

# **Yearbook of Baltimore Yearly Meeting of the Religious Society of Friends**

**With Minutes of Annual Session**

July 30 - August 4, 2024

**With Minutes of Interim Meeting**

November 11, 2023

March 23, 2024

April 20, 2024

June 8, 2024



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# Who We Are

Baltimore Yearly Meeting, founded in 1762, builds and nurtures a vibrant Quaker community across the Mid-Atlantic. We seek to build community, grow in the life of the Spirit, discern right action, and bear witness in the world. BYM also serves as the point of connection and collaboration for Quakers working on a wide range of peace and social justice issues. BYM is made up of 5,300 Friends of all ages from 50 worshipping communities located in Virginia, Maryland, Pennsylvania, West Virginia, and the District of Columbia.

The BYM Office provides technical support to local Quaker Meetings and opportunities for Quakers in our region to work, play, serve, learn, and grow spiritually together. BYM provides a variety of programming throughout the year and operates 4 summer camps that serve more than 500 campers annually. The work of BYM is carried out by hundreds of volunteers and 10 full-time staff.

## Officers & Staff of BYM

### Officers

Steph Bean (they/them)  
Adelphi Friends Meeting  
Clerk of the Yearly Meeting  
YMclerk@bym-rsf.org

Tom Webb (he/him)  
Young Adults Friends Community  
Clerk of Interim Meeting  
IMclerk@bym-rsf.org

Jim Riley (he/him)  
Hopewell Centre Friends Meeting  
Treasurer  
treasurer@bym-rsf.org

Terence McCormally (he/him)  
Assistant Treasurer  
Herndon Friends Meeting

Barbarie Hill (she/her)  
Recording Clerk of Yearly Meeting  
Charlottesville Friends Meeting

Deborah Haines (she/her)  
Recording Clerk of Interim Meeting  
Alexandria Friends Meeting

### Trustees

Marion Ballard (Bethesda Friends Meeting)

Tom Farquhar (Sandy Spring Friends Meeting)

Rich Thayer (Stony Run Friends Meeting)

Victor Thuronyi (Adelphi Friends Meeting)

Tacy Roby (Bethesda Friends Meeting)

Justin Connor (Friends Meeting of Washington)

Gary Gillespie (Homewood Friends Meeting)

## Staff

### **General Secretary**

Sarah Gillooly (they/them)  
SarahGillooly@bym-rsf.org  
GenSec@bym-rsf.org  
301-774-7663 x102  
301-658-3379 (direct dