarizing Law Enforcement Act, legislation that includes many of the provisions in the president's executive order. [fcnl.org/militarism](http://fcnl.org/militarism)

### **Ending Endless War**

The 2001 Authorization for the Use of Military Force (AUMF) has given two presidents a blank check to justify new wars, deadly drone attacks around the world, detentions at Guantanamo Bay and U.S. airstrikes in Iraq and Syria. FCNL lobbyists in Washington and around the country continue to lead efforts to repeal this law and insist that Congress de-

bate and vote on every war. Last year, we convinced more than 200 members of Congress to vote (at different times) for repeal of the AUMF. As Congress considers a new authorization against the Islamic State, we continue to press members to first repeal the existing law, which allows the president to act virtually without limit. [fcnl.org/endlesswar](http://fcnl.org/endlesswar)

### **Building Structures for Peace**

FCNL has led efforts to persuade the U.S. government to invest in diplomacy, peacebuilding, and other means to prevent wars before they start. U.S. support for peacebuilding efforts in Kenya, the Central African Republic and elsewhere show the power of nonviolent approaches to problem-solving. Yet the U.S. infrastructure to carry out this work is precarious and underfunded. U.S. foreign policy needs to pivot to peace. FCNL is helping to secure funding for peacebuilding and build support for permanent authorization of these programs. [fcnl.org/peacebuilding](http://fcnl.org/peacebuilding)

### **Cutting the Pentagon and Nuclear Weapons Budgets**

While Pentagon spending has declined from its height during the Iraq War, the U.S. government still spends almost as much on the military as it did during the Cold War and Vietnam War. FCNL's current lobbying focuses in two areas: eliminating the loophole that lets the Pentagon avoid spending caps and opposing congressional efforts to fund the Pentagon by cutting domestic spending. We are working to close the loophole that lets the Pentagon avoid spending restrictions and to cut nuclear weapons spending through the SANE Act. This legislation would eliminate \$100 billion in nuclear weapons spending over the next decade. [fcnl.org/budget](http://fcnl.org/budget) & [fcnl.org/nuclear](http://fcnl.org/nuclear)

### **Building Life-Long Lobbyists**

People of all ages work for change with FCNL. Through advocacy events in Washington, D.C. and programs to sustain and support grassroots organizers in their local communities, we are making change together. In 2014 we began a dramatic expansion of our work with young people. We launched the Advocacy Corps to cultivate young adult leadership and to promote grass roots engagement. We visited more than 60 colleges and universities around the country to build diversity and recruit social justice advocates. We're seeing the results in advances on climate action and ending endless wars, and we are well on our way to raising the money to endow these programs through our Capital Campaign. [fcnl.org/advocate](http://fcnl.org/advocate)

### **There's More!**

Check out our website to find out why Americans for Indian Opportunity gave their "Spirit of Indigeneity Award" to FCNL, how our lobbyists organize congressional visits and participate in the Interfaith Immigration Coalition, why our staff are working with a coalition of faith groups on a constitutional amendment to address campaign finance reform, the details on an interfaith initiative to stop lethal drones, and more. [fcnl.org/successes](http://fcnl.org/successes)

## **FRIENDS GENERAL CONFERENCE**

This past year has been a one of challenges, unexpected changes, and deepened reflection for the FGC Central Committee and the members of all of the supporting committees that make it up. Before our annual meeting in October, 2016, we did not anticipate the news

that a feasibility study for a new capital campaign found that no campaign should be undertaken this year. Instead, the report recommended that we do the following:

1. Clarify our mission and purpose so that our work is mission driven rather than program driven;
2. Look at our income and realistically balance our income and expenses in a way that is sustainable over time;
3. Have the grit and confidence to make hard decisions and live with them.

Treasured and valuable projects and programs had to be addressed with clear eyes. Discernment does not come easily, even to Friends!

- Quaker Quest and the New Meetings Project were funded by grants that have run out, and these were discontinued.
- The Traveling Ministries Program was laid down.
- Quaker Bridge, our self-publishing program, was discontinued.
- Couple enrichment will no longer be under FGC's care, but will continue as a largely independent project.
- We are working to make QuakerBooks more self-supporting. It was moved from Philadelphia to Pendle Hill, where it can receive walk-in business, and it has partnered with Quaker and Fair Trade Vendors to offer new kinds of merchandise. We are happy to report that as of this spring, there has been a 41% increase in sales and a reduced costs of goods. Other structural and staff changes have been made, and their effects will be evaluated over time.

As the year unfolded, we focused on these three goals:

- Fostering and nourishing collaboration among yearly and monthly meetings.
- Growing and strengthening the Religious Society of Friends.
- Fostering a more inclusive community

This spring Rachael Ernst-Stalhut was hired to coordinate the new Spiritual Deepening Program. Its goal is "to bring the full depth, joy, and fire of Quaker faith and practice to our daily lives, to our meetings, and to those who come to our meeting as seekers". This program is expected to be available to monthly Meetings everywhere this fall.

Also this spring the Executive Committee agreed, after painful discernment regarding the best use of scarce resources, to lay down Stewardship Services for the present. The committee is committed to a renewed Planned Giving program which will focus on the most useful aspects of Stewardship Services.

Our Ministry on Racism Program directly supported a large number of the more than 500 Quakers attending the White Privilege Conference this year, and the Summer Gathering at St. Benedicts College in St. John, Minnesota offered a pre-gathering retreat for Friend of

Color and Their Families. The 2017 gathering will be held at Niagara University in New York, with the theme “Ripples Start When Spirit Moves.”

As Jean-Marie Prestwidge Barch, Clerk of the Nurturing Ministries Committee reminded us, “programs and projects can and have changed from time to time—the emphasis and focus of the particular work can and has changed-- but although our ways of approaching or achieving our goals may have changed, the work of inclusion, religious education, outreach, extending the embrace of our Quaker Way— has not changed because it is the work to which we are called by Spirit!”

We are deeply appreciative of the opportunity BYM has given us to engage in this work.

## **FRIENDS HOUSE INC. AND FRIENDS HOUSE NURSING HOME INC. TRUSTEES**

Friends House continues to provide affordable housing in a respectful, caring community for elders. For the second consecutive year, Friends Nursing Home has been rated #1 in Montgomery County and this year it came in 3rd in the state. We are humbled by this recognition and are constantly striving to improve our service to make the community even better. Friends House conducted its first staff satisfaction survey to try and identify areas of concern, and the results were overwhelmingly positive. Of the 154 respondents, 98% felt that “Friends House Retirement Community understands and is focused on the needs of the residents,” and more than 95% said that their job makes them “feel like part of something meaningful.” Quaker values are woven into the fabric of the community, resonating with staff as with residents, and it is gratifying to be acknowledged and know that they are valued by others.

### **Campus Renewal**

The Redevelopment project is progressing and we hope to break ground during the first half of 2017. Anticipation is building and ongoing communication with residents and community members is helping us to fine-tune the Master Plan. When completed, the campus will house up to 400 seniors in 328 energy efficient, ADA-compliant homes designed for safe and graceful aging in community. In keeping with the Quaker value of equality, there will be affordable housing options for seniors seeking a wide range of pricing options – low, moderate and market rate, and every member of the community will have equal access to all areas and amenities. Homes will vary in size, but all will be built to equally high standards of quality, and conservation of green space and natural resources will be incorporated into every aspect of the plan.

### **Aging Well With Friends (AWWF)**

Building on the solid foundation established by the Board’s former Aging Well with Friends committee, management established a new Aging Well with Friends committee to implement ideas developed by the Board committee. In February, the Resource Center opened to help connect residents, Friends and community members with services offered by Montgomery County agencies and local nonprofits, and to build community partnerships and connections. The Resource Center also provides space for an independent geri-

atric care practice, Advanced Primary and Geriatric Care, which is available to residents who register with them and make an appointment. At this stage, they visit the community twice a month. As the practice builds, they will come more frequently. With funding from the Friends Foundation for the Aging, we hired a part-time Resource Coordinator who has worked with the AWWF committee to design and implement a broad menu of person-centered wellness activities, including seminars on topics such as maintaining core strength and nutrition, intergenerational exchanges with Sandy Spring Friends School students, interactive workshops, a Wellness Fair, balance screening, and more. This year, Friends House is sending teams to the Maryland Senior Olympics for the first time. Visit the website at [www.agingwellwithfriends.org](http://www.agingwellwithfriends.org) for more resources on aging.

Finally, we are grateful for the ministry of staff, residents and friends who pulled together and made sure that we all got through the Blizzard of '16! The maintenance crew worked around the clock to clear roads, cars and rooftops, and more than 40 staff members camped out on cots and sofas throughout the weekend to make sure that all residents were safe, fed and cared for. Residents opened their homes to guests and provided sleeping bags and blankets for staff. Times like this remind us how blessed we are to be part of such a warm, caring community!

### **FRIENDS MEETING SCHOOL**

This has been an exciting year for Friends Meeting School. In May, the Association of Independent Schools of Maryland (AIMS) restored our accreditation and received us back into full membership. Accreditation had been suspended in the fall of 2012 because of concerns about the financial viability of the school. After three years of operating in the black under the leadership of our dynamic new head of school, Mara Nicastro, FMS was judged by AIMS to be financially strong enough to merit accreditation. Our academic program has never been in question

We graduated our largest high school class ever—eleven remarkable seniors, all of whom were able to enroll in a college of their choice. Our middle school students took many top honors in the Frederick County science fair. We were able to spin off our early education and pre-kindergarten programs, leasing space to Bluebell Early Learning Academy (BELA) for this purpose. The collaboration between FMS and BELA has proven very satisfactory. BELA is now providing before and after school care for our younger students and managing the summer camp program, as well as running a thriving pre-K program, allowing FMS to focus more on its elementary, middle school and high school programs.

The “Student Peace Awards of Frederick County” program, under the care of FMS, has been thriving in its second year. Twelve high schools participated in 2015-2016, as compared to four the first year. We had twenty-two sponsors helping to fund the awards, including banks, churches, local businesses, service organizations and individuals concerned about peace. The student awardees, nominated by the teachers and staff of participating high schools, had engaged in a wide variety of initiatives aimed at encouraging understanding and respect for all people, and the peaceful resolution of conflict. The awards ceremony in April was a deeply moving occasion, where the students spoke of their work

and their dreams for the future, and engaged in an intergenerational dialogue with sponsors and guests.

The FMS spring musical, hosted by the Weinberg Center for the Arts, has become an annual tradition in the Frederick community. This year's adaptation of "The Lion King", performed in collaboration with the Maryland School for the Deaf, attracted the largest audience ever. A fund-raiser for the Frederick Food Bank, it raised more than \$2,000 in cash, and hundreds of pounds of food donations.

The Friends Meeting School Board of Trustees now numbers nine, including six members of the Religious Society of Friends. Friends Meeting School is deeply committed to Quaker values, and offers an education that nurtures mind, body and spirit. We are proud to represent Baltimore Yearly Meeting In support of that work

Deborah Haines (Alexandria) and Peirce Hammond (Bethesda), BYM Representatives to the FMS Board

### **FRIENDS PEACE TEAMS**

No report received.

### **FRIENDS UNITED MEETING**

Peace and joy to you from the Friends United Meeting staff and board. We trust your 2016 gathering will be blessed and joy-filled!

FUM is a growing, vibrant collection of Quakers from 34 Yearly Meetings and Associations. Though we are spread far and wide around the world, we are joined together in the living Power and Presence of Christ and through a variety of shared ministries and activities. We are enriched by your partnership in this community and we are grateful for all you do to make our work and witness possible.

Below are reports from FUM's two department directors, Dan Kasztelan (Communications) and Eden Grace (Global Ministries). These are followed by a brief update on the FUM Campaign and plans for the 2017 Triennial.

#### **Communication Department—Dan Kasztelan**

Since I began in my role as Communications Director in January 2016, the Communications Department has undertaken several new initiatives, some of which we are progressing toward more quickly than others.

Perhaps the most obvious work we are doing is a re-creation of Quaker Life. The new version of Quaker Life will be a quarterly, debuting in July 2016. The content will be experiential, oriented toward storytelling, with a wide variety of expressive modes. We are designing a periodical for long life, in the form of a small book that can be placed on a shelf for future reference. We are also introducing new subscription rates and new ad prices; we're confident that when people see the new format they will feel they are holding

a quality publication which is worth its price.

Also in publishing, we've made ambitious plans for Friends United Press and the Quaker Hill Bookstore. First, we intend to publish a Bookstore catalog this year containing both Press publications and books from a variety of other publishers. We intend to carry around 200 titles that we believe can be useful resources for FUM Meetings and Churches. Many of these books we can sell through our book supplier without having to store inventory at Quaker Hill. Our aim is to become a one-stop supplier for Children's and Adult Sunday School/First Day School planners, for various committees in their work, and for individuals looking for ideas and instruction in how to deepen their own spiritual life.

To this end, we also have plans for updating and re-publishing some of our older curriculum, as well as plans to develop new curriculum—we tentatively hope to publish two curriculum pieces per year. We are also planning to update our two most popular pamphlets, and to develop one or two new pamphlets for Meetings/Churches to use as introductory material. In one to two years, we hope to initiate a new series of introductory pamphlets.

We've also made an internal commitment to digitize, in the future, all publications that originate with us—beginning this summer with Colin Saxton's Study Guide for the Eternal Promise. By late this year, we intend to digitize our Howard Thurman books and any FUP books among our top ten sellers, in order to make all of these titles available for download from Amazon and other e-book sellers.

We are also stepping up our publishing plans, and our search for manuscripts and authors. We want to begin publishing three to four titles a year, and already have four books in various stages of consideration for publication this year. Because we are able to publish on demand, publishing is not nearly as expensive for us as it used to be, so we're optimistic about publishing more without dragging down the bottom line.

On a parallel, slower track to our publishing activity are fundamental changes to our web site and internet presence. The static, unchanging segment of our web site is still rudimentary after the major crash in October, but the site plan continues to evolve. Most of my web work since January has been aimed at the dynamic, changing portion of our web site. Two areas include:

- [friendsunitedmeeting.org/news](http://friendsunitedmeeting.org/news), which hosts reports on events throughout the FUM world of interest to other Friends—from gaining possession of the Wilmington Colegio building in Cuba, to the FUM Campaign whistle-stop tour in North America, to the Palestinian Model United Nations event in Ramallah. When the new version of Quaker Life debuts, /news will become FUM's primary news vehicle, although some other avenues will remain: In addition to the Ramallah Friends School newsletter which is published semi-annually, plans are afoot for publishing a semi-annual Friends Theological College newsletter. In addition, news is distributed through the monthly Connections bulletin insert, and through a weekly subscription e-mail newsletter, which we encourage Friends to print for those in their Meetings who are not connected to the internet.

- [friendsunitedmeeting.org/dailyjournal](http://friendsunitedmeeting.org/dailyjournal), has started slowly, but will soon be hosting stories, poems, reflections, essays, and images by Friends about the intersection of faith and life in their own part of the world.

### **Global Ministries Director—Eden Grace**

Here are a few of many highlights from the Global Ministries Department!

- In October, the FUM General Board approved a 4-point ministry plan for Belize, focusing on expanding the school, planting a church, launching community-based ministries, and identifying a suitable new facility to house these diverse activities. Dale Graves will complete his work as Interim Director at the end of June, and the search continues for both a Pastoral Minister and a new Director.
- This year's Summer Mission Project – “Power for Pastors” – aims to raise \$20,000 toward an estimated \$70,000 total cost of installing solar power for all the main buildings at the Friends Theological College campus. Jim and Donna Hoeksema of College Ave Friends in Oskaloosa Iowa spent six months in Kaimosi lending their professional expertise to this exciting project.
- We were able to create a new staff position in Kenya: a Business Manager who is shared between Friends Theological College and the Africa Ministries Office. Having a well-qualified professional overseeing FUM's financial operations in East Africa has allowed us to correct some problems and put strong new systems into place.
- We continue to search for a North American to work alongside our African staff in the Kisumu office. The position combines project management and communications; Friends are asked to encourage any potential candidates to contact Eden Grace.
- The Chairman of Friends Church Peace Team, Joseph Mamai Makokha, passed away in December 2015. The FCPT Board has been reorganized with Chrispinus Sifuna as the new Chairman. A grant from AFSC has allowed for expansion of the peace work in secondary schools, and the launch of a peace program in Samburu. FCPT is organizing now for the next cycle of general elections in Kenya (currently scheduled for August 2017); already there are signs of an increase in ethnic and political violence.
- Stoking the Fire 2016 took place May 13-15, 2016 in Sophia, North Carolina. There were 47 participants, including about 8 young adult Friends. This program for spiritual deepening and renewal among North American Friends continues to be very well received. Next year's gathering will take place as a pre-Triennial event in Kansas.
- In Ramallah, we are preparing to search for a Quakerism Coordinator for the Friends School. In addition, we anticipate some other significant changes that will be announced later this Summer.
- Since last year's report, Terri Johns left the FUM staff and Lisa Scarpelli was hired as Global Ministries Program Assistant.

### **Energize, Equip and Connect—The FUM Campaign**

By mid-summer 2016, we will be moving into the final year of our three-year Campaign.



This is FUM's first major effort like this in nearly 30 years and we are so pleased at the way it is unfolding. We are on track to exceed our financial goal of \$3,000,000 in gifts and pledges. More important, the series of small groups and personal visits is helping to strengthen our community and enable us to better listen to the needs of our various local meetings, churches and regional groups. A great highlight so far in the Campaign has been the amazing and generous response from East African Friends who are giving directly to support FUM's world-wide efforts. As several African Friends have communicated, "it is our time to join in supporting our church!" They are doing so in sacrificial ways!

### **2017 Triennial**

Planning continues for the 2017 Friends United Meeting Triennial. It will be held in Wichita, Kansas on the campus of Friends University. The dates are July 12-16. We will be gathering under the theme "A Living Flame" which is taken from a passage in Thomas Kelly's The Eternal Promise. Registration information will be available soon!

### **Thank you:**

Friends, the global community of FUM is grateful for your presence, prayers and partnership. Together, as we act in the Power and Presence of Christ, we are enabled to do some pretty amazing things. Thank you for all you do to help make this possible.

Colin Saxton, FUM General Secretary

## **FRIENDS WILDERNESS CENTER**

It has been seventeen years since the Friends Wilderness Center has been operating as a year round basis rather than just a warm weather facility – a place to keep warm by the stove, catch up on reading, relaxing in the serenity of nature.

Some of our programs have been well attended and others not well attended. What programs fill up one year may not the next and visa versa. Those well attended are Qi Gong in the morning and Meditation practices in the afternoon, Writing and Painting, Poetry usually brings a good number of poets, Star watching when weather cooperates.

Our big project this spring was to build a shed from a kit in which to house the John Deer ride-on mower. The structure is finished and the mower has a new home. One coat of paint has been applied and it will have a second coat soon.

Several women have come out to "just get away" for one or more nights. They are the ones who realize that nature is a great healer. Students from the Maryland Institute College of the Arts returned for a long weekend. Senior boys from St. Joseph's school in Baltimore continue their annual Coming of Age ten day program. We held our first bachelor party this spring that was wonderful!

We look forward to having you come out for a program, to just get away, or to celebrate a birthday so some other special event. Nature is a wonderful place in which to be.

So that you can be sure to find something that will catch your fancy, here is the list of up-

coming events to whet your appetite:

August 20	Commedia del Arte presents Snow White – a must see program for all
September 10	Qi Gong – Rich, Meditation – Diane Yonkins
October 8	Work Day - Everyone!
October 22	Andy Day – Hayden Mathews
November 12	Storytelling with Lisa Libowitz
November 26	Cold Turkey Hike – Kimberly
December 28	Reflection Hike – Jonathon – Bonfire after return from hike

## FRIENDS WORLD COMMITTEE FOR CONSULTATION

### 2016 Report to Yearly Meetings

As Friends, our faith and experience convince us to work for the peaceful, just, equitable, and sustainable world we seek. Above all, we seek to remain open to where God leads us. The Friends Committee on National Legislation (FCNL) has carried on this witness of the Spirit through action on Capitol Hill for nearly 75 years.



FCNL is strengthening our civil dialogue and lobbying by our community. We are investing in programs to expand our work with young adults and local lobby leadership. We are seeing results such as the introduction of bipartisan proposals to address climate change (H.Res 424) and build peace through the Genocide and Atrocities Prevention Act (5.2551). Our expanded programs to train and support Friends and others building relationships with their members of Congress have helped grow the power of our Quaker lobbying community. This broadening and deepening of our outreach is made possible by our capital campaign, “The World We Seek: Now Is the Time.”

FCNL brings the concerns, experiences, and testimonies of Friends to bear on policy decisions in the nation’s capital. We are governed by a General Committee of 178 Quakers, representing 25 Yearly Meetings and four Quaker organizations. We are sustained by the advocacy, prayers, and financial support of tens of thousands of Friends and like-minded people across the country, in every state and nearly every congressional district. Thank you for your support and leadership.

### Living our Faith through Action

FCNL’s 17 registered lobbyists meet on Capitol Hill with lawmakers and their staff, and we work as partners with citizen advocates across the country. In 2015, 1,314 Friends and supporters of FCNL made more than 593 personal visits to congressional offices, in Washington and in local districts, on FCNL priority issues. Our network also sent 120,516

issue-related messages to Congress and had 101 letters to the editor published that support our advocacy priorities.

In November, we welcomed more than 400 Quakers and other friends in the FCNL network to Washington for our annual Quaker Public Policy Institute, focused on the importance of the Genocide and Atrocities Prevention Act. Delegations from 38 states lobbied more than 200 congressional offices over the course of two days. As a direct result of FCNL constituent lobbying, three key members of Congress joined as co-sponsors and this legislation (S.2551) was introduced to the Senate on February 12, 2016.

### **The World We Seek: Now is the Time Capital Campaign**

FCNL is building a sustainable future through our capital campaign, which will strengthen the foundation for FCNL's lobbying and programs. FCNL and the FCNL Education Fund are undertaking an effort to build the capacity of our programs and our financial health by raising \$15 million to secure future advocacy. The capital campaign is supporting the next generation of advocates, creating a Quaker Welcome Center on Capitol Hill, re-vitalizing the Friend in Washington Program, and expanding FCNL's lobbying and grass roots network.

### **Thank you**

Thanks to the General Committee, appointed by Yearly Meetings, and our close network of Friends and supporters, FCNL continues to make progress in Washington.

Our faith and experience convince us to work for the peaceful, just, equitable, and sustainable world we seek. Above all, we seek to remain open to where God's spirit leads us. We greatly appreciate and acknowledge the significant impact of the financial support and activism of individuals and Quaker meetings, churches and yearly meetings. Please keep us in your prayers.



Eric Ginsburg  
North Carolina Yearly Meeting (Conservative)  
Clerk, FCNL General Committee  
March 2016

### **FCNL's Executive Committee and Education Fund Board**

Eric Ginsburg, Clerk, North Carolina Yearly Meeting (Conservative)  
DeAnne Butterfield, Assistant Clerk, Intermountain Yearly Meeting  
David A. Bantz, Recording Clerk, Alaska Friends Conference  
Constance Brookes, FCNL Treasurer, Philadelphia Yearly Meeting  
Becky Steele, Ed Fund Treasurer, New England Yearly Meeting  
A. T. Miller, Personnel Clerk, Philadelphia Yearly Meeting  
Diane Randall, Executive Secretary, New England Yearly Meeting  
Scott Duncan, Clerk of the Development Committee, Philadelphia Yearly Meeting  
Deborah Fink, Clerk of the Field Committee, Iowa Yearly Meeting (Conservative)  
Mary Lou Hatcher, At-large member, Philadelphia Yearly Meeting  
Mark Kharas, At-large member Ed Fund, New England Yearly Meeting

Beth Henricks, Clerk of the Capital Campaign Committee, Western Yearly Meeting  
Karen Putney, Clerk of the Nominating Committee, Southeastern Yearly Meeting  
Kelly Schoolmeester, Clerk of the Policy Committee, Southern Appalachian Yearly Meeting  
David Snyder, Clerk of the Annual Meeting Planning Committee, Lake Erie Yearly Meeting  
John Wilkin, Clerk of the Finance Committee, Northwest Yearly Meeting

### **What We Achieve Together:**

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 maybe fulfilled  
We seek an earth restored

### **Iran: Diplomacy Works**

FCNL was a leader in mobilizing congressional support for the diplomatic agreement with Iran, which is keeping Iran from developing nuclear weapons and preventing war. Our lobbying intensified as Congress prepared to vote on the agreement. We helped organize faith parties in Washington, DC to lobby for the Iran deal. Our powerful combination of Hill lobbying, grass roots advocacy, organization of other faith groups, letters to the editor in all 50 states, and media outreach helped achieve results: 42 senators supported the deal, enough to block the vote. Congressional Quarterly called FCNL's Kate Gould "the Quaker lobbyist behind the Iran deal fight," joining the Wall Street Journal, CNN, and U.S. News and World Report in recognizing FCNL's pro-diplomacy leadership. [fcnl.org/iran](http://fcnl.org/iran)

### **Climate Change: A Bipartisan Way Forward**

Breaking the partisan gridlock that is blocking action on climate change is a central focus of FCNL's advocacy. Our work has directly led to the introduction of a Republican-sponsored resolution committing members to discuss and address climate change. FCNL worked with Rep. Chris Gibson (NY) and other sponsors to build support for the resolution. Speaking at the Climate Justice Rally on the National Mall in September, FCNL's Jose Aguto called it "a crack in the partisan dam, behind which lies a great river of climate solutions." Our lobbying in Washington is supported and reinforced by the members of FCNL's Advocacy Corps, who are organizing in districts across the country for bipartisan climate action. [fcnl.org/climate](http://fcnl.org/climate)

### **Mass Incarceration: Ease Harsh, Discriminatory Sentencing**

As a result of harsh sentencing laws, the U.S. is the world's leader in incarceration, with 2.2 million people behind bars. FCNL is building support for federal legislation to reduce mandatory sentencing lengths, give judges more sentencing discretion, and limit solitary confinement. This effort was the focus of our Spring Lobby Weekend in March 2016 that brought a record 400 young adults to Washington, D.C. to lobby for bi-partisan legislation. [fcnl.org/incarceration](http://fcnl.org/incarceration)

### **De-Militarizing US. Police Forces**

President Obama announced that the federal government will stop giving certain military equipment to local police departments. Even before the highly publicized killings by police

in Ferguson, New York and Baltimore focused national attention on U.S. policing, FCNL was laying the groundwork to get military equipment off Main Street. We collaborated closely with Rep. Hank Johnson (GA) on the Stop Militarizing Law Enforcement Act, legislation that includes many of the provisions in the president's executive order. [fcnl.org/militarism](http://fcnl.org/militarism)

### **Ending Endless War**

The 2001 Authorization for the Use of Military Force (AUMF) has given two presidents a blank check to justify new wars, deadly drone attacks around the world, detentions at Guantanamo Bay and U.S. airstrikes in Iraq and Syria. FCNL lobbyists in Washington and around the country continue to lead efforts to repeal this law and insist that Congress debate and vote on every war. Last year, we convinced more than 200 members of Congress to vote (at different times) for repeal of the AUMF. As Congress considers a new authorization against the Islamic State, we continue to press members to first repeal the existing law, which allows the president to act virtually without limit. [fcnl.org/endingwar](http://fcnl.org/endingwar)

### **Building Structures for Peace**

FCNL has led efforts to persuade the U.S. government to invest in diplomacy, peacebuilding, and other means to prevent wars before they start. U.S. support for peacebuilding efforts in Kenya, the Central African Republic and elsewhere show the power of nonviolent approaches to problem-solving. Yet the U.S. infrastructure to carry out this work is precarious and underfunded. U.S. foreign policy needs to pivot to peace. FCNL is helping to secure funding for peacebuilding and build support for permanent authorization of these programs. [fcnl.org/peacebuilding](http://fcnl.org/peacebuilding)

### **Cutting the Pentagon and Nuclear Weapons Budgets**

While Pentagon spending has declined from its height during the Iraq War, the U.S. government still spends almost as much on the military as it did during the Cold War and Vietnam War. FCNL's current lobbying focuses in two areas: eliminating the loophole that lets the Pentagon avoid spending caps and opposing congressional efforts to fund the Pentagon by cutting domestic spending. We are working to close the loophole that lets the Pentagon avoid spending restrictions and to cut nuclear weapons spending through the SANE Act. This legislation would eliminate \$100 billion in nuclear weapons spending over the next decade. [fcnl.org/budget](http://fcnl.org/budget) & [fcnl.org/nuclear](http://fcnl.org/nuclear)

### **Building Life-Long Lobbyists**

People of all ages work for change with FCNL. Through advocacy events in Washington, D.C. and programs to sustain and support grass roots organizers in their local communities, we are making change together. In 2014 we began a dramatic expansion of our work with young people. We launched the Advocacy Corps to cultivate young adult leadership and to promote grass roots engagement. We visited more than 60 colleges and universities around the country to build diversity and recruit social justice advocates. We're seeing the results in advances on climate action and ending endless wars, and we are well on our way to raising the money to endow these programs through our Capital Campaign. [fcnl.org/advocate](http://fcnl.org/advocate)

### **There's More!**

Check out our website to find out why Americans for Indian Opportunity gave their "Spirit of Indigeneity Award" to FCNL, how our lobbyists organize congressional visits and participate in the Interfaith Immigration Coalition, why our staff are working with a coalition of faith groups on a constitutional amendment to address campaign finance reform, the details on an interfaith initiative to stop lethal drones, and more. [fcnl.org/successes](http://fcnl.org/successes)

### **MILES WHITE BENEFICIAL SOCIETY OF BALTIMORE CITY**

The By-Laws of the Miles White Beneficial Society place its meetings on a schedule on which its Annual Meeting takes place on Tenth Month. Therefore its report to BYM begins with activities starting at that point in 2015.

The Annual Meeting was concerned with the approval of the continuation of the current officers and a review of the year's work based on its own Annual Report. In 11th month the Board met with the President of the Mount Vernon Associates (the holders of the Society's funds) The report included a comprehensive review of the fund activities for the year and projections for the coming year. The Trustees discussed with him the various holdings and continued the directions for them to conform to Quaker concerns.

The Board continued its pattern of dividing its fund's income between recipients in the fields of Education and Charities. Two committees are each charged with setting the requirements for funding and overseeing the correspondence with applicants. Responses from applicants are reviewed by each committee and proposals are brought to the full Board for approval.

This year 13 college students, which are now being named 'Miles White Scholars,' and three educational organizations were approved for funding through the Education Committee. The Charities Committee will be bringing its proposals for funding to the Board in Ninth Month.

This year the Board of Trustees made the decision to award special funds to organizations in Baltimore City which support the positive development of youth focusing upon education, conflict resolution, or other ways to reduce violence. With the approval of the Board, an ad hoc committee oversaw the selection of programs and distribution of funds to be used for summer programs. The funds went to programs in Sandtown, Jonestown, and Penn-North - areas of significant unrest in the City.

The ten member Board of Trustees appreciated the greatly needed approval of enabling its members to serve three terms in order to adequately carry out the responsibilities and to achieve the purposes of the organization.

Mary Ellen Saterlie (Little Falls), President

### **NATIONAL RELIGIOUS COALITION AGAINST TORTURE**

The National Religious Campaign Against Torture (NRCAT) came into existence following the revelations in 2004 that the United States was using torture and abusive treatment

of prisoners while waging it's "War on Terror" abroad. The revelations of this torture and abuse in places like Guantanamo, Bagram, and other secret locations disturbed people of faith and action was taken to address this issue. Initially NRCAT focused it's efforts on Capitol Hill concerning the torture abroad. However, over the years it became apparent that within US borders abusive treatment of those incarcerated, including the torture practice of solitary confinement, needed to be addressed.

Within the last year NRCAT has devoted a lot of time to the issue of solitary confinement on the federal and state level. NRCAT has worked with other groups around the US calling for an end to this particular torture practice including in juvenile facilities. Continuing to focus on solitary confinement in 2015-2016 NRCAT hired a carpenter to build a cell that would simulate a place where prisoners are held for extended periods of time. The solitary confinement cell has been travelling around the country and is hosted in churches around the US.

In January of 2002 the first captives were brought to the US prison camp in Guantanamo Bay, Cuba. Since that time hundreds upon hundreds of men and also boys were held without charge or trial. Most have been released. Over the many years numerous accounts of abusive treatment, degrading treatment, and torture have been reported. Lacking hope of release many men have taken to hunger strikes over the last several years to draw attention to their indefinite detention. The US has responded to the hunger strikes by force feeding these prisoners. Force feeding is considered torture. NRCAT has consistently called for the release of those unjustly held and has made several statements with other human rights organizations over the last year on behalf of those held in Guantanamo. At this writing the number of prisoners has just fallen to just under 80 prisoners.

At the end of 2015 NRCAT released a documentary film entitled "Out of the Shadows: Casting Light on CIA Torture". Executive Director of NRCAT, Ron Stief, said upon the release of this film: "The period in which the CIA tortured detainees was tragic for our country. Torture violated our deepest morals and failed to make our country safer. The film describes the CIA's use of torture as well as the eventual rejection of torture by people from a wide swath of America's different communities. Watching it will not only provide viewers with information about torture, but also enable them to join the growing community of folks who are working to end torture."

NRCAT has also been working to support the efforts of those addressing Islamophobia and bigotry directed against Muslims in the US. NRCAT is actively supporting "Shoulder-to-Shoulder: Standing with American Muslims; Upholding American Values" campaign which addresses anti-Muslim bigotry.

Friends who would like to support the work of NRCAT can find out more information at [www.nrcat.org](http://www.nrcat.org).

## **PRISONER VISITATION AND SUPPORT**

PVS is a very small organization (just three staff members) with a very large and important

mission. PVS is the only visitation program that is authorized to visit all federal and military prisons in the U.S. Its visitors are volunteers who meet monthly with prisoners who have requested visits. In responding to these requests, PVS prioritizes those who do not ordinarily receive visits, are in solitary confinement, are on death row, or are serving long sentences. While many visitors hear about this opportunity through their faith communities, visits focus on the prisoner's interests and do not have a religious agenda. The intent is to help people cope with prison life and prepare for re-entry into society, and research tells us that visits like these can and do make a difference. Some former prisoners who now serve on the PVS Board testify to the positive impact visitors have had on their lives.

Founded in 1968, PVS will be celebrating its 50th anniversary soon. PVS's longtime director, Eric Corson, will be retiring within the next two years, so PVS is preparing for the transition to a new director. A talented new administrative manager, Teneshia Washington, recently led revisions on the organization's website: [www.prisonervisitation.org](http://www.prisonervisitation.org). The site provides information for current and prospective supporters, as well as resources for visitors. Teneshia's web-savvy recruitment efforts have resulted in so many new volunteer visitors that the organization is now rethinking its approach to interviewing and preparing visitors in an effort to respond to more prisoner requests. The 450 visitors we currently have tax our visitor coordinator to the limit, and even with increased use of web-based orientation or other strategies, we will need to expand our budget in order to successfully expand our services. The Board is hard working and committed, and we all want to achieve the goal of wiping out our waiting list as soon as we possibly can. We are looking into grant funding as well as additional sources of individual or organizational support.

Susan Hills Rose (Patapsco)  
BYM representative to the PVS Board

## 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. Currently, Toni Hudson serves as BYM's appointee and Barb Adams serves as the alternate. Neither were able to attend the 2015 Fall Gathering which was held in Loma Linda, California. Both Toni and Barb did attend the 2016 Spring Steering Committee Meeting in Chicago. BYM funds were used for travel by train and for registration. The Spring Meeting included committee and working group meetings. Presentations by Steering Committee members included those who attended the FWCC World Plenary Meeting in Peru, members who questioned the distribution of funds from the US pledge of \$750 million for those impacted globally by climate change that was initiated at the Paris talks, and the ad hoc Population committee that is now the Population Working Group. The Population Working Group brought forward a minute supporting Planned Parenthood that was written and approved by the Durango Monthly Meeting, as well as a revised educational pamphlet on the impacts of population on climate change. The Working Group plans to send the Minute to the Yearly Meetings to be shared with their local Meetings. Another piece of business: NY



Friend, Angela Manno, asked QEW for organizational support as she begins offering her webinar "Ecospirituality and Action" to a wider audience. QEW will be writing a letter of support and will continue to discern other ways to offer support.

QEW, with Friends Committee on National Legislation (FCNL) and Quaker United Nations Organization (QUNO), prepared the original Quaker Shared Statement on Climate Change for the Climate March and UN Climate talks in New York in September 2014. The Statement has been carried forward to Yearly Meetings and their local Meetings. QEW has coordinated slight changes in wording and the collection of sign-ons to the Statement. Local Meetings continue to sign-on, as led, to the Shared Statement that acknowledges our role in climate change, particularly through burning fossil fuels.

Quaker Earthcare Witness sees one of its roles as leading and coordinating Friends in participating in environmental activities and actions. When Pope Francis came to Washington, DC to address Congress, QEW coordinated the Quaker presence. Friends gathered together under the QEW banner on the Mall lawn to watch the jumbotrons and hear the Pope's words. The night before the Pope's address, Barb joined Roy Taylor, the clerk of QEW, for the Interfaith Vigil arranged by Interfaith Power and Light.

During the 2015 Annual Session, the QEW display focused on the divestment of fossil fuels. Taking such an action by Friends was likened to the actions of Friends with regard to slavery. On the table was the pamphlet, prepared by QEW, about fossil fuel divestment, including links to investments that are fossil free. Also available was a sheet with QEW's Three Challenges for local Meetings. One of the challenges is to go fossil free, both as a Meeting and individually.

Friends are reminded that Quaker Earthcare Witness is a rich resource for all things environmental. Pamphlets on many issues are available on the web site. All of the pamphlets on aspects of population have been updated this year. The current newsletter, BeFriending Creation, and past issues are also on the site. There are links to Facebook, Twitter and a discussion page.

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 which is leading with a truly Quaker perspective.

Toni Hudson (Sandy Spring) and Barb Adams (Richmond)

## **QUAKER HOUSE**

### **“A Place of Peace in a Military City”**

On December 4<sup>th</sup>, 2015, we participated in the annual wreath laying for Beryl Mitchell who had been killed by her military spouse. It is just one of the many ways Quaker House not only witnesses to the absurdity and cruelty of war but provides support, counseling, and care for those affected.



The Quaker House GI Rights Hotline answers thousands of calls from military, active duty, and veteran and military families. The number of calls to the hotline continues to increase. This year our Hotline counselors answered an average of 280 calls per month for a total of 3,370, up from 2,659 last year. The counselors most rewarding yet most time consuming work is helping service members with their conscientious objector status, guiding and providing moral support as they move through regulations, delays and at times deliberate roadblocks of the command structure. In November, we hired Elaine Martin for a few hours each week to support the GI Rights Hotline by returning messages, screening calls and prioritizing them for urgency.

Quaker House also continues the important work of providing counseling and support for the victims of military domestic violence, sexual assault, and moral injury. Started three years ago with a donation from an anonymous donor, the Quaker House counselor sees up to 10 clients one day a week. The reputation of the program has grown both in the community and on base at Fort Bragg. The service is free and often the last resort for those in need of help. Funding for the program is tenuous and any and all contributions are appreciated.

We continue to travel to reach out to new audiences providing education and information on moral injury. To name a few, we gave our presentation for the Medical Grand Rounds at H.H. McGuire VA hospital in Richmond, VA; for the Licensed Professional Counselors Association of North Carolina's annual conference; and for a military chaplain's retreat for the officers in the 82<sup>nd</sup> Combat Aviation Brigade. Quoting Rita Nakashima-Brock, "Moral injury results when soldiers violate their core moral beliefs, and in evaluating their behavior negatively, they feel they no longer live in a reliable, meaningful world and can no longer be regarded as decent human beings." Today, on average, 22 veterans a day commit suicide. Numerous people come up to us after the presentation to express their gratitude.

Quaker House facilitates Alternatives to Violence Project training and provides Truth in Recruiting literature and information. In addition, Quaker House provides a warm and wel-

coming place for people in the community to meet. Mindfulness classes and an AA group meet there regularly and musicians perform house concerts frequently.

Quaker House organized a forum on “Challenging Islamophobia and Racism” co-sponsored by approximately 19 other community organizations. We help conduct, in partnership with NOW, the Human Relations Commission, the public library, and the Cumberland County Association of Educators, regular public discussions on race relations called “Cracking the Codes: The System of Racial Inequity.” We advocate for Conflict Resolution in the public schools. We continue to witness against torture and drone warfare. Educational forums on many subjects that relate to peace and justice issues are conducted regularly.

We have forged a relationship with Fort Bragg. Through work with the military chaplains and mental health care professionals, a closer association has developed which allows Quaker House to provide information and services on base and personnel at Fort Bragg make referrals to our programs. In addition, we continue to attend and present at the Bragg Region Behavioral Healthcare Collaborative, Community Blueprint (we are now on their Advisory Committee), the Behavioral Health Professionals Association, Greater Fayetteville United, and serve on the board of CARE Domestic Violence Center.

More recently, Quaker House has taken up the issue of the poor mental health care provided for the more than 250,000 incarcerated service members and veterans. This issue was brought to our attention by the tragic case of a service member in Fayetteville who was sentenced to 10-18 years in prison for an offense that was brought on by his severe PTSD and Traumatic Brain Injury. We are working with his family and lawyer to help him, and we organized a petition and a vigil calling for “Adequate and Compassionate Mental Health Care for Service Members and Veterans” nationally. The Military Chaplains Association of North America published the petition on their electronic newsletter. Our Op Ed was published in the Raleigh News and Observer and the Fayetteville Observer. In April, the vigil, in front of the Airborne and Special Operations Museum, brought veterans, VA and DoD employees, members of the Cumberland County Human Relations Commission, and Quakers together. We are continuing to work with VA and veterans’ groups to advocate for “Veterans’ Dorms” in prison, a program which is being utilized in other States.

The new website for Quaker House went live last year and continues to add resources and news of the work of Quaker House. Our Facebook page averages 1,500 “hits” a week.

Moving forward, Quaker House foresees the challenge of the future; to take the Quaker House message to a wider audience, tackling the increasing administrative complexities, expanding the fund base, and succession planning as we will retire in 2017.

Lynn and Steve Newsom, Directors

## QUAKER UNITED NATIONS OFFICES

No report received.

## RIGHT SHARING OF WORLD RESOURCES

No report received.

### SANDY SPRING FRIENDS SCHOOL

Sandy Spring Friends School recently completed its fifty fourth year, still deeply committed to helping each student discover the “still small voice” within, committed to being an agent for social justice, seeking ways to fulfill our mission as a Quaker school and community, and guided by the Testimonies.

We continue to live within creative tensions among the realities of being a tuition driven institution, a Friends community, and a student/parent community that celebrates the diverse cultural and faith traditions of our students, staff, and parents. SSFS continues to strive to accomplish goals that at times may seem to be in conflict; to offer the highest quality environment for educating young people, to keep the school financially accessible for families across the socioeconomic spectrum, to continue to grow the school’s enrollment, to maintain the intimacy of close learning relationships between students and teachers, and to safeguard the School’s long-term stability.

The School’s 2012 Strategic Plan identified these four broad goals:

- Advance our educational program to meet 21st century needs and skills
- Maintain and strengthen our Quaker identity and values
- Promote and support excellent teaching
- Adopt a sustainable business model supported by a culture of philanthropy.

These goals continue to guide the work of the School. Toward these ends, this report highlights the following ongoing efforts:

- Continued nurturing of the relationship between Sandy Spring Monthly Meeting and the School
- An increased effort to, as much as possible, be a data driven institution that has expanded its use of analysis tools to inform financial, academic, and staffing decisions
- An increased emphasis on professional development in order to support the highest quality teaching
- Design and fund-raising efforts in anticipation of the construction of an Upper School academic facility that is equal to the quality of the academic program.
- Ongoing efforts to strengthen our individual and institutional cultural competence, making SSFS a school that is welcoming and nurturing for all, independent of anyone’s culture, faith, gender identity or preference, relationship status, age, sex, or other elements of personal identity
- Continued efforts to control cost increases, develop philanthropic support, and seek alternative sources of revenue in order to minimize pressure on tuition increases.

As this report is being written, in July 2016, we are confronted by ongoing tensions, vio-

lence, and political divisiveness that seek to rend the fabric of our society. SSFS continues to believe that educating children and young adults in an environment that values diversity and individual expression, that advocates for constructive engagement, and that provides positive academic, creative, and physical challenges for its students will help bend the arc of history towards justice and peace.

Tom Gibian (Sandy Spring), Head of School

**Report of Lou Harrington (Sandy Spring), BYM Board Representative**

I am now entering my fifth year as one of your representatives to the Sandy Spring Friends School Board.

I have tried to be faithful in my attendance and attentive to the schools business.

When I first arrived on the Board the school had some enrollment concerns which have now been abated. The Upper School is fully enrolled. The school has added a 3 year old program and is on track in the planning for a new Upper School. Preuss Field is being upgraded. The school is leasing about 10 acres of farmland from the Washington Suburban Sanitary Commission and will attempt to grow much of the food for the school through the farm operation. The students will be significantly involved in this endeavor. The summer camp program is going very well.

As with most private schools the issue of affordability is always an issue. How can we offer a quality Quaker-based education to the community and Quakers at a fee that they can afford? The School is providing significant financial aid to many of its students, so my advice to interested parents is to apply for financial aid on a timely basis and give the school the opportunity to serve your child or grandchild. It could be one of the most significant decisions that you can make for him/her.

We are blessed to have Tom Gibian as our Head of School. He is smart, articulate, enthusiastic and I believe, a gifted administrator. He is well versed in Quaker practices which serve to set the tone for the school.

I am pleased to report that the school appears to be in a very good place at this time and the future looks bright.

**WILLIAM PENN HOUSE**

No report received.



*Annual Session 2016 photo by Jennifer Domenick*



*Annual Session 2016 All-Age photo booth photo  
equipment provided by Jennifer Domenick*

## MEETING COMMUNITY STATISTICS

Meeting	2014				2015				
	Full	Associate	Estimated Attender	Total	Full	Associate	Estimated 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	152	0	35	187	156	0	34	190	3
Annapolis Friends Meeting*	67	11	36	114	67	11	36	114	0
Baltimore, Stony Run*	430	0	0	430	430	0	0	430	0
Bethesda Friends Meeting	218	144	384	746	219	143	384	746	-3
Blacksburg Friends Meeting*	24	11	22	57	24	11	22	57	0
Carlisle Meeting*	22	13	40	75	22	13	40	75	0
Charlottesville Friends Meeting	123	8	29	160	127	9	29	165	5
Deer Creek Meeting	47	9	23	79	44	9	26	79	0
Dunnings Creek Friends Meeting	44	9	0	53	37	5	5	47	-6
Floyd Monthly Meeting	12	9	33	54	11	8	25	44	-10
Frederick Friends Meeting	63	14	88	165	58	17	79	154	-11
Friends Meeting of Washington	311	69	400	780	303	67	405	775	-5
Gettysburg Monthly Meeting	13	0	7	20	13	0	7	20	0
Goose Creek Friends Meeting	173	14	35	222	178	14	38	230	8
Gunpowder Friends Meeting	113	0	36	149	112	0	31	143	-6
Herdon Friends Meeting	69	24	57	150	72	27	57	156	6
Homewood Friends Meeting	86	24	52	162	84	24	52	160	-2
Hopewell Centre Monthly Meeting	72	4	20	96	70	4	20	94	-2
Langley Hill Friends Meeting*	149	32	40	221	149	32	40	221	0
Little Britain Monthly Meeting	69	0	0	69	68	0	0	68	-1



Meeting	2014			2015			Total (+/-)
	Full	Associate	Estimated Attender	Full	Associate	Estimated Attender	
Little Falls Friends Meeting	42	14	26	47	9	26	82
Mattaponi Friends Meeting*	13	0	6	13	0	6	19
Maury River Friends Meeting*	33	5	42	33	5	42	80
Menallen Monthly Meeting*	45	4	7	45	4	7	56
Midlothian Friends Meeting	75	0	37	79	0	36	115
Monongalia Friends Meeting	15	0	10	15	0	10	25
Nottingham Friends Meeting	60	5	5	61	5	4	70
Patapsco Friends Meeting	17	10	37	31	10	81	16
Patuxent Friends Meeting	31	3	27	63	3	20	55
Pipe Creek Friends Meeting*	27	1	25	27	1	25	53
Richmond Friends Meeting	168	25	300	172	23	298	493
Roanoke Friends Meeting	23	0	68	23	0	68	91
Sandy Spring Friends Meeting	477	68	300	475	70	300	845
Shepherdstown Friends Meeting*	3	0	20	3	0	20	23
State College Friends Meeting*	92	14	0	92	14	0	106
Valley Friends Meeting	23	7	47	26	7	42	75
Warrington Monthly Meeting*	27	0	4	27	0	4	31
West Branch Friends Meeting*	91	0	0	91	0	0	91
Williamsburg Friends Meeting*	11	5	15	11	5	15	31
York Friends Meeting	34	0	42	37	1	39	77
<b>Totals</b>	<b>3,889</b>	<b>766</b>	<b>2,601</b>	<b>3,817</b>	<b>691</b>	<b>2,342</b>	<b>6,850</b>
* No report this year							
** Revised last year's report							

**2017 APPORTIONMENTS**

<b>Meeting</b>	<b>2015</b>	<b>2016</b>	<b>2017</b>
Abingdon Friends Meeting	470	580	720
Adelphi Friends Meeting and Takoma Park Preparative Meeting	24,790	30,290	25,510
Alexandria Friends Meeting	10,530	10,370	11,310
Annapolis Friends Meeting	11,910	12,770	12,820
Baltimore Monthly Meeting, Stony Run	60,550	55,710	61,050
Bethesda Friends Meeting	25,180	25,970	25,410
Blacksburg Friends Meeting	3,620	4,520	5,650
Carlisle Meeting	4,540	4,660	4,110
Charlottesville Friends Meeting	11,330	12,770	11,230
Deer Creek Friends Meeting	6,200	6,070	5,760
Dunnings Creek Friends Meeting	2,950	3,070	1,820
Floyd Friends Meeting	1,770	1,650	1,520
Frederick Friends Meeting	7,240	6,880	8,180
Friends Meeting of Washington	60,560	65,000	62,800
Gettysburg Monthly Meeting	460	570	710
Goose Creek Friends Meeting	18,130	18,230	16,540
Gunpowder Friends Meeting	14,000	13,080	12,740
Herndon Friends Meeting and Fauquier County Worship Group	10,860	10,410	9,710
Homewood Friends Meeting	27,030	23,430	29,280
Hopewell Centre Monthly Meeting	7,340	5,510	5,340
Langley Hill Friends Meeting	23,210	23,110	25,440
Little Britain Monthly Meeting	2,710	2,040	990
Little Falls Friends Meeting	4,590	5,300	5,480
Mattaponi Friends Meeting	980	780	770
Maury River Friends Meeting	4,620	5,110	4,090
Menallen Friends Meeting	3,500	4,020	2,420
Midlothian Friends Meeting	3,890	4,550	4,520
Monongalia Monthly Meeting and Buckhannon Preparative Meeting	820	1,020	1,270
Nottingham Friends Meeting	2,950	2,800	2,600
Patapsco Friends Meeting and South Mountain Friends Fellowship	4,420	4,590	3,970
Patuxent Friends Meeting	4,550	5,120	4,400
Pipe Creek Friends Meeting	1,100	1,370	1,710
Richmond Friends Meeting	16,040	15,990	17,640

<b>Meeting</b>	<b>2015</b>	<b>2016</b>	<b>2017</b>
Roanoke Friends Meeting and Lynchburg Indulged Meeting	4,430	5,290	6,070
Sandy Spring Friends Meeting and Miller Center Meeting for Worship	45,610	49,090	46,830
Shepherdstown Friends Meeting	2,080	2,600	3,170
State College Friends Meeting	5,040	3,970	4,280
Valley Friends Meeting and Augusta Worship Group	4,170	4,100	3,970
Warrington Monthly Meeting	2,030	1,680	2,100
West Branch Monthly Meeting	700	720	800
Williamsburg Friends Meeting and Norfolk Preparative Meeting	2,270	2,380	2,130
York Friends Meeting	4,030	5,030	5,340
<b>Total</b>	<b>453,200</b>	<b>462,200</b>	<b>462,200</b>



*Annual Session 2016 All-Age photo booth photo  
equipment provided by Jennifer Domenick*

# 2016 BALTIMORE YEARLY MEETING

## FINANCIAL REPORT

### BUDGET NOTES

**Apportionment Income:** After hearing from many local Meetings that meeting apportionment was a challenge, Stewardship & Finance decided to keep the overall apportionment the same as 2016. Individual local Meeting amounts may have gone up or down. The committee has begun a comprehensive analysis of the apportionment formula.

**All Other Income:** This includes releases from the restricted funds for the Shoemaker Grant, the Sue Thomas Turner Fund, the Indian Affairs Fund, and the Educational Grants Funds. It also includes modest amounts for sale of books and investment income.

**Wages and Benefits:** Wages and benefits in all categories include gross wages, payroll taxes, employee benefits and pension contributions for some staff. Most wages were increased by 3%, however, the Administrative Wages line includes larger increases as a result of a wage comparability study done by Supervisory Committee in 2016. The overall expense for our year-round staff is \$748,000 which includes the Outreach and Inclusion Coordinator which is funded by a grant from the Shoemaker Foundation.

**Other Administrative Expenses:** The projected increase in this line is largely due to the inclusion of the cost of retaining outside legal counsel for normal consultation purposes.

**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 & Property Income:** Camp Program Fee Income is based on demographic analysis done by the Camp Program Manager. Camp Property Income includes \$234,343 in funds released from restriction for the completion of the bath house at Catoctin and cabins at Shiloh and Opequon. The rest of this line includes rental of the camp properties and vehicles.

**Camp Program Wages:** Camp program wages include approximately 120 seasonal employees in our camping programs.

**Contribution Income:** Total contribution income in our 2017 operating budget is \$153,500 for all programs. In addition, there is \$200,000 in restricted contributions to be raised for camp properties, which is reflected on the Capital Budget for 2017. There are also other restricted contributions to be raised for Camper Aid in the amount of 44,500.

**Depreciation Expense:** Total depreciation expense in our 2017 operating budget is \$104,078.

**Program Overage Contingency:** The Stewardship & Finance Committee has established a line item of \$1,000 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.

**Trustees, Youth Safety Working Group:** This line item, in the amount of \$1,000, was requested 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.

## 2017 BUDGET PROGRAM DETAIL

Description	2015 Actuals	2016 Budget	2017 Budget
<b>Administration</b>			
Apportionment	448,466	462,200	462,200
Allowance for Unpaid Apportionment	0	(6,500)	(8,500)
Unrestricted Contributions	81,887	105,000	96,000
All Other Income	15,369	102,500	109,924
<b>Total Administrative Income</b>	<b>545,722</b>	<b>663,200</b>	<b>659,624</b>
Administrative Wages and Benefits	225,191	261,899	280,776
Development Expenses	144,119	137,748	143,427
Outreach and Inclusion	9,092	75,000	78,949
Other Administrative Expenses	115,970	139,150	134,503
To Unrestricted Reserves	0	12,294	15,000
Contributions to Organizations	25,925	28,450	31,600
Other Gifts & Grants	16,160	23,000	26,000
Committee Expenses	5,099	12,650	16,350
<b>Total Administrative Expenses</b>	<b>541,556</b>	<b>690,191</b>	<b>726,605</b>
<b>Net Administrative Income over Expenses</b>	<b>4,166</b>	<b>(26,991)</b>	<b>(66,981)</b>
<b>Camp Program &amp; Property</b>			
Camp Program Fee Income	784,077	821,851	818,112
Camp Property Income	58,929	180,137	254,643
Camp Program and Property Contributions	49,968	67,000	43,500
Other Camp Income	47,153	32,150	57,000
<b>Total Camp Program and Property Income</b>	<b>940,126</b>	<b>1,101,138</b>	<b>1,173,255</b>
Camp Program Wages & Benefits	412,759	499,354	454,537
Camp Property Wages & Benefits	152,948	158,663	154,408
Camp Property & Program Expenses	444,937	449,175	486,714
<b>Total Camp Program and Property Expenses</b>	<b>1,010,644</b>	<b>1,057,192</b>	<b>1,095,659</b>
<b>Total Camps</b>	<b>(70,518)</b>	<b>43,946</b>	<b>77,596</b>

Description	2015 Actuals	2016 Budget	2017 Budget
<b>Youth Programs</b>			
Youth Programs Fee Income	22,113	23,850	27,100
Youth Programs Contributions	1,210	2,500	2,500
Youth Programs Released Funds	129	200	0
<b>Total Youth Programs Income</b>	<b>23,452</b>	<b>26,550</b>	<b>29,600</b>
Youth Programs Expenses	56,282	60,255	65,740
<b>Total Youth Programs</b>	<b>(32,830)</b>	<b>(33,705)</b>	<b>(36,140)</b>
<b>All Other Programs</b>			
Annual Session Fee Income	85,114	96,210	95,000
Other Program Fee Income	33,652	37,500	36,000
Other Program Contributions	3,129	5,500	11,500
All Other Program Income	8,222	9,955	8,525
<b>Total All Other Program Income</b>	<b>130,117</b>	<b>149,165</b>	<b>151,025</b>
Annual Session Expenses	83,640	95,165	90,900
All Other Program Expenses	29,731	37,250	34,600
<b>Total All Other Program Expenses</b>	<b>113,371</b>	<b>132,415</b>	<b>125,500</b>
<b>Total All Other Programs</b>	<b>16,746</b>	<b>16,750</b>	<b>25,525</b>
<b>Totals for All BYM Activities</b>			
Income, all sources	1,63,417	1,940,053	2,013,504
Expenses, all programs	1,721,853	1,940,053	2,013,504
<b>Total Surplus or (loss)</b>	<b>(82,436)</b>	<b>0</b>	<b>0</b>

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## 2017 COMMITTEE DETAILS

	<b>2015 Actuals</b>	<b>2016 Budget</b>	<b>2017 Budget</b>
Trustees - Youth Safety	0	1,000	1,000
Advancement and Outreach	217	300	300
<i>Faith and Practice</i> Revision	0	500	500
Indian Affairs	0	300	300
Ministry & Pastoral Care	0	2,000	2,000
Peace & Social Concerns	0	100	200
Religious Education	225	1,200	1,200
Unity with Nature	251	1,500	1,500
Intervisitation Working Group	4,306	4,500	4,500
Working Group on Racism	100	150	150
Young Adult Friends	0	100	3,700
Program Overage Contingency	0	1,000	1,000
<b>Total Committee Expenses</b>	<b>5,099</b>	<b>12,650</b>	<b>16,350</b>



## 2017 CONTRIBUTIONS TO OUTSIDE ORGANIZATIONS DETAILS

	2015 Actuals	2016 Budget	2017 Budget
<b>Memberships</b>			
Friends General Conference	8,760	9,600	10,260
Friends United Meeting	7,660	8,350	8,910
Friends World Committee for Consultation	6,580	7,050	7,830
<b>Total Membership Expenses</b>	<b>23,000</b>	<b>25,000</b>	<b>27,000</b>
<b>Affiliated Organization Expenses:</b>			
American Friends Service Committee	125	150	200
Center on Conscience and War	125	150	200
Earlham School of Religion	125	150	200
Friends Committee on National Legislation	125	150	200
Friends Council on Education	125	150	200
Friends House (Sandy Spring)	125	150	200
Friends House, Moscow	125	150	200
Friends Journal	125	150	200
Friends Peace Teams	125	150	200
Interfaith Conference of Metropolitan Washington	225	225	225
National Council on Churches	125	150	200
National Religious Coalition Against Torture	275	275	275
Pendle Hill	125	150	200
Prisoner Visitation & Support	125	150	200
Quaker Earthcare Witness	125	150	200
Right Sharing of World Resources	125	150	200
Sandy Spring Friends School	125	150	200
Sandy Spring Volunteer Fire Dept.	50	100	100
Virginia Council of Churches	125	150	200
Washington Quaker Workcamps	125	150	200
William Penn House	125	150	200
World Council of Churches	125	150	200
<b>Total Affiliated Organizations Expenses</b>	<b>2,925</b>	<b>3,450</b>	<b>4,600</b>

## CAPITAL BUDGET AND PLAN 2017-2020

	2016 Capital	2017 Capital Budget	2018 Capital Plan	2019 Capital Plan	2020 Capital Plan
<b>Capital Expenditures</b>					
Catoctin	134,674	192,197	26,383	70,130	72,143
Shiloh	18,298	18,757	19,230	127,182	20,218
Opequon	22,026	22,669	123,449	3,000	3,000
Office Property	33,713	29,970	5,628	0	3,000
Vehicles	20,000	20,000	20,000	25,000	20,000
Other Equipment	3,800	3,900	4,100	4,200	4,300
<b>Total Expenditures</b>	<b>232,511</b>	<b>288,213</b>	<b>198,790</b>	<b>229,512</b>	<b>122,661</b>
<b>Source of Funds</b>					
Release of restricted funds	174,998	201,842	180,499	174,437	137,125
Released property resources	0	10,000	10,000	10,000	10,000
Restricted Contributions	145,000	200,000	150,000	150,000	150,000
Cash from Depreciation	57,513	53,870	29,728	29,200	27,300
Unrestricted Reserves	0	0	0	0	0
<b>Total Funds Raised</b>	<b>377,511</b>	<b>465,712</b>	<b>370,227</b>	<b>363,637</b>	<b>324,425</b>
<b>Funds Raised over (under) Expenditures</b>	<b>145,000</b>	<b>177,499</b>	<b>171,437</b>	<b>134,125</b>	<b>201,764</b>
<b>Restricted Fund Balances</b>					
Projected Beginning Balances	228,840	201,842	180,499	174,437	137,125
Less Releases	(174,998)	(201,842)	(180,499)	(174,437)	(137,125)
Surplus from Contributions & Releases	145,000	177,499	171,437	134,125	201,764
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>201,842</b>	<b>180,499</b>	<b>174,437</b>	<b>137,125</b>	<b>204,764</b>

For 2017 the expenditure amount for Catoctin includes composting toilets, completion of the new bathhouses and \$3,000 in contingency funds

For 2017 the expenditure amount for Shiloh includes one cabin and \$3,000 in contingency funds.

For 2017 the expenditure amount for Opequon includes one cabin and \$3,000 in contingency funds.

For 2017 the expenditure amount for the Office includes fixing the fence line between our property and SSFS and repaving the parking lot.

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.

## 2015 FUNDS ACTIVITY

	Balance 1/1/2015	Gifts or Fees	Disbursed	Transfers	Interest from Ed Loans	Investment Income	Balance 12/31/2015
<b>Permanently Restricted Funds/Endowment Funds [Note A]</b>							
Education Fund Endwmt.	86,512						86,512
Yearly Meeting Endwmt.	7,877						7,877
Morley Camper Endwmt	283,630	4,780					288,410
<b>Total of Endowed Funds</b>	<b>378,630</b>	<b>4,780</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>382,799</b>
<b>Temporarily Restricted Funds [Note B]</b>							
Education Fund Income	186,241		(11,500)			(1,701)	173,040
Fairhill/Griest Ed. Fund	74,443						74,443
Morley Slrshp Income	11,125		(10,600)			(1,781)	(1,256)
Sue Thomas Turner QEF	109,462		(3,860)			4,136	109,738
Pre-College Fund	26,233						26,233
Indian Affairs Fund	11,656		(800)				10,856
Carey Memorial	1,887		(525)			70	1,432
BYM Meeting Hse Fund	12,440						12,440
Camp Diversity Fund	17,513	21,873	(15,455)			713	24,644
Warren CQC Slrshp Fund	48,119		(10,000)			1,086	39,205
Camp Capital Reserves (combined)	116,794	93,754	(22,767)			4,514	192,295
Shoemaker Grant	0	225,000	(10,047)				214,953
<b>Total Temporarily Restricted Funds</b>	<b>615,913</b>	<b>381,686</b>	<b>(85,554)</b>	<b>0</b>	<b>0</b>	<b>7,037</b>	<b>919,082</b>
<b>BYM Designated Funds [Note C]</b>							
Camp Property Designated Funds	136,968	1,195	(11,180)				3,980
Bush Creek Fund	2,593		(2,093)				500
<b>Total of Designated Funds</b>	<b>16,561</b>	<b>1,195</b>	<b>(13,273)</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>4,480</b>
<b>Custodial Funds [Note D]</b>							
Mathews Fund	653						653
<b>Total of Custodial Funds</b>	<b>653</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>653</b>
<b>TOTAL OF ALL FUNDS</b>	<b>1,011,146</b>	<b>387,661</b>	<b>(98,827)</b>	<b>0</b>	<b>0</b>	<b>7,037</b>	<b>1,307,014</b>

Note A: Permanently Restricted Funds are endowment funds. The income 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: BYM Designated Funds are funds designated by Yearly or Interim Meeting.

Note D: Custodial Funds are held in trust for another friendly organization and are not available to the Yearly Meeting.

**INVESTMENT PORTFOLIO**  
**AS OF 12/31/2015**

Institution	Type of Investment	Earnings	Cost	Market Value
<b>Fixed Rate Investments</b>				
Friends Meeting House Corp.	Note	350	10,000	10,000
<b>Total Fixed Value Investments</b>		<b>350</b>	<b>10,000</b>	<b>10,000</b>
<b>Consolidated Fund</b>				
Friends Fiduciary	Consolidated Fund	19,815	371,933	497,880
<b>Total Consolidated Funds Investments</b>		<b>19,815</b>	<b>371,933</b>	<b>497,880</b>
<b>Stocks &amp; Bonds</b>				
Morgan Stanley	Stock	-2,940	476,527	642,804
Sandy Spring Bancorp	30 Shares	221	Gift	1,003
Scott & Stringfellow	Stock	0	0	0
<b>Total Stocks &amp; Bonds</b>		<b>-2,713</b>	<b>476,527</b>	<b>643,807</b>
<b>Grand Totals</b>		<b>17,446</b>	<b>858,460</b>	<b>1,151,687</b>

# INDEPENDENT AUDITOR'S REPORT

## Baltimore Yearly Meeting of the Religious Society of Friends, Inc.

Financial Statements  
Year Ended December 31, 2015



1835 Market Street, 26th Floor  
Philadelphia, PA 19103  
215.967-7770 | bbdpa.com

**BALTIMORE YEARLY MEETING OF THE RELIGIOUS SOCIETY OF FRIENDS, INC.**

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## INDEPENDENT AUDITOR'S REPORT

**Board of Trustees  
Baltimore Yearly Meeting of the  
Religious Society of Friends, Inc.  
Sandy Spring, MD**

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, 2015, 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 U.S. generally accepted accounting principles; 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 U.S. generally accepted auditing standards. Those standards require that we plan and perform the audit to obtain reasonable assurance about whether the financial statements are free from 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 that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our audit opinion.

### ***Basis for Qualified Opinion***

As explained in Note 2 to the financial statements, the financial statements of Baltimore Yearly Meeting of the Religious Society of Friends, Inc. are not consolidated with the financial statements of certain affiliated organizations. In our opinion, in order to conform with U.S. generally accepted accounting principles, Baltimore Yearly Meeting of the Religious Society of Friends, Inc.'s financial statements should be consolidated with the financial statements of the affiliated organizations. The effects on the financial statements of this departure are not reasonably determinable.

**Qualified Opinion**

In our opinion, except for the effects of the matter discussed in the Basis for Qualified Opinion paragraph, 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, 2015, and the changes in its net assets and its cash flows for the year then ended in accordance with U.S. generally accepted accounting principles.

**Report on Supplementary Information**

Our audit was conducted for the purpose of forming an opinion on the financial statements as a whole. The schedule of functional expenses 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 U.S. generally accepted auditing standards. In our opinion, except for the effects of the matter discussed in the Basis for Qualified Opinion paragraph, the information is fairly stated in all material respects in relation to the financial statements as a whole.

*BBO, LLP.*

**Philadelphia, Pennsylvania  
August 19, 2016**



**BALTIMORE YEARLY MEETING OF THE RELIGIOUS SOCIETY OF FRIENDS, INC.****STATEMENT OF FINANCIAL POSITION****December 31, 2015**

<b>ASSETS</b>	
Cash	\$ 438,983
Contributions and grants receivable	191,059
Prepaid expenses and other assets	68,958
Notes receivable	99,954
Investments	1,151,686
Property and equipment, net of accumulated depreciation	<u>2,010,774</u>
<b>Total assets</b>	<b><u><u>\$3,961,414</u></u></b>
<b>LIABILITIES AND NET ASSETS</b>	
<b>LIABILITIES</b>	
Accounts payable and accrued expenses	\$ 96,385
Deferred revenue	<u>31,744</u>
<b>Total liabilities</b>	<b><u>128,129</u></b>
<b>NET ASSETS</b>	
Unrestricted	
Operating	509,195
Board designated	14,999
Property and equipment	<u>2,010,774</u>
	2,534,968
Temporarily restricted	915,518
Permanently restricted	<u>382,799</u>
<b>Total net assets</b>	<b><u>3,833,285</u></b>
<b>Total liabilities and net assets</b>	<b><u>\$3,961,414</u></b>

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*See accompanying notes*

**BALTIMORE YEARLY MEETING OF THE RELIGIOUS SOCIETY OF FRIENDS, INC.****STATEMENT OF ACTIVITIES**

Year ended December 31, 2015

	<u>Unrestricted</u>	<u>Temporarily Restricted</u>	<u>Permanently Restricted</u>	<u>Total</u>
<b>REVENUES AND SUPPORT</b>				
Summer camp revenue, net of financial aid of \$63,657	\$ 794,329	\$ -	\$ -	\$ 794,329
Contributions and grants	136,194	381,686	4,780	522,660
Apportionments	448,466	-	-	448,466
Annual session revenue	85,114	-	-	85,114
Youth and other program revenue	57,371	-	-	57,371
Other revenue	32,389	6,300	-	38,689
Net assets released from restrictions	85,554	(85,554)	-	-
<b>Total revenues and support</b>	<u>1,639,417</u>	<u>302,432</u>	<u>4,780</u>	<u>1,946,629</u>
<b>EXPENSES</b>				
Program services				
Summer camp	1,007,465	-	-	1,007,465
Annual session	83,640	-	-	83,640
Other programs	264,947	-	-	264,947
<b>Total program services</b>	<u>1,356,052</u>	<u>-</u>	<u>-</u>	<u>1,356,052</u>
Supporting services				
Administration	219,029	-	-	219,029
Fundraising	146,772	-	-	146,772
<b>Total supporting services</b>	<u>365,801</u>	<u>-</u>	<u>-</u>	<u>365,801</u>
<b>Total expenses</b>	<u>1,721,853</u>	<u>-</u>	<u>-</u>	<u>1,721,853</u>
<b>CHANGE IN NET ASSETS BEFORE OTHER CHANGES</b>	<u>(82,436)</u>	<u>302,432</u>	<u>4,780</u>	<u>224,776</u>
<b>OTHER CHANGES</b>				
Investment income (loss)	(4,841)	(3,482)	-	(8,323)
<b>CHANGE IN NET ASSETS</b>	<u>(87,277)</u>	<u>298,950</u>	<u>4,780</u>	<u>216,453</u>
<b>NET ASSETS</b>				
Beginning of year	<u>2,622,245</u>	<u>616,568</u>	<u>378,019</u>	<u>3,616,832</u>
<b>End of year</b>	<u>\$2,534,968</u>	<u>\$915,518</u>	<u>\$382,799</u>	<u>\$3,833,285</u>

See accompanying notes

**BALTIMORE YEARLY MEETING OF THE RELIGIOUS SOCIETY OF FRIENDS, INC.****STATEMENT OF CASH FLOWS**

Years ended December 31, 2015

**CASH FLOWS FROM OPERATING ACTIVITIES**

<b>Change in net assets</b>	\$ 216,453
<b>Adjustments to reconcile change in net assets to net cash provided by (used for) operating activities</b>	
Depreciation	78,253
Unrealized and realized loss on investments	51,435
Contributions restricted for long-term purposes	(4,780)
(Increase) decrease in	
Contributions and grants receivable	(191,059)
Prepaid expenses and other assets	2,388
Increase (decrease) in	
Accounts payable and accrued expenses	24,611
Deferred revenue	<u>13,026</u>
<b>Net cash provided by operating activities</b>	<u>190,327</u>

**CASH FLOWS FROM INVESTING ACTIVITIES**

Purchase of property and equipment	(77,209)
Collection on notes receivable	28,129
Purchase of investments	(212,690)
Proceeds from sales of investments	<u>57,176</u>
<b>Net cash used for investing activities</b>	<u>(204,594)</u>

**CASH FLOWS FROM FINANCING ACTIVITIES**

Contributions received for endowment purposes	<u>4,780</u>
<b>Net change in cash</b>	(9,487)

**CASH**

Beginning of year	<u>448,470</u>
<b>End of year</b>	<u>\$ 438,983</u>

See accompanying notes

## BALTIMORE YEARLY MEETING OF THE RELIGIOUS SOCIETY OF FRIENDS, INC.

### NOTES TO FINANCIAL STATEMENTS

December 31, 2015

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#### (1) NATURE OF OPERATIONS

The Baltimore Yearly Meeting of the Religious Society of Friends, Inc. ("**Yearly Meeting**") is a non-profit organization incorporated on January 2, 1968, under the laws of the State of Maryland as the consolidation of two yearly meetings of the Society of Friends (commonly known as Quakers) incorporated in Maryland in 1867 and 1886, respectively. The Yearly Meeting is, and its immediate predecessors were, direct successors to the West River Yearly Meeting that opened in 1672 as the governing body for all Friends meetings on either side of the Chesapeake Bay. The Yearly Meeting now has constituent local meetings in Maryland, Virginia, Pennsylvania, the District of Columbia and West Virginia. The Yearly Meeting is organized exclusively to promote religious, charitable and educational interests of its members and its constituent Monthly Meetings, through the work of its boards, committees, institutions and instrumentalities affiliated with the Religious Society of Friends.

#### (2) SIGNIFICANT ACCOUNTING POLICIES

##### Principles of Consolidation

U.S. generally accepted accounting principles ("**GAAP**") require a nonprofit organization to consolidate the financial statements of affiliated nonprofit organizations when it has (a) certain kinds of control, or (b) other kinds of control coupled with an economic interest.

A review of the control and financial structures of Friends House, Inc., Friends Nursing Home, Inc. and the Miles White Beneficial Society of Baltimore City resulted in a conclusion that the Yearly Meeting is required by GAAP to include these nonprofit entities in its financial statements. However, because the Yearly Meeting exercises no direct control over these entities, and because the financial affairs of each entity are entirely separate, the Yearly Meeting has concluded that it would be misleading to consolidate with these entities and has not done so.

##### Basis of Accounting

The financial statements have been prepared on the accrual basis of accounting whereby revenues are recognized when earned and expenses when incurred.

##### Basis of Presentation

The Yearly Meeting reports information regarding its financial position and activities according to the following three classes of net assets:

##### **Unrestricted net assets**

Net assets that are not subject to donor-imposed restrictions. The Yearly Meeting has three classifications of unrestricted net assets. Operating net assets are net assets that are available for the general operations of the Yearly Meeting. Property and equipment represents the net book value of those assets. Board designated unrestricted net assets have been restricted by the Board of Trustees for a specific purpose.

##### **Temporarily restricted net assets**

Net assets that are subject to donor-imposed restrictions that will be satisfied by actions of the Yearly Meeting and/or the passage of time. When a restriction is satisfied, temporarily restricted net assets are reclassified to unrestricted net assets and reported in the statement of activities as net assets released from restrictions.

##### **Permanently restricted net assets**

Net assets that are subject to donor-imposed restrictions that neither expire by passage of time nor can be satisfied by actions of the Yearly Meeting.

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**BALTIMORE YEARLY MEETING OF THE RELIGIOUS SOCIETY OF FRIENDS, INC.****NOTES TO FINANCIAL STATEMENTS****December 31, 2015**

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**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. Actual results could differ from those estimates.

**Fair Value Measurements of Assets and Liabilities**

GAAP defines fair value as the price that would be received to sell an asset or paid to transfer a liability (i.e., the "exit price") in an orderly transaction between market participants at the measurement date. GAAP establishes a fair value hierarchy for inputs used in measuring fair value that maximizes the use of observable inputs and minimizes the use of unobservable inputs by requiring that the most observable inputs be used when available. Observable inputs are those that market participants would use in pricing the asset or liability based on market data obtained from sources independent of the Yearly Meeting. Unobservable inputs reflect the Yearly Meeting's assumptions about the inputs market participants would use in pricing the asset or liability developed based on the best information available in the circumstances. The fair value hierarchy is categorized into three levels based on the inputs as follows:

**Level 1** – Valuations based on quoted prices in active markets for identical assets or liabilities that the Yearly Meeting has the ability to access. Since valuations are based on quoted prices that are readily and regularly available in an active market, valuation of these assets and liabilities does not entail a significant degree of judgment.

**Level 2** – Valuations based on quoted prices in markets that are not active or for which all significant inputs are observable, either directly or indirectly.

**Level 3** – Valuations based on inputs that are unobservable, that is, inputs that reflect the Yearly Meeting's own assumptions.

**Investments and investment income**

Investments in equity securities with readily determinable fair values and all investments in debt securities are reported at fair value as determined by quoted market prices with gains and losses included in the statement of activities. Dividend and interest income is recorded as earned. Restricted investment income whose restrictions are satisfied in the same period are reported as unrestricted.

The Yearly Meeting invests in professionally-managed portfolios that contain various types of securities (**See Note 4**). Such investments are exposed to market and credit risks. Due to the level of risk associated with such investments, and the level of uncertainty related to changes in the value of such investments, it is at least reasonably possible that changes in the near term would materially affect investment balances and the amounts reported in the financial statements.

**Revenue and Support**

Apportionment payments received from monthly meetings are recorded as income when received as the apportionment payment is contingent on the level of giving by the monthly meeting's constituents.

Contributions and grants are recorded as unrestricted, temporarily restricted or permanently restricted net assets depending on the absence or existence and nature of any donor restrictions. Donor-restricted contributions and grants whose restrictions are satisfied in the same period are reported as unrestricted. Unconditional contributions and grants are recognized as revenue when the related promise to give is received. Conditional contributions and grants are recognized as revenue when the conditions are satisfied.

Summer camp revenue, annual session revenue and other program revenue is recorded as earned. Fees related to activities held after December 31, 2015 is deferred to the next year. Such revenues collected in advance are included in deferred revenue in the statement of financial position.

**BALTIMORE YEARLY MEETING OF THE RELIGIOUS SOCIETY OF FRIENDS, INC.****NOTES TO FINANCIAL STATEMENTS****December 31, 2015****Property and Equipment**

Property and equipment additions of more than \$1,000 are recorded at cost or at estimated value at the date of gift, if donated. Depreciation of property and equipment is computed on a straight-line basis over the estimated useful lives of the respective assets as follows:

Buildings and improvements	25 years
Furniture and equipment	5 years
Vehicles	5 years

**Educational Loans Receivable**

In the past, the Yearly Meeting has made loans to qualified students for educational purposes. While student loans are no longer being made, the Yearly Meeting is still actively collecting these outstanding receivables. All loans were amended in 2012 to be non-interest bearing. As of December 31, 2015, an allowance for doubtful accounts of \$13,482 is reflected in the statement of financial position.

**Income Tax Status**

The Yearly Meeting is exempt from federal income tax under Section 501(c)(3) of the Internal Revenue Code. However, income from certain activities not directly related to the Society's tax-exempt purpose is subject to taxation as unrelated business income. In addition, the Yearly Meeting qualifies for the charitable contribution deduction under Section 170(b)(1)(A) and has been classified as an organization other than a private foundation under Section 509(a)(1).

GAAP prescribes a minimum recognition threshold that a tax position is required to meet in order to be recognized in the financial statements. The Yearly Meeting believes that it had no uncertain tax positions as defined in the standard.

**Concentrations of Credit Risk**

Financial instruments which potentially subject the Yearly Meeting to concentration of credit risk are cash, contributions and grants receivable and notes receivable. The Yearly Meeting maintains its cash at various financial institutions. At times, such deposits may exceed federally-insured limits. Contributions and grants receivable is owed from various sources and is expected to be collected in 2016. The composition of notes receivable is more fully described in Note 6.

**Functional Allocation of Expenses**

The costs of providing the various program and supporting services have been summarized on a functional basis in the accompanying statement of activities. Accordingly, certain expenses have been allocated among the program and supporting services benefited.

**(3) CONTRIBUTIONS AND GRANTS RECEIVABLE**

As of December 31, 2015, contributions and grants receivable consisted of the following:

Receivable in less than one year	\$ 92,661
Receivable in one to five years	98,168
Receivable in more than five years	<u>230</u>
Total contributions and grants receivable	<u>\$191,059</u>

**BALTIMORE YEARLY MEETING OF THE RELIGIOUS SOCIETY OF FRIENDS, INC.****NOTES TO FINANCIAL STATEMENTS****December 31, 2015****(4) INVESTMENTS**

Investments as of December 31, 2015 consists of the following:

	<u>Fair Value</u>
Money market funds	\$ 16,585
Units in the Consolidated Fund of Friends Fiduciary Corporation	497,880
Mortgage pool note	10,000
Equity exchange traded fund	12,580
Marketable equity securities	<u>614,641</u>
Total investments	<u>\$1,151,686</u>

The Consolidated Fund (the "**Fund**") is a co-mingled investment fund sponsored by Friends Fiduciary Corporation ("**Fiduciary**"). Fiduciary is a Quaker nonprofit corporation which qualifies as a tax-exempt organization under Section 501(c)(3) of the Internal Revenue Code. Fiduciary's mission is to provide investment and trusteeship services for Friends meetings, schools and other nonprofit, tax-exempt organizations. The Fund's investment objective is to provide long-term total return by investing its assets in a balanced portfolio of common stocks and fixed income investments.

Investment income (loss) was comprised of the following:

Interest and dividends	\$ 43,112
Net realized and unrealized loss on investment	<u>(51,435)</u>
	<u>\$ (8,323)</u>

**(5) PROPERTY AND EQUIPMENT**

Property and equipment consist of the following:

Land and improvements	\$1,490,299
Buildings	938,583
Leasehold improvements	202,171
Furniture and equipment	166,912
Vehicles	<u>182,431</u>
	2,980,396
Less accumulated depreciation	<u>(969,622)</u>
Total	<u>\$2,010,774</u>

**(6) NOTES RECEIVABLE**

The Yearly Meeting had the following notes receivable at December 31, 2015:

In 2010, the Yearly Meeting and another nonprofit organization entered into a \$40,000 note receivable agreement to reimburse the Yearly Meeting for legal expenses regarding an estate. The note was a five year note accruing interest at 3%. During 2015, an amendment to this note was issued. The amended note accrues interest at 3% beginning on January 1, 2016 and the principal is to be repaid as five transferable development rights to land located in Harford County, Maryland are sold by the other nonprofit organization with any remaining balance paid on September 30, 2025. At December 31, 2015, this note had a balance of \$40,000.

**BALTIMORE YEARLY MEETING OF THE RELIGIOUS SOCIETY OF FRIENDS, INC.****NOTES TO FINANCIAL STATEMENTS****December 31, 2015**

In prior years, the Yearly Meeting also entered into non-interest bearing notes receivable with qualified students for educational purposes. While student notes receivable are no longer being made, the Yearly Meeting is still actively collecting the outstanding notes receivable. At December 31, 2015, these educational notes receivable had an outstanding balance of \$73,436 with an allowance for doubtful accounts of \$13,482.

Notes receivable are expected to be collected as follows:

**Year ending December 31,**

2016	\$ 21,978
2017	20,929
2018	18,370
2019	15,429
2020	15,200
Thereafter	<u>21,530</u>
	113,436
Less: Allowance for doubtful accounts	<u>(13,482)</u>
	<u>\$ 99,954</u>

**(7) LINES OF CREDIT**

The Yearly Meeting has a \$100,000 bank credit line and a \$25,000 overdraft credit line both of which bear interest at prime rate plus .5% or 4.5% whichever is higher and expire October 29, 2016. Advances under the \$100,000 credit line are secured by a Deed of Trust and Assignment of Rents in the maximum amount of \$100,000. There were no advances outstanding as of December 31, 2015.

**(8) TEMPORARILY RESTRICTED NET ASSETS**

Temporarily restricted net assets at December 31, 2015 and 2014 consisted of the following:

	<b><u>Balance</u></b>			<b><u>Balance</u></b>
	<b><u>12/31/2014</u></b>	<b><u>Additions</u></b>	<b><u>Releases</u></b>	<b><u>12/31/2015</u></b>
<b><u>Purpose Restrictions</u></b>				
Educational student grants	\$286,918	\$ (1,701)	\$(11,500)	\$273,717
Quaker and spiritual life	109,462	-	(3,860)	105,602
Camp projects and scholarships	193,551	379,905	(68,869)	504,587
Indian Affairs	11,656	-	(800)	10,856
Other	<u>14,981</u>	<u>-</u>	<u>(525)</u>	<u>14,456</u>
	<u>616,568</u>	<u>378,204</u>	<u>(85,554)</u>	<u>909,218</u>
<b><u>Time Restrictions</u></b>				
Available in future periods	<u>-</u>	<u>6,300</u>	<u>-</u>	<u>6,300</u>
	<u>\$616,568</u>	<u>\$384,504</u>	<u>\$(85,554)</u>	<u>\$915,518</u>

**(9) PERMANENTLY RESTRICTED NET ASSETS**

Permanently restricted net assets, the income from which is temporarily restricted for scholarships for camp or higher education, consisted of the following:

Yearly Meeting Fund	\$ 7,877
Permanent Education Fund	86,512
Camp Scholarship Fund	<u>288,410</u>
	<u>\$382,799</u>



**BALTIMORE YEARLY MEETING OF THE RELIGIOUS SOCIETY OF FRIENDS, INC.****NOTES TO FINANCIAL STATEMENTS****December 31, 2015****(10) ENDOWMENT**

The Yearly Meeting is subject to the Uniform Prudent Management of Institutional Funds Act ("**UPMIFA**"). The Yearly Meeting has determined that some of its temporarily restricted and permanently restricted net assets meet the definition of an endowment fund under UPMIFA.

The Yearly Meeting has adopted investment and spending policies for its endowment assets that attempt to provide a predictable stream of funding to programs supported by its endowment while seeking to maintain the purchasing power of these endowment assets over the long-term. The Yearly Meeting's spending and investment policies work together to achieve this objective. The investment policy establishes an achievable return objective through diversification of asset classes.

Changes in the endowment assets for the year ended December 31, 2015 are as follows:

	<u>Temporarily Restricted</u>	<u>Permanently Restricted</u>	<u>Total Endowment Assets</u>
Endowment net assets, beginning of year	\$197,366	\$378,019	\$575,385
Contributions	-	4,780	4,780
Investment income (loss)	(3,482)	-	(3,482)
Appropriation of endowment assets for expenditure	<u>(22,100)</u>	<u>-</u>	<u>(22,100)</u>
Endowment net assets, end of year	<u>\$171,784</u>	<u>\$382,799</u>	<u>\$554,583</u>

**(11) ASSETS MEASURED AT FAIR VALUE ON A RECURRING BASIS**

The following is a summary of assets measured at fair value on a recurring basis and the valuation inputs used to value them at December 31, 2015:

	<u>Fair Value</u>	<u>Quoted Prices in Active Markets (Level 1)</u>	<u>Significant Other Observable Inputs (Level 2)</u>	<u>Significant Unobservable Inputs (Level 3)</u>
<b>Assets</b>				
Money market funds	\$ 16,585	\$ 16,585	\$ -	\$ -
Units in the Consolidated Fund of Friends				
Fiduciary Corporation	497,880	-	497,880	-
Mortgage pool note	10,000	-	10,000	-
Equity exchange traded fund	12,580	12,580	-	-
Marketable equity securities	<u>614,641</u>	<u>614,641</u>	<u>-</u>	<u>-</u>
Total investments	<u>\$1,151,686</u>	<u>\$643,806</u>	<u>\$507,880</u>	<u>\$ -</u>

**(12) 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 \$27,031 for the year ended December 31, 2015.

**BALTIMORE YEARLY MEETING OF THE RELIGIOUS SOCIETY OF FRIENDS, INC.**

**NOTES TO FINANCIAL STATEMENTS**

**December 31, 2015**

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**(13) SUBSEQUENT EVENTS**

Management has evaluated subsequent events through August 19, 2016, the date on which the financial statements were available to be issued. No material subsequent events have occurred since December 31, 2015 that required recognition or disclosure in the financial statements.

**BALTIMORE YEARLY MEETING OF THE RELIGIOUS SOCIETY OF FRIENDS, INC.****SCHEDULE OF FUNCTIONAL EXPENSES**

Year ended December 31, 2015

	<u>Supporting Services</u>				<u>Total</u>
	<u>Program Services</u>	<u>Administration</u>	<u>Fundraising</u>	<u>Total Supporting Services</u>	
<b>EXPENSES</b>					
Salaries	\$ 583,108	\$ 115,571	\$ 98,515	\$ 214,086	\$ 797,194
Payroll taxes	44,154	9,059	7,509	16,568	60,722
Employee benefits	<u>93,786</u>	<u>17,144</u>	<u>7,142</u>	<u>24,286</u>	<u>118,072</u>
	721,048	141,774	113,166	254,940	975,988
Contributions	42,985	-	-	-	42,985
Depreciation	69,171	9,082	-	9,082	78,253
Equipment expense	39,251	5,642	3,578	9,220	48,471
Food	134,586	129	-	129	134,715
Insurance	35,430	9,807	-	9,807	45,237
Maintenance	18,636	8,059	617	8,676	27,312
Miscellaneous	4,362	1,822	385	2,207	6,569
Occupancy	78,801	2,346	422	2,768	81,569
Office expense	56,535	5,588	718	6,306	62,841
Printing and postage	22,160	16,580	22,511	39,091	61,251
Professional fees	7,589	16,897	1,495	18,392	25,981
Travel	43,154	1,303	3,783	5,086	48,240
Vehicle expense	71,856	-	-	-	71,856
Workshop expense	<u>10,488</u>	<u>-</u>	<u>97</u>	<u>97</u>	<u>10,585</u>
<b>Total expenses</b>	<u>\$ 1,356,052</u>	<u>\$ 219,029</u>	<u>\$ 146,772</u>	<u>\$ 365,801</u>	<u>\$ 1,721,853</u>



**CALENDAR OF MEETINGS**  
**YEARLY MEETING**

Presiding Clerk: Kenneth "Ken" Stockbridge

The 346<sup>th</sup> Annual Session is to be held at  
Hood College, Frederick, Maryland  
July 31 - August 6, 2017

**INTERIM MEETING**

Clerk: Martha "Marcy" Baker Seitel

- October 15, 2016..... Sandy Spring Friends Meeting
- March 2017 ..... Date and Location to be Announced
- June 2017 ..... Date and Location to be Announced
- October 14, 2017..... Homewood 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 2rd First Day of 3rd and 6th months,  
Last First Day of 9th month)

- March 12, 2017  
Annapolis Friends Meeting  
Homewood Friends Meeting  
Baltimore Monthly Meeting, Stony Run  
Gunpowder Friends Meeting
- September 24, 2017  
Little Falls Friends Meeting  
Patapsco Friends Meeting  
Patuxent Friends Meeting
- June 11, 2017  
Sandy Spring Friends Meeting
- September 25, 2016

**NOTTINGHAM**

Clerk: Vacant

(Meetings held 1st First Day of 3rd, 6th, 9th, and 12th months)

- September 4, 2016  
Oxford Meeting House  
The Brick Meeting House  
Eastland Preparative Meeting
- December 4, 2016  
Penn Hill Preparative Meeting

**WARRINGTON**

Clerk: Christopher "Chris" Fowler

(Meetings held 3rd First Day of 2nd, 5th, 8th, and 11th months)

November 19, 2017

Carlisle Meeting

Frederick Friends Meeting

Gettysburg Monthly Meeting

Menallen Friends Meeting

Pipe Creek Friends Meeting

Shepherdstown Friends Meeting

Warrington Monthly Meeting

York Friends Meeting

November 20, 2016

February 19, 2017

May 21, 2017

August 20, 2017

**INTERCHANGE DEADLINES**

**WINTER 2017 EDITION: DECEMBER 12, 2016**

**SPRING 2017 EDITION: APRIL 17, 2017**

**FALL 2017 EDITION: JULY 24, 2017**

**FIRECIRCLE DEADLINE**

**OCTOBER 1, 2017**

**2017 APPORTIONMENT MEETING**

**TO BE ANNOUNCED**

**2017 WOMEN'S RETREAT**

**JANUARY 27 - 29, 2017**

**JUNIOR YOUNG FRIENDS CONFERENCES**

OCTOBER 22 - 23, 2016

DECEMBER 10 - 11, 2016

MARCH 4 - 5, 2017

MAY 5 - 7, 2017

**YOUNG FRIENDS CONFERENCES**

SEPTEMBER 23 - 25, 2016

NOVEMBER 25 - 27, 2016

FEBRUARY 10 - 12, 2017

MARCH 31 - APRIL 2, 2017

MAY 26 - 28, 2017

**FAMILY CAMP WEEKENDS**

CATOCTIN QUAKER CAMP: MAY 12 - 14 AND OCTOBER 7 - 9, 2017

OPEQUON QUAKER CAMP: JUNE 2 - 4 AND OCTOBER 21 - 23, 2017

SHILOH QUAKER CAMP: APRIL 28 - 30 AND SEPTEMBER 22 - 24, 2017

## OFFICERS YEARLY MEETING

Presiding Clerk.....	Kenneth "Ken" Stockbridge, Patapsco.....	2014-2018
Recording Clerk.....	Helen Tasker, Frederick.....	2013-2017
Treasurer.....	Thomas "Tom" Hill, Charlottesville.....	01/2014-12/2017
Assistant Treasurer.....	James "Jim" Riley, Hopewell Centre.....	01/2014-12/2017

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.....	Martha "Marcy" Baker Seitel, Adelphi.....	2016-2018
Recording Clerk.....	Arthur David Olson, Takoma Park.....	2014-2018

## TRUSTEES

Clerk: Harry Tunis

Frederick "Fred" Leonard, Baltimore, Stony Run.....		2014-2017
William "Bill" Mims, Langley Hill.....		2011-2017
Arthur David Olson, Takoma Park.....		2012-2018
Gregory "Greg" Tobin, Frederick.....		2013-2018
Karen Treber, Dunnings Creek.....		2012-2018
Harry Tunis, Herndon.....		2012-2018
Jean Wilson, Gunpowder.....		2014-2017

## Ex-officio

Kenneth "Ken" Stockbridge, Patapsco.....		Presiding Clerk
Thomas "Tom" Hill, Charlottesville.....		Treasurer

## OFFICE STAFF

General Secretary.....		Edward "Ned" Stowe
Administration Manager.....		Wayne Finegar
Bookkeeping Assistant.....		Emily Morgan
Camp Program Manager.....		Jane Megginson
Camp Property Manager.....		David Hunter
Comptroller.....		Margo Lehman
Development Director.....		Ann Venable
Outreach and Inclusion Coordinator.....		Dyresha Harris
Youth Programs Manager.....		Jocelyn Dowling



*Annual Session 2016 photo by Jennifer Domenick*



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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 .....	Patricia "Patty" Robinson
Baltimore Monthly Meeting, Stony Run .....	Margaret "Meg" Meyer and Carol Seddon
Bethesda Friends Meeting .....	Elizabeth "Liz" Hofmeister & Alex Bell
Blacksburg Friends Meeting .....	Unnamed
Carlisle Meeting .....	Joan Anderson
Charlottesville Friends Meeting .....	Barbarie Hill
Deer Creek Meeting .....	Mary Corddry and 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 .....	Unnamed
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 .....	Bobbi Sue Bowers
Mattaponi Friends Meeting .....	Unnamed
Maury River Friends Meeting .....	Katherine Smith
Menallen Friends Meeting .....	Dave French
Midlothian Friends Meeting .....	Unnamed
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 .....	Denna Joy
Roanoke Friends Meeting .....	Letty Collins
Lynchburg Indulged Meeting .....	Unnamed
Sandy Spring Friends Meeting .....	Kevin Caughlan, Alan DeSilva, and Deborah Legowski
Miller Center Meeting for Worship .....	Unnamed
Shepherdstown Friends Meeting .....	Unnamed
State College Friends Meeting .....	Unnamed
Valley Friends Meeting .....	Donald "Don" Crawford
Augusta Worship Group .....	Unnamed

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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

### ADVANCEMENT AND OUTREACH

aando@bym-rsf.org  
Clerk: Jeannette Smith

**2017**

Scott Cannady Midlothian (11)  
Aaron "Nony" Dutton Homewood (14)  
Martin Melville State College (14)

**2018**

Alexander Barnes Adelphi (13)  
Michael Cronin Washington (15)

**2019**

Marsha Holliday Washington (16)  
Mackenzie "Maco" Morgan Adelphi (16)  
Jeannette Smith Langley Hill (13)

### CAMPING PROGRAM

cpc@bym-rsf.org  
Co-Clerks: Elizabeth "Betsy" Krome  
and Sarah Williamson

**2017**

Natalie Finegar Sandy Spring (11)  
Linda Garrettson Sandy Spring (14)  
Gary Gillespie Homewood (11)  
Roni J. Kingsley Richmond (14)  
Elizabeth "Betsy" Krome  
Williamsburg (10)

Joshua "Josh" Riley Hopewell Centre (11)  
Sarah Williamson Annapolis (14)

**2018**

Allegra Churchill Charlottesville (13)  
JoAnn Coates Hunter Frederick (15)  
Alexander "Alex" Jadin Washington (12)  
Hannah Lord Sandy Spring (15)  
Rachel Lord Sandy Spring (15)

**2019**

Stephanie "Steph" Bean Adelphi (16)  
Katie Bliss Frederick (16)  
Brooke Carroll Sandy Spring (16)  
Alan DeSilva Sandy Spring (16)  
Kathryn "Katy" Schutz Charlottesville (13)  
Harry "Scotty" Scott York (13)

### Ex-officio

Jesse Austell Teen Adventure Director  
Elaine Brigham Opequon Director  
Sara Brigham Opequon Director  
Rosalie "Rosie" Eck  
Teen Adventure Director  
Dyresha Harris Catoctin Director  
Jane Megginson Camp Program Manager  
Jesse Miller Catoctin Director  
Hope Swank Shiloh Director

### CAMP PROPERTY MANAGEMENT

cpmc@bym-rsf.org  
Clerk: Gloria Victor Dorr

**2017**

Lois Crawford Valley (14)  
Gloria Victor Dorr Sandy Spring (14)  
Nicholas "Nick" Funkhouser  
Frederick (14)  
Katherine "Kate" Meaker  
Sandy Spring (11)

**2018**

Avery Rain Adelphi (15)  
Frances "Frannie" Taylor  
Goose Creek (12)

**2019**

Judith "Judy" Cahill Charlottesville (16)  
David "Dave" Diller Adelphi (13)  
Kenneth "Ken" Orvis Washington (16)

### Ex-officio

Linda Garrettson Camping Program  
David Hunter Camp Property Manager  
James "Jim" Lynn Stewardship and Finance  
Gregory "Greg" Tobin Trustees

Messages sent to listed e-mail addresses will be received by all members of the committee.

**DEVELOPMENT**

develop@bym-rsf.org

Clerk: Elizabeth "Liz" Hofmeister

**2017**

Jon Nafziger Charlottesville (14)

**2018**

Kevin Caughlan Sandy Spring (09)

**2019**

Marion Ballard Bethesda (16)

Walter Brown Langley Hill (13)

Elizabeth "Liz" Hofmeister Bethesda (13)

Andrei Isreal State College (16)

**Ex-officio**

James "Jim" Lynn Stewardship & Finance

Harry Tunis Trustees

Ann Venable Development Director

**INDIAN AFFAIRS**

indianaffairs@bym-rsf.org

Clerk: Susan "Sue" Marcus

**2017**

Martha Claire Catlin Alexandria (11)

Susan "Sue" Marcus Alexandria (11)

Gerald "Jerry" Miller Dunnings Creek (11)

Rebecca "Rep" Pickard Gunpowder (14)

**2018**

Sara Horsfall Patapsco (15)

**2019**

Eric Carlson Goose Creek (13)

Mochiko DeSilva Sandy Spring (16)

Jana McIntyre Sandy Spring (13)

Patricia "Pat" Powers Sandy Spring (16)

Catherine "Cathy" Schairer

Sandy Spring (13)

**EDUCATIONAL GRANTS**

edgrants@bym-rsf.org

Clerk: Janet Eaby

**2017**

Carole Brown Langley Hill (14)

William "Bill" Strein Washington (14)

**2018**

David Bohnert Dunnings Creek (13)

Betty Smallwood Langley Hill (15)

**2019**

Janet Eaby Nottingham (13)

Elizabeth "Betsy" Tobin Frederick (16)

**MANUAL OF PROCEDURE**

mop@bym-rsf.org

Clerk: Susan Kaul

**2017**

Peggy Dyson-Cobb Maury River (13)

Susan Kaul Bethesda (11)

**2018**

Alison Duncan Adelphi (15)

Susan "Susannah" Rose Patapsco (15)

**MINISTRY AND PASTORAL CARE**

mandpc@bym-rsf.org

Clerks: Melanie Gifford and

Amy Schmaljohn

**2017**

Alexandra "Alex" Bean Adelphi (11)

David "Dave" Fitz York (16)

Donald "Don" Gann

Baltimore, Stony Run (11)

Melanie Gifford Adelphi (14)

**2018**

Timothy "Tim" Hunt Langley Hill (15)

Thom "Tom" Klaus Sandy Spring (15)

Amy Schmaljohn Gunpowder (12)

**FAITH AND PRACTICE REVISION**

fandp@bym-rsf.org

The charge of the committee is being discerned. The Nominating Committee is awaiting further clarity before bringing proposed nominations forward.

Messages sent to listed e-mail addresses will be received by all members of the committee.

**2019**

Henry Apencha Baltimore, Stony Run (16)  
 Jessica Arends State College (16)  
 Marika Cutler Bethesda (16)  
 -----Recorded Minister-----  
 Marshal Sutton Gunpowder

**NOMINATING**

nominating@bym-rsf.org

Clerk: Erik Hanson and Bette Hoover

**2017**

Elizabeth "Susie" Fetter Gunpowder (14)

**2018**

Rebecca Gardner Rhudy Deer Creek (15)  
 Bette Hoover Sandy Spring (12)  
 William "Bill" Mitchell Patapsco (15)  
 Byron Sandford Washington (12)  
 Margaret Stambaugh Gettysburg (12)  
 Susan "Sue" Williams Roanoke (15)

**2019**

Erik Hanson Takoma Park (13)  
 Denna Joy Richmond (16)

**NUTS AND BOLTS COMMITTEE  
 OF YOUNG FRIENDS**

**Clerks**

Beatrice Kennison Homewood  
 Maximilian "Max" Thoburn Richmond

**Assistant Clerk**

Meghan Leonard Adelphi

**Recording Clerks**

Hannah Fussell Langley Hill  
 Jordan Keller Richmond

**Treasurer**

Rosa Kirk-Davidoff Shiloh

**Assistant Treasurer**

Sarah Leonard Adelphi  
 Isabel Schreuer Baltimore, Stony Run

**Youth Programs Committee**

Sylvia Beam Opequon Quaker Camp  
 Ezra Downing Szanton Homewood  
 Anna Goodman Sandy Spring

**Members-at-Large**

Olivia Duncan Midlothian  
 Benjamin "Ben" Megginson  
 Opequon Quaker Camp  
 Justin Sykes Shiloh Quaker Camp

**Annual Session Planners**

Thomas Finegar Sandy Spring  
 Tadek Kosmal Langley Hill  
 Savraj Moore Maury River

**Web Master**

Anthony Taylor Sandy Spring

**Assistant Web Master**

Yana Rogers Alexandria

**Scholarship**

Oona Schreur Baltimore, Stony Run

**Floater**

Emma Rote Williamsburg

**PEACE AND SOCIAL CONCERNS**

peace@bym-rsf.org

Clerk: Philip "Phil" Caroom

**2017**

Ellen Arginteanu State College (14)  
 Samantha Magrath Adelphi (14)  
 Richard "Rich" Thayer

Baltimore, Stony Run (11)

Joshua "Josh" Wilson Patapsco (13)

**2018**

Jodi Beatty Herndon (15)

Lauren Brownlee Bethesda (15)

Robert "Bob" Goren

Baltimore, Stony Run (15)

**2019**

Annette Breiling Frederick (13)

Philip "Phil" Caroom Annapolis (13)

Andrew "Andy" Conlon Norfolk (16)

Rosemarie Davis Patapsco (16)

Darcy Lane Sandy Spring (16)

Messages sent to listed e-mail addresses will be received by all members of the committee.

## PROGRAM

program@bym-rsf.org

Clerk: Barbarie Hill

### 2017

Barbara "Barb" Platt Sandy Spring (14)

Carol Seddon Baltimore, Stony Run (14)

### 2018

Martha Gay Adelphi (15)

Elise Hansard Roanoke (15)

Deborah Legowski Sandy Spring (15)

Stephen "Steve" Morse Langley Hill (15)

### 2019

Barbarie Hill Charlottesville (13)

Rebecca Rawls Langley Hill (16)

### Ex-officio

Sheila Bach Registrar

Kenneth "Ken" Stockbridge

Presiding Clerk

Stephen "Steve" Morse Bookstore Manager

### Junior Yearly Meeting Clerk

Ellen Arginteanu State College

Carol Seddon Baltimore, Stony Run

### Ministry and Pastoral Care

Alexandra "Alex" Bean Adelphi

### Young Adult Friends

Rebecca "Becca" Bacon Hopewell Centre

Maggie Willow Adelphi

### Young Friends Planners

Thomas Finegar Sandy Spring

Tadek Kosmal Langley Hill

Savraj Moore Maury River

### Staff

Ned Stowe General Secretary

Jocelyn "Jossie" Dowling

Youth Programs Manager

## RELIGIOUS EDUCATION

recommittee@bym-rsf.org

Clerk: Windy Cooler

### 2017

David Henderson Langley Hill (14)

Nancy Moore Baltimore, Stony Run (14)

Marilyn Rothstein Gunpowder (14)

Harriet Schley Norfolk (14)

Dorothy Shumway York (14)

### 2018

Michael DeHart Sandy Spring (15)

Gail Gann Baltimore, Stony Run (12)

Caroline "Amrit" Moore Maury River (15)

Michael Newheart Adelphi (15)

### 2019

Windy Cooler Adelphi (13)

Eugene "Gene" Throwe Washington (15)

## SEARCH

search@bym-rsf.org

Clerk: Karie Firoozmand

### 2017

Steve Hulburt Blacksburg (11)

Gobind Moore Maury River (14)

### 2018

Linda Coates Little Britain (12)

Lamar Matthew York (15)

### 2019

Karie Firoozmand

Baltimore, Stony Run (13)

Rebecca Rawls Langley Hill (16)

Catharine "Cathy" Tunis Herndon (16)

**SUPERVISORY**

supervisory@bym-rsf.org  
 Clerk: Mary Campbell

**2017**

Mary Campbell Washington (15)  
 W. Clinton Pettus  
 Baltimore, Stony Run (13)

**2018**

Sheila Bach Langley Hill (12)  
 Peirce Hammond Bethesda (16)

**Ex-officio**

Thomas "Tom" Hill Treasurer  
 Kenneth "Ken" Stockbridge Presiding Clerk  
 Martha "Marcy" Baker Seitel Clerk of Interim Meeting

**STEWARDSHIP & FINANCE**

sandf@bym-rsf.org

Clerk: Lee Henkel and Jim Lynn

**2017**

Donald "Don" Crawford Valley (14)  
 Jason Eaby Nottingham (11)  
 Richard "Rick" Post Langley Hill (14)  
 Henry "Hank" Rupprecht Frederick (14)  
 Wilmer "Wil" Stratton Maury River (14)

**2018**

Susan Griffin Washington (15)  
 James "Jim" Lynn Sandy Spring (12)  
 Paul Phillips Baltimore, Stony Run (15)

**2019**

Alexandra "Alex" Bell Bethesda (16)  
 Karen Cunnyngnam Annapolis (16)  
 Lee Henkel Floyd (13)  
 Karen Ownbey Patapsco (16)  
 Nicolaus "Nic" Tideman Blacksburg (16)

**Ex-officio**

Thomas "Tom" Hill Treasurer  
 James "Jim" Riley Assistant Treasurer

**SUE THOMAS TURNER**

**QUAKER EDUCATION FUND**

sttqef@bym-rsf.org

Clerk: Rosalind Zuses

Howard Zuses Sandy Spring  
 Rosalind Zuses Sandy Spring

**Ex-officio**

Michael Cronin Advancement & Outreach  
 Gail Gann Religious Education

**UNITY WITH NATURE**

unitywithnature@bym-rsf.org

Clerk: Ann Payne and Deborah Sudduth

**2017**

Philip "Phil" Favero Annapolis (14)  
 B. Eli Fishpaw Maury River (11)  
 Munro Meyersburg Sandy Spring (14)  
 Deborah "Debbi" Sudduth  
 Goose Creek (14)

**2018**

Ann Payne Monongalia (12)  
 James "Jim" Wagner Frederick (13)

**2019**

Karie Firoozmand  
 Baltimore, Stony Run (16)  
 Kathy Fox Maury River (13)  
 John Hudson Sandy Spring (13)  
 Richard "Rick" Morgan Bethesda (13)  
 Susan "Sue" Hunter Deer Creek (16)

**YOUTH PROGRAMS**

ypc@bym-rsf.org

Clerk: Annalee Flower Horne and  
 Rebecca "Becka" Haines Rosenberg

**2017**

Christine "Chrissie" Devinney  
 Goose Creek (11)  
 Kate English Langley Hill (14)  
 Janey Pugsley Sandy Spring (14)  
 Miles "Chip" Trail Maury River (14)

**2018**

Anne Bacon Hopewell Centre (15)  
Katherine "Katie" Caughlan  
Sandy Spring (12)  
Laura Coleson-Schreur  
Baltimore, Stony Run (12)  
Annalee Flower Horne Takoma Park (15)  
Grace Macfarlane  
Baltimore, Stony Run (15)

**2019**

Johanna Cowie Sandy Spring (16)  
Katherine "Kat" Darnell Frederick (16)  
James "Jamie" DeMarco  
Baltimore, Stony Run (16)  
Hannah Gresser Sandy Spring (16)  
Rebecca "Becka" Haines Rosenberg  
Alexandria (15)  
Mark Roush Sandy Spring (16)

**Ex-officio**

Jocelyn "Jossie" Dowling  
Youth Programs Manager

**Young Friends**

Sylvia Beam Opequon Quaker Camp  
Ezra Downing Szanton Homewood  
Anna Goodman Sandy Spring

**AD HOC GROWING DIVERSE**

**LEADERSHIP COMMITTEE**

gdl@bym-rsf.org  
(established 2015)

Clerk:

Walter Brown Langley Hill  
Lauren Brownlee Bethesda  
Alison Duncan Adelphi  
Clinton Pettus Baltimore, Stony Run  
Eugene "Gene" Throwe Washington  
Diane White Washington  
Ann Venable Development Director  
Joshua "Josh" Wilson Patapsco

**AD HOC HEALTHY  
ORGANIZATION AND  
PURPOSEFUL EVOLUTION**

**COMMITTEE**

hope@bym-rsf.org  
(established 2015)

Clerk: Rebecca "Becca" Bacon

Rebecca "Becca" Bacon Hopewell Centre  
David Hunter Frederick  
Martha "Marcy" Baker Seitel Adelphi  
Kenneth "Ken" Stockbridge Patapsco  
Ned Stowe Sandy Spring  
Natasha "Tasha" Walsh Maury River

**INTERNET COMMUNICATIONS**

**WORKING GROUP**

netcomm@bym-rsf.org  
(Advancement and Outreach)  
(established 2015)

Clerk:

Philip "Phil" Caroom Annapolis

**INTERVISITATION**

**WORKING GROUP**

intervisitation@bym-rsf.org  
(Ministry and Pastoral Care)  
(established 2013)

Clerk: Rebecca "Rep" Pickard

Maria Bradley Sandy Spring  
Linda Coates Eastland  
Jason Eaby Nottingham  
Beth Gorton New England YM  
Erik Hanson Takoma Park  
Joan Liversidge Sandy Spring  
Rebecca "Rep" Pickard Gunpowder  
Janey Pugsley Sandy Spring

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**RIGHT SHARING OF WORLD  
RESOURCES WORKING GROUP**

rswrwg@bym-rsf.org

(Peace & Social Concerns)

(established 2008)

Clerk: Karen Grisez

Karen Grisez Washington

**SPIRITUAL FORMATION PROGRAM**

**WORKING GROUP**

spiritform@bym-rsf.org

(Ministry & Pastoral Care)

(established 2009)

Clerk: Amy Schmaljohn

Alan Evans Gunpowder

David "Dave" Fitz York

Ruth Fitz York

Phillip "Phil" Fratesi Baltimore, Stony Run

Laura Kinsey Baltimore, Stony Run

Jennifer Robinson Gunpowder

Marilyn Rothstein Gunpowder

Alan Schmaljohn Gunpowder

Amy Schmaljohn Gunpowder

**STRENGTHENING TRANSFORMATIVE**

**RELATIONSHIPS IN DIVERSE**

**ENVIRONMENTS (STRIDE)**

**WORKING GROUP**

stride@bym-rsf.org

(Camping Program)

(established 2014)

Dyresha Harris

Outreach and Inclusion Coordinator

Baltimore STRIDE

Clerks: Hannah Brown and Rosalie Eck

Hannah Brown Shiloh

Roasalie Eck Adelphi

Kiah Gibian Sandy Spring

Kurt Herzog Catoctin

Natalie Neill Homewood

Giovanna Selvaggio-Stix Catoctin

District of Columbia STRIDE

Clerks: Kaitlin Loftur-Thun

and Hannah Graf-Evans

Maya Barlev Catoctin

Thomas "Tom" Clement Adelphi

Hannah Graf-Evans Catoctin

Nathan Harrington Sandy Spring

Nicholas "Nick" Holz-Silverson Catoctin

Kaitlin "Kait" Loftur-Thun Langley Hill

Philadelphia STRIDE

Clerks: Jocelyn Dowling

Genevieve Beck-Roe Catoctin

Allegra Churchill Charlottesville

Benjamin Cooper Sandy Spring

Jocelyn "Jossie" Dowling Catoctin

**WOMEN'S RETREAT**

**WORKING GROUP**

womensretreat@bym-rsf.org

(Ministry & Pastoral Care)

(established 2010)

Clerk: Elizabeth "Betsy" Tobin

2016 Coordinating Meeting: Homewood

Carol Beck Homewood

Carol Beigel Adelphi

Elizabeth "Betsy" Tobin Frederick

Susan Russell Walters Homewood

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Messages sent to listed e-mail addresses will be received by all members of the committee.

## **WORKING GROUP ON RACISM**

wgr@bym-rsf.org  
(Ministry & Pastoral Care)  
(established 2001)  
Clerk: David Etheridge

Jane Melaney Coe	Bethesda
Ellen Cronin	Sandy Spring
Louisa Davis	Herndon
Paul Didisheim	Washington
Elizabeth DuVerlie	Baltimore, Stony Run
David Etheridge	Washington
Beth Gorton	New England YM
Peirce Hammond	Bethesda
Deborah Kahn	Sandy Spring
Barbara Moore	Annapolis
Janey Pugsley	Sandy Spring
Patience "Pat" Schenck	Annapolis
Ann Vernon	Langley Hill

Elizabeth "Betsy" Krome	Co-Clerk of Camp Program
Jane Megginson	Camp Program Manager
Carol Seddon	JYM Clerk
Kenneth "Ken" Stockbridge	Presiding Clerk
Ned Stowe	General Secretary
Karen Treber	Trustees Representative
Sarah Williamson	Co-Clerk of Camp Program

## **YOUNG ADULT FRIENDS**

yafs@bym-rsf.org

### **Co-Clerks**

Katherine "Katie" Caughlan	Sandy Spring (15)
Jennifer Vekert	Sandy Spring (16)

### **Treasurer**

James "Jamie" DeMarco	Homewood (16)
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### **Recording Clerk**

Alexandra "Alex" Bean	Adelphi (16)
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### **Annual Session Planners**

Rebecca "Becca" Bacon	Hopewell Centre (15)
Mac "Maggie" Cooler-Stith	Adelphi (14)

## **WORKING GROUP ON RIGHT**

### **RELATIONSHIP WITH ANIMALS**

rightanimals@bym-rsf.org  
(Unity with Nature)  
(established 2015)  
Clerk: Margaret Fisher

Dayna Baily	Penn Hill
Jodi Beatty	Herndon
Mary Campbell	Washington
Margaret Fisher	Herndon

## **YOUTH SAFETY POLICY**

### **WORKING GROUP**

youthsafety@bym-rsf.org  
(Trustees)  
(established 2013)

Clerk: Kenneth "Ken" Stockbridge	
Ellen Arginteanu	JYM Clerk
	Clerk of Youth Programs
Mary Campbell	Clerk of Supervisory
Jocelyn "Jossie" Dowling	Youth Programs Manager

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Messages sent to listed e-mail addresses will be received by all members of the committee.

# REPRESENTATIVES TO ORGANIZATIONS AFFILIATED WITH THE YEARLY MEETING

## AFSC CORPORATION

**2017**

Chester McCoy Adelphi (14)

M. Jolee Robinson Adelphi (11)

**2018**

Aaron C. "Nony" Dutton Homewood (11)

**2019**

David "Dave" Treber Dunnings Creek (13)

## FRIENDS COMMITTEE ON

### NATIONAL LEGISLATION

#### GENERAL COMMITTEE

**2017**

Rosalie Dance Baltimore, Stony Run (11)

Deanna Meyer Boyd  
Baltimore, Stony Run (11)

**2018**

Marion Ballard Bethesda (15)

Thomas "Tom" Gibian Sandy Spring (15)

**2019**

Susan Griffin Washington (16)

Byron Sandford Washington (16)

## FRIENDS GENERAL CONFERENCE,

### CENTRAL COMMITTEE

**2017**

Mark Cannon Washington (14)

Laura Lee Fischer Langley Hill (11)

Timothy "Tim" Mullady Annapolis (11)

Ann Riggs Annapolis (14)

**2018**

Rebecca "Becka" Haines Rosenberg  
Alexandria (15)

John Meyer Washington (12)

**2019**

Linda Goldstein Charlottesville (13)

Michelle Bellows Richmond (16)

**Ex-officio**

Ken Stockbridge Presiding Clerk

## FRIENDS HOUSE INC., AND

### FRIENDS HOUSE NURSING

#### HOME INC. TRUSTEES

Clerk: Linda Pardoe

**2017**

Nominated by Baltimore Yearly Meeting

Bevan Crocker Charlottesville (11)

Rachel Messenger Alexandria (14)

Megan Shook Homewood (14)

Nominated by Board

Mosi Harrington Adelphi (15)

John Smallwood Langley Hill (14)

**2018**

Nominated by Baltimore Yearly Meeting

Ramona Buck Patapsco (15)

Margaret "Meg" Meyer  
Baltimore, Stony Run (15)

Alan Wright Sandy Spring (11)

Nominated by Board

Kendall Anthony Sandy Spring (15)

Brian Carroll Sandy Spring (13)

Eileen Stanzione Patapsco (15)

**2019**

Nominated by Baltimore Yearly Meeting

Carlotta Joyner Frederick (13)

Linda Pardoe Patapsco (13)

Nominated by Board

James "Jim" Bell Washington (16)

Ross Capon Bethesda (16)

Barbara Gibian Sandy Spring (16)

## FRIENDS MEETING SCHOOL

**2018**

Peirce Hammond Bethesda (15)

**2019**

Deborah Haines Alexandria (10)

## FRIENDS PEACE TEAMS

Representative

Robert "Bob" Rhudy Patapsco (16)

Alternate

Sara Workeneh Baltimore, Stony Run (11)

Elizabeth Harlan Little Falls (15)

2019

Herbert "Herb" Clark Homewood

Kathryn Pettus Baltimore, Stony Run (13)

Esther Sharp Gunpowder (07)

## FRIENDS UNITED MEETING

### GENERAL BOARD

2017

Walter Fry West Branch (14)

Georgia Fuller Langley Hill (14)

Riley Robinson Washington (09)

## 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)

Susan "Susannah" Rose Patapsco (15)

## FRIENDS WILDERNESS CENTER

(Appointed on advice of

Unity with Nature)

Keith Curtis Herdon (14)

## PRISONER VISITATION

### AND SUPPORT

(Appointed on advice of

Criminal and Restorative Justice)

Susan "Susannah" Rose Patapsco (15)

## FRIENDS WORLD COMMITTEE

### FOR CONSULTATION

### SECTION OF THE AMERICAS

Convener: Judith "Judy" Seaman

2018

Michael Doo Baltimore, Stony Run (15)

Jason Eaby Nottingham (15)

2019

Thomas Finegar Sandy Spring (16)

Anna Goodman Sandy Spring (16)

Bette Hoover Sandy Spring (13)

Judith "Judy" Seaman Buckhannon (13)

## QUAKER EARTHCARE WITNESS

(Appointed on advice of

Unity with Nature)

Representative

Toni Hudson Sandy Spring (11)

Alternate

B. Eli Fishpaw Maury River (16)

## QUAKER HOUSE

Fayetteville, NC

Denna Joy Richmond (15)

## MILES WHITE BENEFICIAL

### SOCIETY OF BALTIMORE CITY

President: Kathryn Pettus

2017

Rosalie Dance Baltimore, Stony Run (11)

John McKusick Homewood (11)

William "Bill" Miles

Baltimore, Stony Run (11)

2018

Robert "Bob" Fetter Gunpowder (12)

Phillip "Phil" Fratesi

Baltimore, Stony Run (15)

## SANDY SPRING FRIENDS SCHOOL

2017

Louis "Lou" Harrington Sandy Spring (12)

2018

Lauren Brownlee Bethesda (14)

Cynthia Terrell Bethesda (11)

2019

Barbara Andrews Sandy Spring (16)

## WILLIAM PENN HOUSE

### CONSULTATIVE COMMITTEE

Representative

William "Bill" Mims Langley Hill (11)

## 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: 10:30am  
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: Rotates monthly in 2015; Assistant Clerk: Elizabeth Mathews; Treasurer: Terry Walker; Recording Clerk: Rana Duncan-Daston; Recorder: Vacant; Finance & Stewardship: Dyer Moss; Ministry & Oversight: Elizabeth Mathews; 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: Reuben Snipper; Assistant Treasurer: Victor Thuronyi; Recording Clerk: Amy Greene; Recorder: Ann Marlowe; Finance: Shelly Grow; Ministry & Worship: Mosi Harrington; Nominating: Ken Leonard; Pastoral Care: Vacant; Peace & Social Concerns: Joanna Axtmann; Religious Education: Stephanie Bean and Leanne Poteet; Newsletter Editor: Vacant.

## **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 voice mail

Web site: woodlawnfriends.org

First Day schedule: Worship: 11:00am

First Day School: 11:00am

Adult RE: 10:00am

Business Meeting: First First Day: 1:00pm (Second First Day in September)

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: Judith "Judy" Riggin and Carie Rothenbacher; Assistant Clerk: William "Tad" Jose; Treasurer: Megan Evans and Richard Ewell; Recording Clerk: Deborah Haines and Jerry Allen; Recorder: Katherine Spivey; Adult Religious Education: Judy Elvington; Children's Religious Education: Deborah Haines; Ministry & Nurture: Susan "Sue" Marcus; Nominating: Glenn Elvington; Outreach: Katherine Spivey; Peace & Social Concerns: Davis Balderston; Trustees: Rachel Pharr; 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: 11:00am  
First Day School: 11:00am  
Adult Religious Education: 9:30am on second and fourth First Days  
Business Meeting: First First Day of the month, 9:00am  
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: Wesley "Wes" Jordan; Assistant Clerk: Martha Baer; Treasurer: Susan "Sue" Podolin; Recording Clerk: Philip Caroom; Recorder: Philip Caroom; Ministry & Worship: Joel Rodkin; Nominating: Elise Albert; Outreach: Mardy Burgess and Lee Lougee; Pastoral Care: Margaret Holmes and Mary Barbera; Peace & Social Concerns: Barbara Thomas; Religious Education: Kimberly Benson & Joanna Tobin; Stewardship & Finance: Karen Cunnyngham; Trustees: Marcia Ormsby; Newsletter Editor: Beth Mayer.

### **AUGUSTA WORSHIP GROUP (VALLEY)**

Mailing address: 606 Fraser Lane, Staunton, Virginia 24401-2335  
Meeting place: 606 Fraser Lane, Staunton, Virginia 24401-2335  
Wheelchair accessible  
No hearing assistance system  
Telephone: 540-885-7973  
Web Site: [www.bym-rsf.org/who\\_we\\_are/meetings/va\\_meetings/augusta.html](http://www.bym-rsf.org/who_we_are/meetings/va_meetings/augusta.html)  
E-mail: stevejeantab@earthlink.net  
First Day schedule: Worship: 10:00am  
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  
First Day schedule: Worship: 9:30am (scent-free) and 11:00 am (in July and August at 8:30am & 10:00am)

- First Day School: 11:20am (in July and August 10:20 am)  
Childcare available for all Meetings
- Business Meeting: First First Day: 1:00pm
- 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: Paul Phillips; 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: 9:30am (except on first First Day of each month) and 11:00am (every First Day)  
First Day School: 11:20am
- Business Meeting: First First Day of the month, 9:15am (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 Ralph Steinhardt; 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: Peter Nielsen-Jones and Ralph Steinhardt; Nominating: Stephanie Koenig and Rick Morgan; Pastoral Care: Lauren Brownlee and Peirce Hammond; Peace & Social Justice: Jane Meleney Coe; Religious Education: Margaret Plank and Stacey FitzSimmons; 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](http://blacksburgfriends.org)

First Day schedule: Worship: 10:00am

First Day School: 10:15am

Business Meeting: Second First Day of the month at the rise of Meeting (except July and August)

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: Nicolaus "Nic" Tideman; Treasurer: Elizabeth Briggs; Recording Clerk: Marian "Polly" Archer; Recorder: Jay Wilkins; Adult RE: Debora "Deb" Warren; Hospitality & Outreach: Estill Putney and Terry Lundberg; Ministry & Oversight: Steve Hurlburt; Nominating: Vacant; Peace and Social Concerns: Vacant; Quaker Earthcare: Alwyn Moss and Liz Tuchler; Religious Education: Michelle Wilkins; Stewardship & Finance: Jay Wilkins.

### **BUCKHANNON PREPARATIVE MEETING (MONONGALIA)**

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: 10:00am - second and fourth First Days  
First Day School: 10:00am - second and fourth First Days  
Business Meeting: Fourth First Days: 11:15am  
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: 10:00am  
First Day School: 10:15am (Children present first 15 minutes of worship)  
Business Meeting: Second First Day of the month, 11:30am  
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: [www.fgcquaker.org/cloud/charlottesville-friends-meeting](http://www.fgcquaker.org/cloud/charlottesville-friends-meeting)  
E-mail:  
First Day schedule: Worship: 8:30am and 11:00am (Fall, Winter and Spring); 8:30am and 10:15am (Summer)  
First Day School: 11:00am - 11:45am (September to June)  
Adult discussion: 9:45am (September to June)  
Business Meeting: First First Day at 12:20pm  
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: Susan Beers; Treasurer: Jon Nafziger; Recording Clerk: Herbert "Chip" Tucker and Vonnie Calland; Recorder: Richard Balnave; Finance: Cynthia Power; Friendship: Beth Kuhn; Ministry & Worship: Dave Lockledge; Nominating: Dianne Bearinger; Overseers: Otto Friesen; Peace & Social Concerns: Vacant; Religious Education: Rusty Carlock; Newsletter Editor: Barbarie 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.deercreekmeeting.org](http://www.deercreekmeeting.org)  
E-mail: [cewalter10@gmail.com](mailto:cewalter10@gmail.com)

- First Day schedule:      Worship: 10:00am Friends gather, 10:50 to 11:30am Meeting for  
                                  Worship  
                                  First Day School (Children): 10:15 to 11:30am  
                                  First Day School (Adults): 10:15am
- Business Meeting:      Third First Day of the month, 11:30am
- 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 meet-  
                                  inghouse is on the left shortly after you pass the Darlington Phar-  
                                  macy.
- Contacts:                Clerk: Mara Walter; Treasurer: Henry Holloway; Recording  
                                  Clerk: Susan "Sue" Hunter; Recorder: Margaret Scarborough;  
                                  Advancement & Outreach: Mary McLean; Ministry & Oversight:  
                                  James "Jim" Pickard & Margaret Scarborough; Peace & Social  
                                  Justice: Christopher "Chris" Neumann; Religious Education:  
                                  Mara Walter; Trustees: Stuart Cohen and Henry Smith Hollo-  
                                  way; Unity with Nature: Susan "Sue" Hunter and Mary Corddry;  
                                  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: 11:00am  
                                  First Day School: 10:00am
- Business Meeting:     Second First Day, 10:00am
- Travel directions:     The Meeting is about nine miles northwest of Bedford, Pennsyl-  
                                  vania. 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: Susan Williams and David "Dave" Bohnert; Treasurer:  
                                  Marcia Rogish; Newsletter Editor: Karin Sedewar.

### **EASTLAND PREPARATIVE MEETING (LITTLE BRITAIN)**

- Mailing address:      c/o Linda Coates, 126 South Fulton Street, Strasburg, Pennsylva-  
                                  nia 17579
- Meeting places:        10 Friends Road, Little Britain, Pennsylvania  
                                  Wheelchair accessible

- Web site: No hearing assistance system  
[www.bym-rsf.org/who\\_we\\_are/meetings/pa\\_meetings/eastland.html](http://www.bym-rsf.org/who_we_are/meetings/pa_meetings/eastland.html)
- First Day schedule: Worship: 11:00am  
First Day School: 10:00am
- Business Meeting: See listing for Little Britain Monthly Meeting.
- Travel directions: **From points south:** Route I-95 North from Baltimore. Exit onto Route 152 (Fallston) West; to U.S. Route 1 North. Cross the Conowingo Hydroelectric Dam and turn north onto Route 222 at the top of the hill. After crossing Pennsylvania state line, turn right on Little Britain Road (at a Y in the road). Drive about three miles, turn right onto Friends Road. Meeting House is at the top of the hill on the left, near the end of Friends Road.  
**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.
- Contacts: Clerk: Linda Coates.

### **FAUQUIER FRIENDS WORSHIP GROUP (HERNDON)**

- Mailing address: PO Box 224, Bealeton, Virginia 22712-0224
- Meeting place: 10877 Willow Drive North, Bealeton, Virginia
- Telephone: 703-736-0592
- Web site: [www.bym-rsf.org/who\\_we\\_are/meetings/va\\_meetings/fauquier.html](http://www.bym-rsf.org/who_we_are/meetings/va_meetings/fauquier.html)
- E-mail: [fauquierfriends@gmail.com](mailto:fauquierfriends@gmail.com)
- First Day schedule: Usually on Third First Day, check Meeting website for specific dates  
Singing: 10:30am; Worship and First Day School: 11:00am
- 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: 10:00am  
                                  First Day School: 10:00am
- Business Meeting:        First First Day, 12:00pm, 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.frederickfriends.org
- E-mail:                    clerk@frederickfriends.org
- First Day schedule:     Worship: 10:30am  
                                  First Day School: 10:45 – 11:30am (mid-September to mid-June)  
                                  (supervised play mid-June to mid-September)
- Business Meeting:       Second First Day of the month. 9:00am April to October; 12:00pm November to March.
- Travel directions:       From US 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: Karen White; Recording Clerk: Olivia Evans and Isaac Smith; Recorder: Kathryn Ruud; First Day School: Susanna Laird and Elizbath "Betsy" Tobin; Ministry & Counsel: Carol Ahlum; Nominating: Ethan Bliss; Peace & Social Concerns: James "Jim" Wagner; Stewardship & Finance: Annette Breiling; Trustees: Vacant; Newsletter Editor: Katie Bliss.

### **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

Telephone: Hearing assisted equipment available in Meeting Room  
202-483-3310 – Meeting office

Web site: quakersdc.org

E-mail: admin@quakersdc.org

First Day schedule: Worship: 9:00am (Meeting House parlor); 10:30am (Quaker House Living Room with special welcome to gays, lesbians, bisexuals, and transgenders); 10:30am (Meeting House Meeting Room); and 6:00pm (Meeting House Decatur Place Room)  
First Day School: 10:30am

Daily Worship: 7:30 am (William Penn House)

Weekly Worship: Wednesday, 6:00pm (Meeting House Parlor)

Business Meeting: Second First Day: 12:00pm (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 8:00am and 4:30pm 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 and Daniel "Dan" Dozier; Treasurer: Robert "Bob" Meehan; Assistant Treasurer: Michael North and Justin Connor; Recording Clerk: JE McNeil; Finance & Stewardship: Vacant; Marriage & Family Relations: Vacant; Membership: Hayden Wetzel and Jean Meyer Capps; Ministry & Worship: Blair Forelaw; Nominating: Elizabeth "Beth" Cogswell; Peace & Social Concerns: Michael "Mike" Duvall; 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: 10:30am  
First Day School: 10:30am

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: Sandy Moyer; Treasurer: Ann Mummert; Recording Clerk: Jerry Johnson.

## **GOOSE CREEK FRIENDS MEETING**

Mailing address: PO Box 105, Lincoln, Virginia 20160-0105

Meeting place: 18204 Lincoln Road, Lincoln, Virginia 20160  
Wheelchair accessible  
No hearing assistance system

Telephone: 540-751-0323 – Meeting House

Web site: [www.goosecreekfriends.org](http://www.goosecreekfriends.org)

First Day schedule: Worship: 9:45am  
First Day School: 10:00am (following worship with adults)

Business Meeting: First First Day: 11:00am

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: Anne Carlson; Assistant Treasurer: Ed Devinney; Recording Clerk: Catherine Cox; Recorder: Nancy Uram; Finance: John "Jed" Shilling; Ministry & Oversight: Catherine Cox and Sheila Kryston; Peace & Social Concerns: Eric Carlson; Religious Education: Maria Nicklin and Cameron Hughes; 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: 10:00am  
First Day School: 10:00am



Adult Forum: first First Days, 9:00am  
 Quakerism Discussion Group: second First Day, 9:00am  
 Bible Study: fourth First Day, 9:00am  
 Business Meeting: Third First Day: 11:15am  
 Silent Retreat: 2nd Seventh Day 9:00am - 3:00pm  
 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: Rebecca Richards; Treasurer: Alan Evans; Assistant Treasurer: Anita Langford; Recording Clerk: Evelyn "Evie" Poey Fielding and Rebecca Richards; Recorder: Meredith van den Beemt; 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: 10:30am, singing at 10:15am  
 First Day School: 10:45am  
 Business Meeting: Second First Day: 9:00am (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: Catherine "Cat" Wilkins; Assistant Clerk: Fred Cresson; Treasurer: Devin Mahoney; Recording Clerk: Catharine "Cathy" Tunis; Recorder: Catharine Tunis; Finance: Amy Shinkman; Ministry & Oversight: Fred Cresson; Nominating: Vacant; Peace & Social Concerns: Melanie Stanley and Tim Stanley; Religious Education: Margaret "Meg" Wallace; Trustees: Worth Kirkman; Newsletter Editor: Terence McCormally.

## **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: 10:30am  
First Day School: 10:50am  
Business Meeting: Third First Day: 12:15pm  
Travel directions: On North Charles Street directly across from Baltimore Museum of Art Drive, and John Hopkins University, Homewood Campus  
Contacts: Clerk: George Amoss; Assistant Clerk: Susan Walters; Treasurer: Teresa Schiano; Assistant Treasurer: Megan Shook; Recording Clerks: Molly Mitchell and Megan Shook; 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: 10:00am  
First Day School: 11:15am  
Fourth First Day meeting is at Centre Meeting House  
Business Meeting: Second First Day: 11:30am  
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: Betty McCormick; Assistant Clerk: Carol Melby; Treasur-

er: 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: Linda Wilk; Pastoral Care: Pamela "Pam" Hambach; Religious Education: Vacant; Stewardship & Finance: James "Jim" Riley; Newsletter Editor: Robyn Harris.

## **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.langlehillquakers.org/](http://www.langlehillquakers.org/)  
E-mail: [langleyhill-owner@yahoo.com](mailto:langleyhill-owner@yahoo.com)  
First Day schedule: Worship: 10:00am, 9:30am on second First Day  
First Day School: 10:30am (nursery at 10:00am)  
Business Meeting: Second First Day: 10:30am at the rise of Meeting  
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: Timothy "Tim" Hunt; Treasurer: Jessica Mott; Recording Clerk: Robert Trussell; Recorder: Ann Delorey; Care and Clearness: Timothy "Tim" Yeaney; Directors of the Corporation: Sean Beeny; Finance: Jessica Mott; Ministry & Worship: Timothy "Tim" Hunt; Nominating: ; Peace & International Outreach: Walter Brown; Religious Education: Jeannette Smith; Social Concerns: Loretta Kopelman and Laura Lee Fischer; Newsletter Editor: Jeanne Houghton; Bookkeeper: Douglas "Doug" Smith.

## **LITTLE BRITAIN MONTHLY MEETING (NOTTINGHAM QUARTER)**

Mailing address: c/o Suzanne Lamborn, Clerk, 225 Lees Bridge Road, Nottingham, Pennsylvania 19362  
Meeting places: See listings for Eastland and Penn Hill Preparative Meetings  
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: See listings for Eastland and Penn Hill Preparative Meetings  
Business Meeting: Third First Day, at rise of Meeting, (February, April, June, October and November at Eastland) (January, March, May, July, Sep-

Travel directions: tember and December at Penn Hill) (August at Drumore)  
See listings for Eastland and Penn Hill Preparative Meetings  
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: [littlefalls.clerk@gmail.com](mailto:littlefalls.clerk@gmail.com)  
First Day schedule: Worship: 10:30am  
First Day School: 10:45am  
Adult First Day: 11:15am  
Business Meeting: First First Day: 11:15am  
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: Bobbi Sue Bowers; Treasurer: Jamet Zimmerman; Recording Clerk: Barbara "Bobbie" Siebens; Care and Concerns: Beth Babikow; Peace & Social Concerns: Vacant; Religious Education: Bobbi Sue Bowers (adult) & Elizabeth Harlan (children); Board of Trustees: William Harlan; Communications: Alice Remsberg.

### **LYNCHBURG INDULGED MEETING (ROANOKE)**

Mailing address: c/o Heidi Koring, 108 Warren Avenue, Lynchburg, Virginia 24501  
Meeting place: Lynchburg College Spiritual Life Center, 500 Westwood Avenue, Lynchburg, Virginia  
Not wheelchair accessible  
No hearing assistance system  
Telephone: 804-847-4301 - Convener  
Web site: [www.roanokequakers.org](http://www.roanokequakers.org)  
First Day schedule: Worship: 10:30am  
Travel directions: Call convener.  
Contact: Convener: Heidi Koring.

## **MATTAPONI FRIENDS MEETING**

- Mailing address: c/o Miriam Maloney, Dayspring Farm, 942 Buena Vista Rd, Cologne, Virginia 23156
- Meeting place: Dayspring Farm, 942 Buena Vista Road, Cologne, Virginia 23156  
Building is wheelchair accessible; bathroom is not  
No hearing assistance system
- Telephone: 804-785-9401
- Web site: [mattaponiquakermeeting.org](http://mattaponiquakermeeting.org)
- E-mail: [dayspringfarm@aol.com](mailto:dayspringfarm@aol.com)
- First Day schedule: Worship: 10:00am
- 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: 10:00am; adult discussion 11:30am  
First Day School: 10:00am with children joining Meeting at 10:40am
- Business Meeting: Fourth First Day: 11:30am; potluck follows
- 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: Dan Walz; Recording Clerk: Daphne Raz; Records Clerk: Amy DeHart; Finance & Stewardship: Sandra Stuart and Philip Hyre; Nominating: Daphne Raz; Peace & Justice: Kathy Fox; Religious Education: Sarah Giddings; Ministry and Counsel: Mary Barnes and Kelly Massie; Newsletter Editor: Richard Barnes.

## **MENALLEN MONTHLY MEETING (WARRINGTON QUARTER)**

Mailing address: PO Box 29, Biglerville, Pennsylvania 17307  
Meeting place: 1107 Carlisle Road (PA Rt. 34), Biglerville, Pennsylvania  
Wheelchair accessible  
No hearing assistance system  
Telephone: 717-677-6078 - Meeting House  
Web site: [www.menallenfriends.org](http://www.menallenfriends.org)  
First Day schedule: Worship: 10:30am  
First Day School: 10:30am  
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: Christopher "Chris" Fee; Treasurer: Vacant; Ministry & Pastoral Care: Barclay Brooks; Religious Education: Allison Singley-Fee; Stewardship & Finance: Vacant.

## **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: 11:00am  
First Day School: 11:15 am on second and fourth First Days  
Business Meeting: Second First Day: 11:00am  
Travel directions: From North and West: From Virginia Route 288, take the Huguenot Trail/Robison 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: Brian McCutcheon; Assistant Clerk: David Stocker; Treasurer: Ann Duncan; Recording Clerk: Heather Stocker; Care and Community: Vacant; Financial Stewardship/Trustees: Vacant; Nominating: Vacant; Peace and Social Action: Roselle Clark; Religious Education: Vacant; Spiritual Nurture: David Clark; Newsletter Editor: Vacant.

### **MILLER CENTER MEETING FOR WORSHIP (SANDY SPRING)**

Mailing address:

c/o Sandy Spring Friends Meeting Committee on Aging, 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: 10:00am

Travel directions:

Take Maryland Route 108 to Norwood Road and look for sign. Note that you have to ring the doorbell to be admitted. Please be patient for someone to answer.

Contacts:

Clerk of Sandy Spring Friends Meeting Committee on Aging.

### **MONONGALIA FRIENDS MEETING**

Mailing address:

PO Box 441, Morgantown, West Virginia 25607-0441

Meeting place:

648 East Brockway, Morgantown, West Virginia 26501

Wheelchair accessible

No hearing assistance system

Telephone:

304-599-8233

Web site:

monquakers.wordpress.com

E-mail address:

monquakers@gmail.com

First Day schedule:

Worship: 11:00am

First Day School: 11:00am

Business Meeting:

Third First Day: 9:30am

Contacts:

Clerk: Keith Fullerton; Assistant Clerk: James "Jim" Syphers; Treasurer: Catherine Tall; Recording Clerk: Judy Seaman; 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: Vacant.

## **NORFOLK PREPARATIVE MEETING (WILLIAMSBURG)**

Mailing address: 518 New Jersey Avenue, Norfolk, Virginia 23508  
Meeting place: location varies: call 757-627-6317 or 757-624-1841  
Not wheelchair accessible  
No hearing assistance system  
Telephone: 757-627-6317 or 757-624-1841  
Web site: [home.morrisbb.net/housey/WFM/WFM.norfolk.html](http://home.morrisbb.net/housey/WFM/WFM.norfolk.html)  
E-mail address: [joanvmoore@mac.com](mailto:joanvmoore@mac.com)  
First Day schedule: Worship: 10:00am  
Business Meeting: First First Day, following Meeting for Worship  
Travel directions: Call 757-627-6317 or 757-624-1841 for directions  
Contacts: Clerk: Harriet Schley; Treasurer: Andrew "Andy" Conlon; Recording Clerk: Nancy Milner.

## **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](http://www.oxfordfriends.org)  
E-mail: [info@oxfordfriends.org](mailto:info@oxfordfriends.org)  
First Day schedule: Worship: 10:30am (both Oxford and The Brick Meeting Houses)  
First Day School: 9:30am  
Business Meeting: Second First Day: 9:30am, when scheduled  
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 continue 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: Vacant.

## **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](http://www.patapscofriends.com)



E-mail: patapsco.friends.meeting@gmail.com  
First Day schedule: Worship: 10:30am  
First Day School: 10:30am  
Business Meeting: First First Day: 12:00pm  
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: Karen Ownbey; Assistant Clerk: David Donaldson; Treasurer: Bill Wilson; Recorder: Ken Stockbridge; Recording Clerk: Bethanne Kashkett; Advancement & Outreach: James "Jim" Rose; Ministry & Care: Susannah Hills Rose and John Farrell; 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  
First Day schedule: Worship: 10:00am  
First Day School: 10:00am  
Business Meeting: First First Day: 11:30am  
Travel directions: From the North on MD Route 4: Passing Rousby Hall Road to Lusby Town Center, continue 0.7 miles South and turn left on the Southern Connector Boulevard. Proceed to the traffic circle and go half-way around, exiting to the east and continuing a very short distance on the Southern Connector Boulevard. The first driveway on the right will take you past our annex to the meeting house parking area.  
Contacts: Clerk: Karen Horton; Treasurer: Timothy "Tim" Keck; Recording Clerk: Dusty Rhoades and Timothy "Tim" Keck; Recorder: Bruce Perrygo; Budget & Finance: Vacant; Ministry & Counsel: Kimberly "Kim" Keck; Nominating: Vacant; Peace & Social Action: Vacant; Religious Education: Vacant; Trustees: Vacant.

### **PENN HILL PREPARATIVE MEETING (LITTLE BRITAIN)**

Mailing address: c/o Sarah Brabson, 443 Little Britain Road South, Peach Bottom, Pennsylvania 17563.  
Meeting places: **Penn Hill:** 2239 Robert Fulton Highway, Peach Bottom, Pennsylvania. Look for red brick Meeting House on east side of road-

way behind iron fence  
Wheelchair accessible  
Hearing assistance available-microphone and speaker  
Web site: [www.bym-rsf.org/who\\_we\\_are/meetings/pa\\_meetings/pennhill.html](http://www.bym-rsf.org/who_we_are/meetings/pa_meetings/pennhill.html)  
First Day schedule: Worship: 11:00am  
First Day School: 10:00am  
Business Meeting: See listing for Little Britain Monthly Meeting.  
Travel directions: 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: Sarah Brabson.

### **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: 10:00am  
Business Meeting: First First Day: 11:30am  
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: 9:30am and 11:00am  
First Day School: 11:20am  
Business Meeting: Third First Day: 11:00 am - 12:30pm  
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: Randeé Humphrey; Assistant Clerk: Tracey Cain; Treasurer: Bronwyn Hughes; Assistant Treasurer: Frances Stewart; Recorder: Mary Julia Street; Recording Clerks: James "Jim" Thoroman and Tina Mello; Care & Counsel: Bob Alexander; Financial Stewardship: Laura Goren; Ministry & Worship: Julia Hebner; Nominating: Don Lippers; Peace & Social Concerns: Marcia Dickinson; Religious Education: Barbara "Barb" Adams and Catherine Roseberry; Newsletter Editor: Diane Bowden.

## ROANOKE FRIENDS MEETING

Mailing address: 505 Day Avenue SW, Roanoke, Virginia 24016

Meeting place: 505 Day Avenue SW, Roanoke, Virginia 24016

Wheelchair accessible

No hearing assistance system

Telephone: 540-723-1131 – Meeting House

Web site: [www.roanokequakers.org](http://www.roanokequakers.org)

First Day schedule: Worship: 10:30am

First Day School: 10:30am

Business Meeting: Third First Day, at rise of Meeting for Worship

Travel directions: **From I-581 N:**

**From Hollins area:**

**From the South:**

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: 9:00am and 11:00am (except first First Day), Fifth Day 7:30pm

First Day School: 11:20 am (except first First Day)

Business Meeting: First First Day: 10:15am

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: Natalie Finegar; Assistant Clerk: Sam Garman; Treasurer: Margo Inglis Lehman; Assistant Treasurer: Michelle Yates; Recording Clerk: Alice Bowman; Recorder: Wayne Finegar; Advancement & Outreach: Matthew Taylor and Kendra Bid-dick; Finance: Howard Zuses; Friends in Unity with Nature: Munro Meyersburg; Marriage & Family Relations: Alicia Mc-Bride; Membership & Spiritual Care: Barbara Platt; Ministry & Counsel: Barbara Galloway; Nominating: Michael Bucci; Peace: Bette Hoover; Religious Education: Catherine Stratton-Treadway and Steven "Steve" Berry; Social Concerns: Catherine "Cathy" Schairer; Trustees: Gary Stein; Newsletter Editor: Rosaline Zus-es.

### **SHEPHERDSTOWN FRIENDS MEETING (WARRINGTON QUARTER)**

Mailing address: PO Box 1364, Shepherdstown, West Virginia 25443  
Meeting place: Shepherdstown Train Station, corner of German Street and Audry Egel Drive, Shepherdstown, West Virginia  
Telephone: 304-584-3126  
Web Site: [shepherdstownfriends.org](http://shepherdstownfriends.org)  
E-mail: [shepherdstownquakers@gmail.com](mailto:shepherdstownquakers@gmail.com)  
First Day schedule: Worship: 10:30am  
Business Meeting: Second First Day, following Meeting for Worship.  
Contact: Clerk: R. Neal Peterson and Cheryl Snyder-Reid; Treasurer: Wil-liam "Bill" Telfair; Recording Clerk: Garrett Moran; Ministry & Oversight: Janet Harrison; Peace and Social Concerns: John Case; Religious Education: Elizabeth Hostler; Stewardship and Finance: Kristin Loken.

### **SOUTH MOUNTAIN FRIENDS FELLOWSHIP (PATAPSCO)**

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: 10:30am  
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: 11:00am  
First Day School: 10:45am  
Business Meeting: First First Day: 9:00am  
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: Constance "Connie" Wheeler; Assistant Treasurer: Vacant; Recording Clerk: Margaret "Margy" Fry singer; Assistant Recording Clerk: Vacant; Recorder: Mary Way; Advancement & Outreach: Vacant; Care & Concern: Vacant; Finance: Kerry Wiessmann; Nominating: Gary Fosmire and Louise Sandmeyer; Peace & Social Action: Rotates among committee members; Religious Education: Rebecca "Becky" Misangyi; Worship & Ministry: Ann Sidone; Newsletter Editor: Marianne Stevens, Deryn Verity, and Renee Crauder.

## **TAKOMA PARK PREPARATIVE MEETING (ADELPHI)**

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](http://takomapark.quaker.org)  
First Day schedule: Worship: 10:00am (second hours occasionally follow Meeting)  
Business Meeting: Fourth First Day, following meeting for worship.  
Contacts: Clerk: Craig O'Brien; Treasurer: Anna Patricia "Tricia" Crocker; Recording Clerk: Arthur David Olson; Religious Education: Craig O'Brien.

## **VALLEY FRIENDS MEETING**

Mailing address: PO Box 781, Dayton, VA 22821  
Meeting place: 363 High Street, Dayton, Virginia 22821  
Wheelchair accessible  
No hearing assistance system

Telephone: 540-350-2765 – Clerk  
Web site: valleyfriends.org  
First Day schedule: Worship: 10:00am, followed by potluck meal on first First Day  
First Day School: 10:00am  
Adult Religious Education: third and fourth First Day  
Business Meeting: Second First Day, at the rise of Meeting.  
Travel directions: Call 540-433-7291 or see website  
Contacts: Clerk: Vacant; Assistant Clerk: Sam Moore; Treasurer: Sam Moore; Assistant Treasurer: Malinda Miller; Recording Clerk: Beverly "Bev" Moore; Assistant Recording Clerk: Lois Crawford; Recorder: Beverly "Bev" Moore; Care & Counsel: Pamela Cook; Finance & Property: Malinda Miller; 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: 7790 Quaker Meeting Road, 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: 11:00am  
Business Meeting: First First Day of the month: 11:45am  
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: Joan Clippinger; 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: 11:00am  
First Day School: 10:00am

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, 10:00am; Second Hour Forum, 11:30am; First Day School, 10:15am  
Business Meeting: Second First Day: 11:30am, 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 Miller; Treasurer: Pam Tyng; Recording Clerk: Maggie DeTar-Lavallee; 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: Vacant.

## 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: 717-814-8437  
Web site: [www.yorkfriendsmeeting.org](http://www.yorkfriendsmeeting.org)  
E-mail: [yorkfriendsmeeting1@gmail.com](mailto:yorkfriendsmeeting1@gmail.com)  
First Day schedule: Worship: 11:00am;  
9:30am Worship Sharing/Discussion  
Business Meeting: First First Day: 9:00am  
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 Busi-

ness); 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: Colleen Schields; Assistant Clerk: David Fitz; Treasurer: Harry "Scotty" Scott; Assistant Treasurer: Dawn Mogren; Recorder: Patricia "Pat" Long; Recording Clerk: Nancy Ruppel; 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.



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## IMPORTANT MINUTES OF BALTIMORE YEARLY MEETING

The following minutes are the major minutes of Baltimore Yearly Meeting of the Religious Society of Friends (BYM) approved since the consolidation of Baltimore Yearly Meeting of Friends, Homewood (Orthodox) and Baltimore Yearly Meeting of Friends, Stony Run (Hicksite) in 1967. For the sake of brevity, only the subject is given. They are referenced by year, Representative Meeting (RM), Interim Meeting (IM) or Yearly Meeting (YM), page in Yearbook, and, number of minute (#).

**1967** “Thereupon Baltimore Yearly Meeting of Friends, Stony Run, and Baltimore Yearly Meeting of Friends (Orthodox) each separately approved the Articles of Consolidation. This action, to become effective January 1, 1968, draws together in one body our members torn asunder one hundred and forty years ago” (YM, p3).

**1968** Report of the Yearly Meeting Trustees recommending that the Executive Committee proceed with the construction of the Yearly Meeting office and residence of the Executive Secretary in Sandy Spring (YM, p7, #40).

**1968** General Epistle of the Baltimore Yearly Meeting. “In our 297th annual session, when we are once again a united Yearly Meeting after a separation of 140 years, we experience joyous feeling of unity and fellowship” (YM, #21).

**1968** Statement Regarding the Selective Service System (YM, #22).

**1969** The Executive Committee and Trustees to proceed with the signing of the building contract and the borrowing of the necessary funds to complete the office-residence with all reasonable speed (YM, p10, #26).

**1969** A concern that there is need for a better dissemination of information about Yearly Meeting business and concerns (YM, p14, #37).

**1970** “With the moving of the Yearly Meeting office to the new building in Sandy Spring on May 12, the pattern of work for the executive secretary and office secretary has already begun to change” (YM, p43).

**1971** 300th Annual session of Baltimore Yearly Meeting. A history of Baltimore Yearly Meeting, 1672 - 1972, is being written by Bliss Forbush (YM, p2).

**1971** Bethesda was welcomed as a new Monthly Meeting (YM, p3, #5).

**1971** Executive Secretary suggested it was time to consider writing new Faith & Practice (YM, p4, #18).

**1972** Minute on the People’s Blockade was approved to support members and others who attempt non-violently to prevent shipment of weapons of war (YM, p15, #66).

- 1972** Young Friends minute supporting non-payment of taxes that go for war related purposes (YM, p15, #67).
- 1972** Minute on Racism approved (YM, p17, #72).
- 1973** Welcome to our new Meeting, Gettysburg Monthly Meeting, Pipe Creek and Gunpowder Meetings are part of both FUM and FGC (YM, p1).
- 1973** Minute on Amnesty was approved (YM, p6).
- 1973** Minute on disposition of real property was approved (YM, p12).
- 1973** Minute on membership on Yearly Meeting committees was approved (YM, p14).
- 1973** Minute of concern on espionage was approved to be sent to our Congresspersons (YM, p15).
- 1973** The Meeting approved a minute from Young Friends on Sexuality (YM, pp16-17).
- 1973** Minute on Implications of “Watergate” (YM, pp17-18).
- 1974** Black Creek Meeting House and Parsonage in Sedley, VA, was sold. The proceeds are to be used in the Virginia Quarter area (YM, p3, #9).
- 1974** Non-Friends may serve on a Yearly Meeting Committee if recommended by their Monthly Meeting (YM, p7, #26).
- 1974** Homewood Friends Meeting accepted the Meeting at Columbia, MD, as a preparative Meeting (Executive Committee, p37, #73-46).
- 1975** The deed transferring West Nottingham Meeting House and burial ground to the Cecil County Historical Society has been signed (YM, p2, #9).
- 1975** Centre Monthly Meeting asked to be laid down. They have no property or burial ground. This was approved (YM, p3, #15).
- 1975** Friends approved a minute concerning the long-standing and extensive problem of secret imprisonment and the torture, rape, and severe maltreatment of political prisoners throughout the world (YM, p13, #83).
- 1975** Friends approved a minute deploring the abuse of working men and women, particularly migrant workers (YM, 16, #95).
- 1975** Friends approved a minute opposing the sale of military arms (YM, p17, #100).

- 1976** Executive Committee recommended changing its name to Representative Meeting. This was approved (YM, 4, #13).
- 1976** New worship groups were reported in Washington, VA, Lynchburg, VA, and Reston, VA, and Westminster, MD. A Meeting is held once a month at Brick Meeting House, Calvert, MD (YM, p5, #18).
- 1976** Friends approved changing the Manual of Procedure to use “Clerk” and “Assistant Clerk” instead of “Chairman” and “Vice-Chairman” where appropriate (YM, p12, #77).
- 1976** Friends approved the recommendation of the Ad Hoc Committee on FUM/FGC Sections that they meet only on call as needed (YM, p3, #80).
- 1976** Four minutes brought by the Peace Committee were approved: 1) war and disarmament; 2) Continental Walk; 3) simplicity; and 4) conflict (YM, pp16-17, #92-95).
- 1976** Minute concerning torture brought by the Socio-Economic Coordinating Committee was approved (YM, p19, #98).
- 1976** A minute proposed by the Advancement & Outreach Committee pertaining to Meetings for Worship within penal institutions was approved (YM, p20, #105).
- 1977** Bethel Friends Meeting requested that their membership in Baltimore Yearly Meeting be transferred to North Carolina Yearly Meeting (FUM). They are closer physically to North Carolina Eastern Quarter. Friends approved this request with love and affection (YM, p2, #4).
- 1977** The Peace Committee brought forth a letter to President Carter warmly commending his decision to halt the B-1 bomber and urged him to do the same for the neutron bomb and cruise missile. The letter was approved (YM, p11, #53).
- 1977** A letter from the Peace Committee on the Genocide Treaty was approved. This will be sent to Senators (YM, p11, #54).
- 1978** The Socio-Economic Committee asked Baltimore Yearly Meeting to endorse and support a program entitled “Friends for Creative Conflict Resolution. This was approved and an appeal for funds was sent (YM, p6, #24).
- 1978** The Social Order Committee presented a minute concerning the Olympic Prison to be at the site of the 1980 Olympic games. The Committee opposes not only this prison but the whole prison system in this country. Friends approved the minute (YM, pp10-11, #50).
- 1978** Friends approved a minute brought by the Peace Committee on compulsory national service (YM, 11, #51).

- 1978** Friends approved a minute by the Peace Committee on the United Nations Special Session on disarmament (YM, p11, #53).
- 1978** Minute from Langley Hill Meeting concerning the AFSC affirmative action program was approved (YM, p17, #87).
- 1979** The Peace Committee presented a minute opposing the arms bazaar to be held in Washington. This was approved. (YM, pp7-8, #31).
- 1979** The Meeting approved a minute opposing a Constitutional Amendment that would outlaw abortion (YM, p8, #34) (see p13, #65).
- 1979** A minute on Affirmative Action in Employment was approved (YM, p10, #46).
- 1979** Three minutes from the Peace Committee were approved: 1) against reinstating the draft registration; 2) to defeat part of the SALT II Treaty and ratify other parts; 3) against nuclear fission power plants (YM, pp11-12, #56).
- 1979** Ministry & Counsel Committee set up a Yearly Meeting Counseling Service, allowing Friends to seek counseling at a minimum cost and subsidized by the Yearly Meeting (Report, 31).
- 1979** Supervisory Committee approved a minute stating that a sojourning Friend would be accepted for membership on a committee (RM, p51, #79-7b).
- 1980** Three new worship groups were mentioned: Reston, VA; Patuxent, MD; and Frostburg, MD (YM, p11, #48).
- 1980** There is a new worship group in Frederick MD (YM, p15, #61).
- 1980** A report on Meeting records was given. All records have been sent to the Maryland Hall of Records to be microfilmed and then deposited in the Friends Historical Library at Swarthmore College or the Quaker Collection in the Haverford College Library. They are to be open to all (YM, p16, #64).
- 1981** The Meeting approved a minute on the Law of the Seas Treaty (YM, p12, #42).
- 1981** The Clerk recognized several new Meeting groups: Williamsburg Worship Group, Reston Preparative, Patuxent Allowed, Frederick Worship Group, and Frostburg (YM, p20, #59).
- 1981** A letter to President Ronald Reagan asking him to demonstrate a higher priority for peace and human need in his actions was approved (YM, p24, #70).

- 1981** The Circuit Court in Montgomery County overturned the Maryland Tax Court decision and restored full tax-exempt status for Yearly Meeting property (RM, p44, #81-2).
- 1981** Representatives Meeting approved a minute on our standards of appropriate behavior among Young Friends (RM, p40 in 1982 Yearbook, #82-4).
- 1982** A letter to President Reagan, U.S. and President Brezhnev, U.S.S.R. was sent along with 1000 paper cranes that had been folded at Yearly Meeting, 500 to each (YM, p16, #54).
- 1982** Friends approved a minute on military taxes (YM, p16, #55).
- 1982** Friends approved a minute on draft resistance (YM, p16, #57).
- 1983** There is a new Preparative Meeting in Harrisonburg, VA (YM, p2, #7).
- 1983** The Meeting approved a minute on asylum and refuge for illegal immigrants (YM, pp20-21, #68).
- 1984** The Meeting approved a minute welcoming contributions from Monthly Meetings and individuals for counselor scholarships (YM, p10, #35).
- 1984** One hundred and seventy-five years ago Baltimore Yearly Meeting helped start some Quarterly Meetings in Ohio (RM, p46, #84-27).
- 1985** A minute brought forth by the Stewardship Committee was approved stating the use of the Yearly Meeting mailing list to be used by Monthly Meetings, Quaker organizations, and BYM Committees (YM, pp15-16).
- 1985** The Meeting approved a minute brought forth by the Social Order Committee concerning Apartheid (YM, p18, #52).
- 1985** A revised minute from the Peace Committee was approved (YM, p18, #54).
- 1985** The Spiritual Formation program was set up under the Nurture and Recognition of Ministry (YM, p21, #68).
- 1985** Minute concerning remaining part of Friends United Meeting was read and approved (YM, p22, #73).
- 1986** A minute recommended by Representatives Meeting concerning BYM Young Adults was approved (YM, p2, #6).

- 1986** Friends approved a minute presented by the Peace Committee as the “Draft Registration Minute”, otherwise known as the Solomon Amendment Minute (YM, pp15-16, #59).
- 1986** There was hearty approval of Harrisonburg Preparative Meeting be set off as an independent constituent Monthly Meeting (YM, p20, #74).
- 1986** A Spiritual Friendship oversight committee was formed under the care of the Ministry and Counsel Committee (RM, p44, #85-45).
- 1986** A proposal for establishing a BYM Young Adult “Committee” was presented, consisting of several parts. Representatives Meeting endorsed sections 3 and 4 and asked that travel money be put in the budget (RM, pp48-49, #86-11).
- 1987** The Peace Committee proposed a minute to make the Baltimore Yearly Meeting’s properties a nuclear-free zone. This was approved (YM, p17, #60).
- 1987** The Social Concerns Committee presented a minute on the death penalty. This was approved (YM, p17, #62).
- 1987** Patuxent worship group was approved to be an Allowed Meeting under the care of Annapolis Meeting (YM, p22, #85).
- 1987** Richmond Meeting recommended that Williamsburg become a Monthly Meeting. This was approved (YM, p22, #86).
- 1987** There was approval that Reston become a full Monthly Meeting (YM, p22, #87).
- 1987** Friends approved a minute on Central American refugees brought forth from the Social Concerns Committee (YM, p22, #91).
- 1987** There was approval of a Peace Minute brought forth by the Peace Committee that recorded “profound acceptance of the Peace Testimony of the Religious Society of Friends (RM, p51, # 86-49).
- 1987** Allegheny Preparative Meeting has been formed under the care of Dunnings Creek Meeting (RM, p58, #87-7).
- 1988** The Staff Search Committee recommended Frank Massey to be the new General Secretary of Baltimore Yearly Meeting. This was approved (RM, p23, #88-45).
- 1988** A minute on gun-control was presented by the Social Concerns Committee and approved (YM, p16, #6).
- 1988** The Faith & Practice of Baltimore Yearly Meeting of the Religious Society of Friends was approved (YM, pp20-21, # 8).

- 1988** The Social Concerns Committee presented a minute concerning the appointment of homosexuals by Friends United Meeting. This was approved (YM, pp21-22, #9).
- 1988** Little Falls Meeting celebrated their 250th Anniversary in September (YM, p23, #19).
- 1988** The Meeting approved a letter from the Indian Affairs Committee to FCNL concerning issues relating to Native Americans (YM, p31, # 11).
- 1988** Warrington Quarter recommended that Carlisle Preparative Meeting become a Monthly Meeting. This was approved (YM, p31, # 13).
- 1989** The Yearly Meeting agreed to support Philadelphia Yearly Meeting in a suit against the Internal Revenue Service concerning not withholding of war tax from employees (RM, pp12-13, #89\*16).
- 1989** Representatives Meeting agreed to support the American Friends Service Committee in their challenge to the Immigration Control and Reform Act of 1986 (RM, p13, #89-17).
- 1989** Representatives Meeting approved a minute concerning the Immigration Control and Reform Act (RM, pp14-17, #89- 25).
- 1989** Representatives Meeting approved a minute concerning the war-tax resistance issue (RM, pp17-20, #89-26).
- 1989** The Modesty Skirt for the clerk's table was introduced as a plain piece of material waiting for a square from each Monthly Meeting to be stitched onto it (YM, p45, #10).
- 1989** Approval was given for a minute on the American flag and its meaning and purpose (YM, p48, #5).
- 1990** Maury River, formerly Lexington Preparative Meeting under the care of Charlottesville Meeting, became a Monthly Meeting. There is a worship group in Farmville, VA, that is considering becoming an Indulged Meeting under the care of Richmond Meeting (YM, p35, #29).
- 1990** Friends approved a minute asking Monthly, Quarterly, and Half-Yearly Meetings within Baltimore Yearly Meeting to examine the relationship between the American Friends Service Committee and the wider Religious Society of Friends (YM, p51, #68).
- 1990** A minute on Human Rights in Kenya was approved (YM, p52, #72).
- 1990** Queries, and responses, for Consideration during a Threshing Session on Quarterly Meetings (YM, pp59-62).

- 1991** Friends approved a minute to be sent to Friends Church Southwest Yearly Meeting concerning our inability to unite with their minute on the realignment of Friends (YM, pp60-62, #65).
- 1991** A Peace Committee minute concerning military personnel who want to claim conscientious objector status was approved (YM, p63, #72).
- 1992** The purchase of “The Quaker Camp at Shiloh” was approved (RM, pp6-7, #46).
- 1992** New Meetings in Virginia: Roanoke/Blacksburg became two Monthly Meetings. Floyd Meeting was recognized as a Monthly Meeting. Norfolk Preparative Meeting came under the care of Williamsburg Monthly Meeting (YM, p52, #56).
- 1993** Friends approved a minute brought forth by Baltimore Monthly Meeting, Homewood on concerns of overpopulation. The Yearly Meeting approved this concern along with four queries relating to the minute (RM, pp16-17, #5).
- 1993** A request to set up an Ad-Hoc Committee on Lesbian, Gay, and Bisexual Concerns was approved (YM, 49, #58).
- 1993** The G.O.O.D. (Get Out Of Debt) Committee raised \$17,000 in pledges to reduce the debt of Shiloh during this Annual Session and promises of early payment of \$35,000 have been received (YM, p50, #65).
- 1994** Friends approved a minute against state sponsored gambling (RM, p22, #25).
- 1994** Approval was given for a minute on Family Planning (RM, p22, #25).
- 1994** Friends approved a minute protesting the U.S. Army School of the Americas that trains soldiers from Latin America (YM, p49, #47).
- 1994** The transfer of ownership of Catoctin Quaker Camp to Baltimore Yearly Meeting was approved (YM, pp54-55, #54).
- 1995** The Friends Peace Team Project asked to be taken under the care of Baltimore Yearly Meeting until a permanent home was found. Friends approved (RM, p22, #24).
- 1995** Three new Monthly Meetings were announced: Patuxent with thanks to Annapolis Meeting for their patient support; Quaker Lake Monthly Meeting expressed appreciation for Charlottesville; Midlothian Monthly Meeting thanked Richmond. Frederick is now a Preparative Meeting. Midlothian has under its care Colonial Heights Worship Group.
- 1996** An announcement was made that there is a new Worship Group in Montgomery County, MD. The name has not been finalized, but will probably be Seneca Valley (RM, p18, #30).



- 1996** Friends approved laying down the G.O.O.D. Committee, with many thanks for their hard work (YM, p29, #7).
- 1996** Final approval to have Catocin Quaker Camp transferred to Baltimore Yearly Meeting (YM, p33, #18 and YM, p44, #4).
- 1996** A F.U.T.U.R.E. (Friends Uniting To Use Resources Effectively) Committee to raise money for many projects was approved (YM, p65,#71).
- 1996** Friends approved a minute opposing the death penalty (YM, p66, #74).
- 1997** Friends had a lengthy discussion concerning not paying the portion of income tax withholding from war tax resisters and the consequences of the officers (RM, pp10-17, #5).
- 1997** It was announced that there is a new Worship Group in Willis Wharf, VA, on the Eastern Shore that is under the care of Williamsburg Meeting (RM, p22,#22).
- 1998** The Program Committee brought forth a minute disallowing use of alcohol or any illegal drugs at Baltimore Yearly Meeting functions and discouraging the use of tobacco (RM, p18, #28).
- 1998** We learned of the revival of Fawn Grove Preparative Meeting under the care of Deer Creek Meeting. Fawn Grove had been dormant for a century.
- 1998** A minute from the Criminal and Restorative Justice Committee urging the elimination of the death penalty was sent to governors and legislatures of the states of Maryland, Virginia, Pennsylvania, and the Mayor and Council of the District of Columbia (YM, p65, #66).
- 1999** It was announced that Deer Creek Meeting has withdrawn from Nottingham Quarterly Meeting (RM, p9, #7).
- 1999** Virginia Half-Year's Meeting presented a minute concerning Equality of Marriage Rights (YM, p28, #23).
- 1999** It was reported that Hopewell and Winchester Center Meetings have merged. They will meet at Hopewell Meeting and will be called Hopewell Centre Meeting (YM, p36, #34).
- 2000** It was reported that there is now a Worship Group in Shepherdstown, West Virginia (RM, p19, #12).
- 2000** The Criminal and Restorative Justice Committee brought forth a minute on the Moratorium 2000 Campaign to be endorsed by Baltimore Yearly Meeting. This was approved (YM, p37, #39).

- 2000** The Peace and Social Concerns Committee presented a minute opposing the Missile Defense System. This was approved (YM, pp47-48, #71).
- 2000** A minute initiated by the American Friends Service Committee and the Fellowship for Reconciliation regarding the U.S. sanctions against Iraq was approved (YM, p48, #71).
- 2001** The Peace and Social Concerns Committee presented a minute concerning the conditions on the West Bank and Gaza. This minute was approved and will be sent to Ramallah Monthly Meeting and to Friends United Meeting (RM, pp17-18, #8).
- 2001** Trustees recommended that the money from the Conservation Easement on the Cactoin property be put into a temporary restricted fund to be used for capital projects (YM, p67, #38).
- 2001** It was announced that as of 2nd day of Seventh Month Patuxent Meeting now owns their own building (YM, p71, #53).
- 2002** Friends accepted a minute from Friends United Meeting (YM, pp42-43, #27).
- 2002** Young Friends presented a minute that they had approved that the Yearly Meeting should embrace same-sex marriages (YM, p44, #29).
- 2002** There was approval that Patapsco Friends Meeting become a full Monthly Meeting (YM, p48, #40).
- 2002** Friends approved a minute brought forth by the Peace and Social Concerns Committee concerning the “Religious Freedom Peace Tax Fund” (YM, pp53-54, #42).
- 2002** A Minute on House Concurrent Resolution #368 that states “that it is the sense of Congress that reinstating the military draft, or any other form of compulsory military service in the U.S. would be detrimental to the long term military interest of the US, violative of individual liberties protected by the Constitution, and inconsistent with the values underlying a free society as expressed in the Declaration of Independence.” This was approved (YM, p54, #42).
- 2002** Friends approved a minute brought forth by the delegates to the Friends United Meeting Triennial held in Kenya in 2002 (YM, pp55-56, #43).
- 2002** A minute on Restorative Justice was approved by Friends (YM, pp58-59, #51).
- 2003** Friends approved a Minute on Reaffirming the Peace Testimony (IM, pp5-6, #38).
- 2003** Peace and Social Concerns Committee brought forth a minute on the current situation in Iraq. This was approved (IM, p6, #39).

- 2004** Friends approved a minute on the Israeli-Palestinian Conflict (YM, pp78-80, #61).
- 2005** Friends heard a report concerning Friendly Adult Presence (FAP) and the safety of our young people (IM, pp13-18, #26).
- 2005** A mission statement for the Intervisitation Program was presented and approved (IM, p35, #3).
- 2005** A Minute against the Federal Marriage Amendment was approved (IM, pp50-51, #14).
- 2005** Friends approved a Minute on Torture and Abuse of Prisoners (YM, pp79-80, #12).
- 2006** Friends approved a Minute for the Religious Freedom Peace Tax Bill (IM, p41, # 12).
- 2006** A Minute to Honor and Continue Tom Fox's Work on Iraqi Detainees was approved (IM, pp42-43, # 13).
- 2006** The Peace and Social Concerns brought forth a "Letter to the President on the Humanitarian Crisis facing the Palestinian People." This was approved (IM, p74, #52).
- 2006** The Criminal and Restorative Justice Committee presented a minute to Friends concerning the "Enemy Combatant Military Commission" (YM, p125, #68).
- 2007** Friends approved listing the Friends Wilderness Center as an organization to which one or more representatives would be named (IM, pp13-14, #62).
- 2007** The Peace and Social Concerns Committee brought forth a minute on Supporting Peace in Sudan. This was approved (IM, p25, #69).
- 2007** BYM representatives to Friends United Meeting reported serious concerns about the current direction of the FUM Board (YM, pp68-73, #21).
- 2007** It was announced that Maury River Meeting has established a new Preparative Meeting, Greenbrier Valley Friends, in Beckley, West Virginia. Also South Mountain Friends Fellowship, under the care of Patapsco Friends Meeting, has been formed in the prison near Hagerstown, MD (YM, p82, #40).
- 2008** A letter from the Peace and Social Concerns Committee concerning the violence in the Middle East. Friends approved this letter (YM, pp104-105, #71).
- 2009** Abingdon Friends Meeting, Abingdon, Virginia, was welcomed into the Baltimore Yearly Meeting community (YM, p84, 13).

- 2009** The Advancement and Outreach Committee proposed that Baltimore Yearly Meeting take the Friends Meeting School under its spiritual care. Friends approved the recommendation (YM, p129, #61).
- 2010** Friends were presented with a Youth Safety Policy document. This has been worked on for quite some time. Friends approved (IM, pp15-16, #47).
- 2010** Dunnings Creek Meeting and Fishertown Meeting are reunited after many decades of separation (IM, p44, #04).
- 2010** A letter from the Peace and Social Concerns Committee protesting the sale of arms to Israel to be sent to President Barrack Obama was approved (YM, pp111-112, #58).
- 2011** Friends approved laying down Quaker Lake Meeting (IM, p13, #43).
- 2011** The Indian Affairs Committee brought forth a minute for the United States to endorse the United Nations Declaration of the Rights of Indigenous Peoples. This was approved (IM, p14, #46).
- 2011** Monongalia Monthly Meeting, Morgantown, West Virginia, and Buckhannon Preparative Meeting, Elkins, West Virginia, transferred their memberships from Lake Erie Yearly Meeting to Baltimore Yearly Meeting, Friends welcomed those present with great joy (YM, p91, #31).
- 2011** Friends have been working on a Visioning Statement for Baltimore Yearly Meeting for some time. The statement was presented and approved. It was also approved to lay down the ad hoc committee (YM, p91, #50).
- 2011** The Miles White Beneficial Society was accepted as a supporting organization of Baltimore Yearly Meeting (YM, p96, #72).
- 2012** The Indian Affairs Committee brought forth a minute repudiating the Doctrine of Discovery. This was approved. (YM, p91, #43).
- 2012** There was approval for replacing the Educational Loan Program with an Educational Grants Program. The Educational Loan Committee was renamed the Educational Grants Committee. (IM, p46, #30).
- 2012** There was approval that Mattaponi Preparative Meeting become a full Monthly Meeting (YM, p74, #10).
- 2012** There was approval that Shepherdstown Preparative Meeting become a full Monthly Meeting (YM, p74, #11).
- 2013** There was approval for creating the Working Group on Israel-Palestine under the care of the Peace and Social Concerns Committee. (IM, p88, #34).

- 2013** There was approval for creating the Intervisitation Working Group under the care of the Ministry and Pastoral Care Committee. (IM, p89, #38).
- 2013** There was approval for creating a Youth Safety Policy Working Group under the care of the Trustees of Baltimore Yearly Meeting. (IM, p89, #39).
- 2013** After deep discernment, proposed changes to *Faith and Practice* were not accepted. (YM, p137, #56).
- 2014** The Ministry and Pastoral Care Committee brought forth a minute on inclusion. This was approved. (YM, p98, #42).
- 2014** The Working Group on Racism brought forth a minute on punishment of offenders. This was approved. (YM, p99, #46).
- 2015** There was approval for creating the Camp Diversity Working Group under the care of the Camping Program Committee. (IM, p16, #56).
- 2015** There was approval for creating the Internet Communications Working Group under the care of the Advancement and Outreach Committee. (IM, p55, #3).
- 2015** There was approval for affiliating the Yearly Meeting with the Maryland Alliance for Justice Reform. (IM, p56, #10).
- 2015** There was approval for creating the Working Group on Right Relationship with Animals under the care of the Unity with Nature Committee. (IM, p83, #23).
- 2015** The resignation of Robert "Riley" Robinson as the General Secretary of Baltimore Yearly Meeting was announced. (IM, p85, #30).
- 2015** There was approval for creating the ad hoc Healthy Organization and Purposeful Evolution Committee. (IM, p86, #32).
- 2015** There was approval for creating the ad hoc Growing Diverse Leadership Evolution Committee. (YM, p150, #78).
- 2015** Robert J. "Bob" Rhudy was introduced as the Interim General Secretary. (YM, p125, #21).
- 2016** The Camp Diversity Working Group was renamed the Strengthening Transformative Relationships in Diverse Environments (STRIDE) Working Group. (IM, p47, #10).
- 2016** There was approval for a Minute in Support of Freedom of Religion in a time of growing violence and intolerance. (IM, p49, #20).

**2016** The ad hoc General Secretary Search Committee recommended Edward "Ned" Stowe to be the new General Secretary of Baltimore Yearly Meeting. This was approved (IM, p69, #28).

**2016** The ad hoc Healthy Organization and Purposeful Evolution Committee presented it report. (YM, p101, #23).

**2016** There was approval for a request from the Unity with Nature Committee that Friends and Meetings make efforts to determine their carbon footprints. (YM, p109, #42)

**2016** There was approval of changes to the by-laws of Friends House. (YM, p113, #88).

**2016** There was approval of a revision to the Vision Statement. (YM, p121, #79).

## 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, Clear Brook, Virginia 22624.

**From I-81:** Take exit 321 (Clear Brook). 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.



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# ***MANUAL OF PROCEDURE***

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

**UPDATED THROUGH AUGUST 2016**

## **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 describing the current organizational structure of the Yearly Meeting, its officers and committees, and its relations to other Friends' bodies. Changes that alter the meaning of this manual (substantive changes), are approved by Yearly Meeting in Session as described in article XI of this Manual.

This Manual 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 appoints officers and committees necessary to carry out its concerns effectively. The constitution and duties of the usual committees are provided for in this Manual, but nothing stated below is to be construed as requiring the Yearly Meeting to continue any committee beyond the period of its usefulness or as forbidding the establishment of other organs.

### SESSIONS

The Yearly Meeting meets at least once a year, at an appointed time and place and for a stated length of time.

### FUNCTIONS

The functions of the Yearly Meeting are:

- to hear reports from Quarterly Meetings, Monthly Meetings, and the organs established by the Yearly Meeting, and to take action upon these as appropriate.
- to consider and to implement as proper the concerns of groups or of individual Friends.
- to nurture an atmosphere within the Society conducive to the strengthening of the spiritual life of Friends and of the Quarterly and Monthly Meetings, and to the wider dissemination of the principles and testimonies of the Religious Society of Friends.
- to receive and to dispatch epistles from and to other groups of Friends, to accept the minutes of visiting Friends, and to prepare or endorse minutes for its mem-

- bers 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 and the Supervisory Committee.

The Assistant Treasurer is expected to become familiar with the procedures of the Treasurer, assist the Treasurer and, whenever the Treasurer is unable to serve, serve as Treasurer. The Assistant Treasurer attends Interim Meeting.

## **TRUSTEES**

The Trustees, like other committees of the Meeting, are selected by the Meeting and are expected to act for the whole Meeting in carrying out their responsibilities under the law. Thus, while Trustees must be conscious of their fiduciary obligation to preserve the assets of the Meeting, they must also be continuously sensitive to the spirit of the Meeting and its wish to fulfill the social testimonies of the Society of Friends. The Meeting, in turn, should be sensitive to the legal responsibilities of trustees which can, in certain circumstances, make them personally liable for actions taken in the name of the Meeting.

*Faith and Practice*, 1988, III B, 4b

Trustees and other financial officers should seek to be as responsive as possible, within the limits of legally imposed restrictions, to the considered judgment of the whole Meeting on matters of policy.

*Faith and Practice*, 1988, Appendix I, 2b

The Yearly Meeting appoints generally nine (but no fewer than four) Trustees in accordance with its corporate charter. Each Trustee shall be a member of a constituent Monthly Meeting. 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 books and records in accordance with Yearly Meeting policy, and receive and review the auditor's report (currently, an audit is done annually). To accomplish this, the Trustees meet at least annually and report annually to the Yearly Meeting.

Baltimore Yearly Meeting has adopted policies that govern the Trustees. These policies include the Whistle Blower (Appendix B), 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.
- to appoint from the floor a Naming Committee of two Friends to nominate Friends for appointment to fill the vacancies on the Search Committee.
- to fill vacancies among Yearly Meeting or Interim Meeting officers, or on the Supervisory Committee or the Nominating Committee, when such occur between sessions of the Yearly Meeting.
- to conduct necessary correspondence in the name of the Yearly Meeting between sessions.
- to make sure that adjustments are made in the number of trustees of any corporation to comply with legal requirements.
- to re-examine the function and structure of any Yearly Meeting committee when necessary and make appropriate recommendations to the Yearly Meeting to enable the committee to carry out the concerns placed upon it.
- to consider proposed changes in the Manual of Procedure, report on its actions to

those who initiated the proposal, and forward changes to the Yearly Meeting as approved.

- to carry out such other responsibilities as the Yearly Meeting may refer to it.

The Naming Committee is appointed on Spring Yearly Meeting Day, and served for one year or until a new Committee is appointed. The Naming Committee usually presents its recommendations to Interim Meeting on Summer Yearly Meeting Day. At any time the Naming Committee may present to Interim Meeting nominations to fill vacancies on the Search Committee that occur during the year.

## **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 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 and working groups are listed in the 2012 Yearbook on page 143-144.

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 is responsible for the dissemination of useful information about Baltimore Yearly Meeting, its local Meetings, and the Religious Society of Friends. This information is available from the Yearly Meeting website and other Yearly Meeting publications.”

The Committee names one of its members to serve on the Sue Thomas Turner Quaker Education Fund Committee for a two-year term.

The Internet Communications Working Group is under Advancement and Outreach’s care.

## **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.

The Strengthening Transformative Relationships in Diverse Environments (STRIDE) Working Group (previously the Camp Diversity Working Group) is under the Camping Program Committee's care.

### **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 fund-raising plans. It is charged with the creation and subsequent oversight of a comprehensive development plan for Baltimore Yearly Meeting that clarifies the role of Monthly Meeting apportionment; an annual giving program; development policies that address the acceptance and handling of both restricted and unrestricted contributions; and the appropriate uses of Yearly Meeting and Monthly Meeting communication avenues.

The Committee also reviews requests for exceptional, one-time release of the Yearly Meeting mailing list for purposes of financial solicitation and, if it approves, forwards such requests to the next Interim Meeting or Annual Session for final consideration. (Excepted from the Yearly Meeting's policy restricting such use of the mailing list, and thus from Development Committee review, are the affiliated Quaker organizations Friends General Conference, Friends United Meeting, and Friends World Committee for Consultation).

The Committee guides, supports, and assists the Development Director in the following ways: researching for the Yearly Meeting potential sources of financial support, including individuals and Monthly Meetings; cultivating and requesting support from major donors, including individuals, foundations, and other organizations; establishing regular contact with individuals and Monthly Meetings to promote increased giving to Yearly Meeting; creating curricula for supporting Monthly Meetings in their own fund-raising efforts; and promoting efforts to secure bequests and other deferred gifts. The Committee maintains appropriate consultation with the General Secretary and Supervisory Committee about shared supervision and personnel matters. If there is no Development Director, the Committee undertakes these duties, and others ascribed to that position, as needed.

The Development Committee has oversight of fund-raising efforts that other Yearly Meeting committees may initiate. It assists in the planning and implementation of such efforts and ensures that any fund-raising effort is consistent with the overall development plan. The Committee consults with Stewardship and Finance, Camping Program, Camp Property Management, and Youth Programs Committees on a regular basis to discuss the budgetary process and to promote giving. The Development Committee consults with Trustees for guidance on legal and Yearly Meeting policy issues.

### **EDUCATIONAL GRANTS COMMITTEE**

The Educational Grants Committee is composed of at least six members nominated by the Nominating Committee and appointed by the Yearly Meeting. The purpose of this committee is to help Friends pursue education by providing grants, which may be applied

to undergraduate attendance at accredited post-secondary educational institutions such as universities, colleges, professional, and vocational schools, either full or part-time. Monies and income from the Educational Fund, the Education Endowment Income Fund, and the Fair Hill/Greist Fund, and such other funds as the Yearly Meeting deems appropriate are used to provide post-secondary grants.

Grants are awarded on the basis of financial need and the Committee's assessment of an applicant's statement of purpose, including consistency with Friends testimonies. The application process is expected to include comments on the applicant's involvement in the Monthly Meeting and any information that would be helpful in making a decision.

The Committee performs its work according to a policy statement approved by the Yearly Meeting.

Baltimore Yearly Meeting does not make loans to students.

The Committee meets in April to evaluate applications and award grants, and on other mutually convenient dates to discuss other business. The Educational Grants Committee reports to the Yearly Meeting at least once a year on the state of the funds, grants made, and any other business conducted.

### **FAITH AND PRACTICE REVISION COMMITTEE**

**\*ed. note: The charge to the *Faith and Practice* Revision Committee is under review.**

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 main-

tains a current list of all recorded ministers within the Yearly Meeting.

The following working groups are under the care of Ministry and Pastoral Care:

- Intervisitation Working Group
- Spiritual Formation Program Working Group
- Women's Retreat Working Group
- Working group on Racism

## **NOMINATING COMMITTEE**

The Nominating Committee is composed of 12 persons, with at least one from each Quarterly Meeting. One-third of the Committee is nominated each year by the Interim Meeting for appointment by the Yearly Meeting. Quarterly Meetings may suggest the names of suitable persons from their membership to serve on the Nominating Committee.

The Committee recommends to the Yearly Meeting in session the names of persons to serve on committees and in other offices for which no other means of nomination has been herein provided. Unless otherwise specified, a three-year term is suggested for all committee members, one-third of the membership of a committee being appointed each year to serve from the close of the Yearly Meeting session at which they were appointed. Persons may be appointed to an office or committee for no more than six consecutive years, unless longer terms are specified.

Nominations may arise in the Nominating Committee, or may be suggested to the Committee by Quarterly or Monthly Meetings, by clerks or members of established committees, or by any member of the Yearly Meeting. Normally, persons eligible for nomination are members of Baltimore Yearly Meeting. However, the Nominating Committee may nominate Friends from other Yearly Meetings who are sojourning among us. On the recommendation of a Monthly Meeting, the Committee may nominate an active attender, except that appointments to other Friends organizations must be limited to members of the Society of Friends if the applicable bylaws so specify.

In general, committees charged with a nominating function do not nominate any of their own members; Friends serve the Yearly Meeting on no more than one standing committee at a time. However, the nomination of a particularly well qualified Friend as a representative to an outside body or as a member of an ad hoc committee, after the Nominating Committee has given due consideration to other qualified Friends is permitted. Nothing in this Manual is to be interpreted as barring any Friend from serving in a specific capacity when special circumstances warrant.

Friends appointed to the Nominating Committee may complete a term already being served on another Committee; and a Nominating Committee member may be nominated for service on another committee immediately on rotation off the Nominating Committee.

In order for the business and concerns of the Yearly Meeting to be effectively carried forward, it is desirable for committees to be representative of various age groups and interests and for Friends to become acquainted with various aspects of Yearly Meeting affairs. It is

the duty of the Nominating Committee to evaluate the qualifications of Friends for committee service and to endeavor to be informed about the functioning of Yearly Meeting Committees, in order to ascertain at what point a committee assignment or a change of assignment might benefit a Friend, the Yearly Meeting, or both.

## **PEACE AND SOCIAL CONCERNS COMMITTEE**

The Peace and Social Concerns Committee consists of approximately 12 members nominated by the Nominating Committee and appointed by the Yearly Meeting.

The Committee recognizes that an enduring peace requires social justice, and that the two are inextricably bound together. Friends' concerns for nonviolence in international affairs and in the alleviation of situations of tension in society are translated into education and action programs of the Yearly Meeting. The Committee stimulates and coordinates activities of Monthly Meeting Peace and Social Concerns Committees regarding those issues that affect the fabric of society and on which Quaker testimonies can be brought to bear. It serves as a resource to Baltimore Yearly Meeting and its constituent Meetings, gathering and disseminating information.

The Committee also works with Monthly Meetings to address these concerns. It may also bring to the attention of the Yearly Meeting other international and domestic concerns that affect relationships between the economically developed and less-developed countries or the relationship between people with greatly different economic means wherever they may live.

Friends are encouraged to record their personal statements of pacifism by sending signed and dated statements to their Monthly Meetings and to the Yearly Meeting. The names of all persons filing such statements are to be listed in the Yearbook published following receipt of the documents.

The Peace and Social Concerns Committee acts as the conscience of the Yearly Meeting in issues relating to prison concerns and the death penalty. The committee recommends to Nominating, as appropriate, one person to be approved by the Board of Directors of Prisoner Visitation and Support for a three-year, once renewable term. The Board meets in Philadelphia two or three times a year.

As appropriate, Peace and Social Concerns recommends to Nominating 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.

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.

## **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 account-

ing methods used and the adequacy of the financial reports given by the Treasurer, and it makes adequate provision for preservation of all assets of the Yearly Meeting not specifically managed by the Trustees.

This Committee is also expected to keep all Monthly Meetings informed of the financial needs of the Yearly Meeting and aware of their responsibility to support adequately the activities of the Religious Society of Friends, including any special appeals from Friends General Conference and Friends United Meeting.

The Clerk or another member of the Stewardship and Finance Committee serves as a member of the Camp Property Management Committee. The Clerk or another member of the Stewardship and Finance Committee serves as a member of the Development Committee.

## **SUE THOMAS TURNER QUAKER EDUCATION FUND COMMITTEE**

The Sue Thomas Turner Quaker Education Fund Committee consists of one member appointed by the Advancement and Outreach Committee and one appointed by the Religious Education Committee. Such appointments are for two-year terms. Members may not serve for more than six consecutive years. Other members may be co-opted as appropriate. In addition, Rosalind Turner Zuses will serve as convener without a term limit until such time as she is unable or unwilling to continue.

The Fund was established in Baltimore Yearly Meeting in 1996 by Howard and Rosalind Turner Zuses in recognition of Sue Thomas Turner's long support of Quaker education and Quaker values in public education. Its purpose is to support the understanding and practice of Quaker faith in schools and to support the growth of a life lived in the Spirit by members of the school communities. School community members include students, faculty, staff, administration, trustees, and parents. The Fund is targeted for, but not limited to, Friends schools under the care of a Friends Meeting.

The Fund is intended to be used for materials, lectures and consultants, workshops and retreats, and programs and activities which help to explain Quaker faith and practice to members of the school communities, to be brought into the schools for individuals or groups from the school communities to attend workshops, classes or retreats on Quaker faith and practice and spiritual development, and for the creation and distribution of materials related to these issues by members of the school communities. The Fund would be limited to uses which are in addition to those already funded by a school or committee budget, or to augment funds to enable a use which exceeds ordinary funding.

Applications from schools, meetings, committees, Friends agencies, or individuals for a specific project must be received by March 1. In general, the Committee meets once a year, usually at Spring Interim Meeting Day. The amount of money distributed is a percentage, adjusted as the Committee determines is appropriate, of the value of the Fund at the time of distribution.



## **UNITY WITH NATURE COMMITTEE**

The Unity with Nature Committee consists of approximately 12 persons nominated by the Nominating Committee and appointed by the Yearly Meeting. Monthly Meetings not represented on the Committee are invited to select representatives to the Committee.

Recognizing that the entire world is an interconnected manifestation of God, the Unity with Nature Committee seeks to work into the beliefs and practices of the Yearly Meeting the twin principles that God's Creation is to be respected, protected, and held in reverence, and that human aspirations for peace and justice depend upon restoring the Earth's ecological integrity. The Committee promotes these principles by example, by communication, and by providing spiritual and material support to those engaged in transforming our relationship with the Earth. It serves as a resource for Unity with Nature concerns and activities of individuals and of Monthly Meetings.

As appropriate, the Unity with Nature Committee recommends one person as a representative and one person as an alternative representative to the Nominating Committee for a three-year, once renewable appointment by the Yearly Meeting to the Steering Committee of Quaker Earthcare Witness. Unity with Nature recommends to Nominating one person for a three-year, once renewable appointment by the Yearly Meeting, to serve on the Board of Directors of the Friends Wilderness Center.

The Right Relationship with Animals Working Group is under Unity with Nature's care.

## **YOUTH PROGRAMS COMMITTEE**

The Youth Program Committee consists of 16 adults nominated by the Nominating Committee and appointed by the Yearly Meeting, as well as the Youth Programs Manager, the Young Friends Clerks, and Young Friends appointed by the Young Friends Business Meeting.

The Committee will review and remain familiar with the content of the Youth Safety Policy (Appendix D) in order to ensure that the practices of the Committee reflect the guidelines adopted to promote the safety of our youth and youth workers. The Committee will provide any necessary staff and volunteer training and will ensure that programs and events are carried 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 inter-

ested 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 15 Yearly Meetings and 12 Monthly Meetings as of 2015. Its coordinating body is its Central Committee, to which member groups make appointments in proportion to the number of persons in their fellowship.

Central Committee members are expected to participate in one long weekend annually, and to serve on one of the program or administrative committees. This may involve several other meetings annually. In addition they are expected to communicate to Friends General Conference the needs and hopes of their parent bodies, and to interpret to their own groups the needs and programs of Friends General Conference.

All Friends are encouraged to attend the annual week-long Friends General Conference Gathering of Friends each summer. Information about FGC resources 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 was formed in 1902 as the Five Years Meeting of Friends, changing its name to Friends United Meeting in 1960. As of 2015, it is composed of 12 North American Yearly Meetings, and 22 Yearly Meetings from the Caribbean, East Africa, and the Middle East. It meets triennially and publishes a complete record of its proceedings. It has jurisdiction over matters delegated to it by the constituent Yearly Meetings. Friends United Meeting may provide Yearly Meetings with advice and counsel.

Each Yearly Meeting in Friends United Meeting is entitled to appoint five representatives to the Triennial Sessions, plus one additional representative for each 1,000 members or major fraction thereof. (According to FUM procedures, if an appointed representative does not attend the Triennial, those representatives present may select a replacement representative from those members of Baltimore Yearly Meeting attending the Triennial. This is to be reported to the Yearly Meeting in session.) Representatives form the Representative Body. Major matters and proposals are considered by the Representative Body and the plenary sessions. Routine procedural matters may be acted upon by the Representative Body and reported to the Plenary Session which reserves the right to approve, disapprove, or reconsider.

At the time representatives are nominated, each Yearly Meeting names one of its representatives to serve on the Triennial Nominating Committee and another to serve on the Triennial New Business Committee. Baltimore Yearly Meeting's representatives, including those persons named to the General Board, serve also for the three years following the Triennial sessions to which they were appointed as a support group for the relationship between Baltimore Yearly Meeting and Friends United Meeting.

Between Triennial Sessions, the General Board is the responsible body and legal representative of Friends United Meeting. Each Yearly Meeting makes appointments to the General Board during the year preceding the Triennial Sessions. The formula for determining the number of appointments is: membership of 3,000 or less, maximum of 2 appointees; 3,001 to 10,000, maximum of 3 appointees; 10,001 and over, maximum of 4 appointees. One of the General Board members is designated to serve on the General Board Nominating Committee.

The General Board has four regular administrative Committees: Executive Committee, Finance Committee, Nominating Committee, and Program Coordinating and Priorities Committee. The Nominating Committee of the General Board includes one appointee from each Yearly Meeting, designated by the Yearly Meeting, from among those who are its General Board representatives. The General Board also appoints from its members such program committees as are necessary to give continuity and support to the work of Friends United

Meeting. Every member of the General Board serves on at least one of its committees.

Practice has been for each Yearly Meeting to name one representative to the Triennial Planning Committee for the upcoming Triennial.

Yearly Meetings contribute to a travel pool, administered by the General Board, to cover expenses of the designated number of representatives traveling to and from the Triennial sessions.

All Friends are encouraged to attend the Friends United Meeting Triennial sessions. Information about Friends United Meeting resources 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.**

**ed. note: The governance of Friends House, Inc. is under review**

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 MEETING SCHOOL, INC.**

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

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

Friends Meeting School was formerly under the spiritual care of Seneca Valley Prepara-

tive Meeting and in 2009 also came under the spiritual care of Baltimore Yearly Meeting. Seneca Valley Preparative Meeting was laid down in 2013. The “spiritual care of Friends Meeting School” involves everyone associated with the school—including all of Baltimore Yearly Meeting, the teachers, staff, parents, alumni, and even the students themselves—caring for the school in the same manner as Isaac Pennington defined a Friends community nearly 350 years ago: “our life is love, and peace, and tenderness; and bearing one with another, and forgiving one another, and not laying accusations one against another; but praying one for another, and helping one another up with a tender hand” (1667).

### **FRIENDS NURSING HOME, INC.**

**ed. note: The governance of Friends Nursing Home, Inc. is under review**

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 Nominating, as appropriate, one person to be approved by the Board of Directors of Prisoner Visitation and Support for a three-year, once renewable term. The Board meets in Philadelphia two or three times a year.

## **QUAKER EARTHCARE WITNESS**

The Quaker Earthcare Witness is an organization of North American Quakers seeking ways to integrate their concern for environment with Friends long-standing testimonies for simplicity, peace and equality. It has a policy-making 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.

## **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*. For “Important Minutes” from prior years, please see the Draft 2013 *Faith & Practice*, pages 241-55 at <http://www.bym-rsf.org/publications/fandp/>.

## **XI. CHANGES IN THE MANUAL OF PROCEDURE**

Changes in the Manual of Procedure may be initiated by Interim Meeting or by any member or any committee of the Yearly Meeting. Ideally, the proposal is first presented in writing to the Interim Meeting. The Interim Meeting will consider the proposal at its next meeting. If considered appropriate as presented or revised, the proposal will be forwarded to the Yearly Meeting at its next session, except that changes presented by the Manual of Procedure Committee implementing a policy adopted at the last Annual Session do not have to be forwarded. Where substantive changes have been made (that is, changes that alter the meaning of the Manual, for example, adding a new committee or laying down an existing one), the changes are forwarded. The Yearly Meeting in session receives proposed changes and may approve, reject, postpone, or return the proposed change to the Interim Meeting for further consideration. In any case, a written report of the action of the Interim Meeting is to be sent to those initiating the item, who may then, if so led, take the matter directly to a Yearly Meeting session.

The Manual of Procedure Committee incorporates into the Manual changes in procedure adopted by the Yearly Meeting and recommends changes in procedure deemed useful to the Yearly Meeting. When proposing changes, Yearly Meeting members or committees may find it helpful to work with the Manual of Procedure Committee. In the interest of accuracy and clarity, the Manual of Procedure Committee may copy-edit the *Manual of Procedure*.

## **XII. APPENDICES**

### **APPENDIX A**

#### **ARTICLES OF CONSOLIDATION**

Baltimore Yearly Meeting of Friends, Stony Run  
Baltimore Yearly Meeting of Friends (Orthodox)

First: Baltimore Yearly Meeting of Friends, Stony Run, and Baltimore Yearly Meeting of Friends (Orthodox) agree that such corporations shall consolidate and thereby form a new corporation. The terms and conditions of the consolidation and the mode of carrying the same into effect are hereby set forth in these Articles of Consolidation.

Second: The new corporation shall be formed under the laws of the State of Maryland.

Third: The consolidating corporations are Baltimore Yearly Meeting of Friends, Stony Run, and Baltimore Yearly Meeting of Friends (Orthodox) both of which are corporations organized and existing under the laws of the State of Maryland.

Fourth: The matters and facts required to be stated in Articles of Incorporation other than provisions with respect to incorporators are:

1. The name of the corporation is: Baltimore Yearly Meeting of the Religious Society of Friends.
2. Baltimore Yearly Meeting of the Religious Society of Friends is composed of the members of Monthly Meetings formerly affiliated with Baltimore Yearly Meeting of Friends,

Stony Run, and Baltimore Yearly Meeting (Orthodox) (sometimes through intermediate bodies such as Quarterly Meetings) together with all those persons who may hereafter become members thereof, located in Maryland, Pennsylvania, Virginia, the District of Columbia and other adjacent areas.

3. The purposes for which the corporation is formed are:

- (A) To continue without interruption the work of Baltimore Yearly Meeting of Friends, Stony Run, and Baltimore Yearly Meeting of Friends (Orthodox) and to have all their powers, duties, and obligations.
- (B) To promote the religious interests and welfare of its members and its constituent Monthly Meetings, together with the boards, committees, institutions and instrumentalities affiliated with the Religious Society of Friends, as well as to maintain relations with other religious fellowships to the end that mutual understanding and cooperation may be advanced.
- (C) To acquire by purchase, gift, devise, bequest, or otherwise, and to own, invest, reinvest, or dispose of property, both real and personal, for such religious, educational, philanthropic and other related work as the Yearly Meeting may undertake; to purchase, own, receive, sell, assign, care for, rent, lease, mortgage, or otherwise encumber, sell, assign, transfer and convey such property for the general purposes of the Yearly Meeting; to receive and hold in trust both real and personal property for Monthly or Quarterly Meetings, boards, institutions and instrumentalities of the Religious Society of Friends, or agencies affiliated with the Religious Society of Friends and to invest and reinvest the same; and to make any contracts for promoting the objects and purposes of the Yearly Meeting.
- (D) In general to exercise any, all and every power which has heretofore been exercised by Baltimore Yearly Meeting of Friends, Stony Run, and by Baltimore Yearly Meeting of Friends (Orthodox) and which any non-profit religious and charitable corporation can be authorized to exercise, but no other power.

4. The post office address of the principal office of the corporation in Maryland is 5116 North Charles Street, Baltimore, Maryland 21210. The name of the Resident Agent of the corporation in Maryland is Theodore H. Mattheiss and the post office address of the Resident Agent is 5116 North Charles Street, Baltimore, Maryland 21210. Said Resident Agent is a citizen of the State of Maryland and actually resides therein.

5. The membership of the corporation entitled to participate in its activities and meetings shall consist of the members of the Monthly Meeting congregations affiliated with the Yearly Meeting.

6. The number of the Trustees of the corporation shall be nine (9), which number may be increased or decreased pursuant to a "Manual of Procedure for Baltimore Yearly Meeting of the Religious Society of Friends," but shall never be less than four (4). The names of the Trustees who shall act initially until their successors are chosen and qualify are: James D. Peacock, William J. Evans, F. Hooper Bond.

7. The Yearly Meeting shall not be authorized to issue capital stock.

8. The duration of the corporation shall be perpetual.

Fifth: (A) The principal offices of Baltimore Yearly Meeting of Friends, Stony Run, and Baltimore Yearly Meeting of Friends (Orthodox) are both located in the City of Baltimore, State of Maryland.

(B) Baltimore Yearly Meeting of Friends, Stony Run, owns real property in Frederick County and Cecil County in the State of Maryland, the title to which could be affected by the recording

of an instrument among the land record.

(C) Baltimore Yearly Meeting of Friends (Orthodox) owns no real property in the State of Maryland, title to which could be affected by the recording of an instrument among the land records.

Sixth: These Articles of Consolidation were advised by the Executive Committee of Baltimore Yearly Meeting of Friends, Stony Run, and by the Executive Council of Baltimore Yearly Meeting of Friends (Orthodox) on April 1, 1967 by the adoption of a Minute declaring that the proposed consolidation provided herein was advisable substantially upon the terms and provisions set forth in these Articles of Consolidation and directing that the proposed Articles of Consolidation be submitted for action thereon at the regular annual sessions of the respective Yearly Meetings. Thereafter these Articles of Consolidation were approved by the respective regular annual sessions of the Baltimore Yearly Meeting of Friends, Stony Run, and Baltimore Yearly Meeting of Friends (Orthodox) according to the manner of Friends, without dissent, at said sessions both of which were held on Saturday, August 5th, at 2:00 P.M. as provided by the Laws of Maryland and the Charters of the respective corporations.

Seventh: Both Baltimore Yearly Meeting of Friends, Stony Run, and Baltimore Yearly Meeting of Friends (Orthodox) agree to execute, deliver and file any and all instruments or documents necessary or appropriate to accomplish the objective above stated.

IN WITNESS WHEREOF, Baltimore Yearly Meeting of Friends, Stony Run, and Baltimore Yearly Meeting of Friends (Orthodox) have caused these Articles of Consolidation to be signed in their respective corporate names and on their behalf by their respective officers and their respective corporate seals to be hereunto affixed and attested as of this fifth day of August, 1967.

Attest: BALTIMORE YEARLY MEETING OF FRIENDS, STONY RUN

Mary S. Farquhar  
Recording Clerk

Harry S. Scott, Jr.  
Presiding Clerk

Attest: BALTIMORE YEARLY MEETING OF FRIENDS (ORTHODOX)

Lucy G. Wellons  
Recording Clerk

Alfred H. Mikesell  
Acting Alternate Presiding Clerk

## **REVISIONS TO THE ARTICLES OF CONSOLIDATION**

Approved by Baltimore Yearly Meeting Representative Meeting, October 28, 1995 (R95-57)

Recorded: Department of Assessments and Taxation of the State of Maryland, December 4, 1995

Fourth:

2. "Baltimore Yearly Meeting of the Religious Society of Friends is composed of the members of Monthly Meetings located in Maryland, Pennsylvania, Virginia, the District of Columbia and other adjacent areas formerly affiliated with Baltimore Yearly Meeting of Friends, Stony Run, and Baltimore Yearly Meeting (Orthodox), together with all those persons who may hereafter become members of existing or newly created Monthly Meetings."

3. (B) First sentence. "The corporation is organized exclusively to promote the religious, charitable, and educational interests of its members and its constituent Monthly Meetings, together with the boards, committees, institutions and instrumentalities affiliated with the Religious Society of Friends."

Sentence added: "For the above purposes the corporation may make distributions to organizations under Section 501(c)(3) of the Internal Revenue Code (or the corresponding sec-

tion 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 follow-

ing 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 D.1** for a copy of the application for use with all youth staff and camp staff, BYM staff, and JYM volunteers) Applicants with experience in one or more Quaker programs are encouraged to obtain one of their references from someone associated with that program, or from their Monthly Meeting. This shall not be a requirement.

Access to the completed application forms will be available to those reviewing the application, and to relevant BYM staff and committee clerks.

#### **b. Applicant Interview:**

Upon review of the applications, a personal interview will be conducted with all selected applicants to consider their suitability. The Camp Directors conduct interviews for the camp staff; the Junior Yearly Meeting committee clerks interview possible volunteer staff for JYM; and the Friendly Adult Presence (FAP) subcommittee interviews possible staff for BYM Young Friends and Junior Young Friends programs. Procedures for conducting and documenting the interview or training process will be determined by the particular youth program. Any concerns raised during the interview process 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 D.1** for Authorization & Release and Information forms.) A failure to disclose a criminal conviction on the background authorization form and/or declining to sign the authorization form will be a basis for prohibiting the individual from working with children or acting in a support capacity in our youth programs. An applicant will be provided with the opportunity to explain any extenuating circumstances regarding criminal convictions on the application.

Conviction of a crime does not 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 whereabouts 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 D.2** for pertinent laws regarding child abuse for each of these jurisdictions.) Notwithstanding these various definitions, child abuse, neglect or sexual abuse generally include, but are not limited to the following:

- Any treatment, action or behavior or lack thereof to a child by any adult or other child that is not accidental, and that causes physical, sexual or emotional harm or injury to that child. This includes actions or behaviors that are direct as well as indirect 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 through writing, phone calls, texting, instant messaging, via any form of social media or any other form of communication or interaction.

- Any action or failure to act that deprives a child of essential needs, such as adequate food, water, shelter, or medical care, by a caregiver who bears responsibility for providing such.

If an individual suspects abuse or neglect of a child participating in any BYM program, whether the abuse is suspected to have occurred in the youth program or elsewhere, s/he will immediately notify 1) the 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 D.3** 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 D.3** 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 D.2** 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 Super-

visory 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.4** for Acknowledgement form for Youth Workers to sign and submit upon receipt and/or training on this Policy.) Additionally, BYM will strive to provide opportunities for additional training classes or events on a regular basis. All persons working with youth are expected to attend training regarding youth safety.

### **Policy Revisions**

The Youth Safety Policy Working Group will meet at least once per year to review this Youth Safety Policy and will bring proposed revisions of this Policy to Interim Meeting or Annual Session as needed.



**YOUTH SAFETY APPENDIX D.1**  
**Baltimore Yearly Meeting of the Religious Society of Friends**  
**CRIMINAL RECORDS & REFERENCE CHECKS**  
**Authorization & Release**

Baltimore Yearly Meeting (BYM) requires a criminal records check as well as employer and personal reference checks for those who wish to work with youth or in a support capacity with youth pursuant to BYM's Youth Safety Policy and State law.

- I authorize BYM and its affiliates to perform a criminal background check on me.
- I authorize the release 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)

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**CRIMINAL RECORDS CHECK – Applicant Information**  
**Baltimore Yearly Meeting of The Religious Society of Friends**

The information below is needed to conduct this records check. Responses to the demographic questions are for background check purposes only and will have no bearing on hiring decisions.

Full Name: \_\_\_\_\_  
Last First Middle Maiden

Gender: Male \_\_\_\_\_ Female \_\_\_\_\_

Race: White \_\_\_\_\_ Black \_\_\_\_\_ American Indian \_\_\_\_\_ Asian/Pac.Islander \_\_\_\_\_  
Hispanic \_\_\_\_\_ Bi-racial/Other \_\_\_\_\_

Date of Birth: \_\_\_\_\_/\_\_\_\_\_/\_\_\_\_\_  
Year Month Day

Social Security Number: \_\_\_\_\_

Current Address: \_\_\_\_\_

Previous Addresses: \_\_\_\_\_

List Other Names Previously Used By You:  
\_\_\_\_\_

Have you ever been convicted of a crime? Yes \_\_\_\_\_ No \_\_\_\_\_

Do you have any legal charges pending against you? Yes \_\_\_\_\_ No \_\_\_\_\_

If yes in either case, offer explanations regarding convictions or charges pending:  
\_\_\_\_\_  
\_\_\_\_\_  
\_\_\_\_\_

I affirm that the information I have provided above is true and complete.

Signature of Applicant: \_\_\_\_\_

Date: \_\_\_\_\_

## YOUTH SAFETY APPENDIX D.2

### Pertinent Laws Regarding Child Abuse for

### Maryland, Virginia, West Virginia, Pennsylvania, and the District of Columbia

#### Maryland Child Abuse and Related Laws

Child Abuse: In Maryland Code, child abuse laws can be found both in the Family Law Article at Sections 5-701ff 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 known 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 D.3**

#### **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.4

### Acknowledgement Form

#### ACKNOWLEDGEMENT

- I have received a copy of Baltimore Yearly Meeting’s Youth Safety Policy.
- I have read and understand the contents of this Policy.
- I have participated or will participate in training regarding this policy.
- I understand that it is Baltimore Yearly Meeting’s policy that if I have a suspicion of child abuse, I will immediately do the following:
  - Inform the Program Manager for the program which I am involved in at the time my suspicion arises; AND
  - Report the suspected abuse verbally to the department of social services or the police for the geographic location in which the suspected abuse occurred; AND
  - Follow up with a written report to the civil authorities within 24 – 48 hours of the verbal report.
  
- I agree to comply with the policies set forth in this Youth Safety Policy.

\_\_\_\_\_  
Signature

\_\_\_\_\_  
Date

\_\_\_\_\_  
Printed Name

## APPENDIX E

### GUIDELINES FOR EMBRACING THE MINISTRY OF FRIENDS

Approved October 19, 2013

#### Background

These guidelines offer information to Friends who may ask to have a ministry embraced by their Monthly Meeting and/or Baltimore Yearly Meeting (BYM). A summary of the steps to be followed appears on pages \_\_\_\_.

The term “embracing” is defined as “taking or receiving gladly or eagerly.” In these guidelines “embraced” and/or “embracing” mean affirmation and support provided by BYM to Friends; and, as a “minister” is defined as a “servant,” “ministry” may be defined as “service.”

The Committee on Nurture and Recognition of Ministry (CNRM) chose the term “embraced” at the March 1999 Representative Meeting, and was reaffirmed in a retreat for members of CNRM and the BYM Ministry and Counsel Committee, who met on May 20, 2000 to revise these guidelines.

“Embraced” was selected for its positive connotations. The Committees also felt the term “embraced” is less likely to be misinterpreted, as such terms as “affirmed,” “recorded,” and “recognized” that have a history of use by Friends in other contexts might be. Beyond the immediate condition of having one’s specific ministry embraced for a specific period, the term “embraced ministry” confers no special or lasting status.



In 2001, the Committee on Nurture and Recognition of Ministry was merged with the Ministry and Counsel Committee to form the Ministry and Pastoral Care Committee (M&PC). In October 2011, M&PC affirmed this understanding of embraced ministry. In 2013 these guidelines were updated.

### **Key role of Monthly Meetings**

Friends seeking to have their ministry embraced should begin with individual discernment, by asking their Monthly Meetings for assistance in describing and understanding their ministry.

Some Monthly Meetings have undertaken to release Friends for particular ministries by providing financial and other support for that ministry. “Released” has traditionally meant, “to be released from external concerns to concentrate on the specifics of the work of the ministry.” Examples of support may include providing housing, transportation, or funds to release a Friend from the need to earn all or part of their support while undertaking a ministry.

### **Embraced ministry**

Friends may seek to have their ministry embraced by BYM. Being so embraced means BYM, at its Annual Session or Interim Meeting:

- 1) Has prayerfully studied and considered the ministry.
- 2) Unites with the ministry and feels that it is led by the Spirit.
- 3) Undertakes to provide care and spiritual accountability through M&PC.
- 4) Undertakes to endorse travel minutes, if needed.
- 5) Undertakes to facilitate awareness of the embraced ministry by making known the Yearly Meeting’s affirmation of the ministry as Spirit-guided work.

BYM’s act of embracing a particular ministry carries with it no expectation the ministry will be supported financially by BYM. However, if the ministry is embraced, it will be considered a program of BYM, under the care of a standing committee (either M&PC or its designated Sponsoring Committee).

Monthly Meetings may have their own guidelines for embracing the ministry of Friends or for releasing Friends to follow a leading. The guidelines and process expressed here specifically addresses ministries seeking to be embraced by BYM.

### **Nature of the ministry to be embraced**

Ministries can involve gifts of speaking, teaching, discerning God’s word, or service, such as healing or peacemaking. If rightly led and ordered, these gifts have as their wellspring God’s Spirit. The test for an embraced ministry is whether a Monthly Meeting and/or BYM concur it is rightly ordered and can unite with it.

The Religious Society of Friends has been described as a “priesthood of all believers” from which the laity, not the ministers, have been eliminated. Among Friends, each and every Friend is called to exercise appropriate ministry. Friends have a long history of discerning and supporting individuals’ ministries.

These guidelines speak to a covenant made with God, and clarified through individual and corporate discernment. At the heart of the covenant is the experience of being called forth to perform God's service, and responding to this call with faith, love, and truth. Prayerful consideration, including both individual and corporate discernment, is required to test whether an individual is rightly led.

### **Discerning and embracing a ministry—overview**

The process of discerning, seasoning, and embracing a ministry may be considered as a sequence of distinct steps. The process includes:

- 1) Individual discernment.
- 2) Corporate discernment: the clearness process.
- 3) The role of BYM and its committees.
- 4) Sponsoring Committee.
- 5) Working Support Committee.

### **Individual discernment**

A Friend's ministry begins with a leading. Friends are urged to study examples of leadings and how they have been tested, from the writings of Friends such as John Woolman and Lucretia Mott. A Friend must seek the still, quiet center and see what the Spirit teaches, and then assess whether and how these actions are in accord with Scripture and the testimonies of Friends.

If the sense of being led to a ministry persists, a Friend may further test the leading through corporate discernment.

### **Corporate discernment: the clearness process**

Corporate discernment regarding a leading or ministry begins when a Friend asks for a Clearness Committee from his or her Monthly Meeting.

The Clearness Committee explores with the Friend what he or she feels called to do, probing to ascertain the spiritual roots of the leading, its depth and clarity, and whether there are considerations that might weigh against pursuing it. Clearness Committee questions might focus on:

- 1) The nature of the Friend's gift.
- 2) The Friend's understanding of what he or she is called to do.
- 3) How the leading fits with Friends testimonies, values, and practices.
- 4) Resources available to the Friend.
- 5) Resources needed to carry out the leading.
- 6) The amount of support likely to be available from the Monthly Meeting, other organizations, host communities, and/or interested individuals.

Historically, the clearness process has often taken years. It is important to take all the time necessary to discern clearly whether the Friend is ready to move forward with the proposed ministry, or whether further seasoning is needed.

If the Clearness Committee feels that the ministry merits the support of the Monthly 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 fund-raising activity within BYM must be coordinated with BYM's Development Committee. The Monthly Meeting should prayerfully consider whether it has the capacity to manage the administration of these financial matters.

### **The role of BYM and its committees**

When a Monthly Meeting asks BYM to embrace the ministry of a particular Friend, BYM should take the following steps:

- 1) Refer the Monthly Meeting's request to M&PC.
- 2) M&PC should ascertain how the proposed ministry expresses Quaker values, practices, or beliefs, and how it relates to the work of BYM.
- 3) M&PC should determine whether the scope and nature of the ministry's work truly justify embracing the ministry at the Yearly Meeting level.
- 4) M&PC should decide whether to take responsibility for supporting the embraced ministry or to ask another BYM standing committee to do so.
- 5) The appropriate BYM committee presents a minute to BYM asking it to embrace the ministry.
- 6) If the minute is approved, either M&PC or another BYM committee will convene (nominate) two committees to support the embraced ministry:
  - a) a Sponsoring Committee and
  - b) a Working Support Committee.

### **Sponsoring Committee**

M&PC will normally serve as the Sponsoring Committee, given its primary responsibility for ministry. When deemed appropriate, however, another BYM committee may serve as the Sponsoring Committee. To assure accountability to BYM the Sponsoring Committee will bring a minute to Annual Session or Interim Meeting asking BYM to embrace the proposed ministry. If the minute is approved, the Sponsoring Committee will also:

- 1) Ensure the ministry is carried out in good order, in accord with Friends testimonies and practices.
- 2) Assure compliance with general standards of satisfactory financial management, including relevant insurance and tax matters.
- 3) Verify the resources supporting the ministry are well-used and accounted for.

- 4) Review and present travel minutes to BYM for endorsement.
- 5) Meet with the Friend and members of the Working Support Committee often enough to maintain good communication.
- 6) Receive and review periodic reports submitted by the Working Support Committee.
- 7) Bring recommendations for major changes in the ministry to BYM for approval.

### **Working Support Committee**

The Sponsoring Committee names three to six Friends to a Working Support Committee, whose purpose is to assist an embraced Friend in carrying forward their ministry. These Friends ought to have relevant experience, spiritual depth, and a leading to support the proposed ministry. Members of the Working Support Committee customarily serve three-year terms. During their term of service they will:

- 1) Encourage the embraced Friend to maintain a daily spiritual practice.
- 2) Help the Friend with discernment and use of his or her leading, skills, and judgment.
- 3) Work to develop needed resources, including identifying possible contributors, helping with mailings and letter writing, and making personal solicitations, consistent with Friends' testimonies and practices.
- 4) Engage with other organizations, host communities, or individuals to explore their understanding and expectations about the work being undertaken, recognizing that in some cases the embraced ministry of Friends will place them within other accountability structures that will of necessity take supervisory precedence.
- 5) Help the Friend in handling adversity.
- 6) Serve as traveling companions to the embraced Friend whenever possible.
- 7) Identify others with similar leadings.
- 8) Report annually or more frequently on program progress. Reports should be forwarded to the Sponsoring committee and the Monthly Meeting.
- 9) Discern when it may be appropriate to lay down the embraced ministry, or discontinue BYM's embrace of it, and discuss with the Sponsoring Committee.

The Working Support Committee may call on the Sponsoring Committee for counsel and assistance in the face of any difficulty experienced with the program.

### **Steps to be taken by BYM Friends considering an "embraced ministry."**

- 1) Pray for greater clarity regarding your ministry.
- 2) Read and prayerfully consider the resources available to you.
- 3) If your Monthly Meeting is unsure how to proceed, ask for assistance from BYM's M&PC.
- 4) Ask your Monthly Meeting to convene a Clearness Committee to help in the discernment of your ministry and its spiritual foundation.
- 5) Meet with your Clearness Committee to explore your ministry and consider the resources it might require.
- 6) If your Clearness Committee unites with your ministry, it should bring a rec-

- ommendation 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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**Z**

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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)

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**Opequon Quaker Camp**, 2710 Brucetown Road, Clear Brook, VA 22624; 540-678-4900

**Shiloh Quaker Camp**, 4774 Middle River Road, Stanardsville, VA 22973; 540-948-5226

**Teen Adventure**, 495 Snakefoot Lane, Lexington, VA 24450; 540-463-7234

## 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; Mara Nicastro, 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)

**Friends School of Harford**, 2230 Rock Spring Road, Forest Hill, MD 21050; 443-640-6300; Jonathan Huxtable, Head; [fshmd.org](http://fshmd.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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**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)

**Virginia Beach Friends School**, 1537 Laskin Road, Virginia Beach, VA 23451 757-428-7534; Linda Serrette, Head; [friends-school.org](http://friends-school.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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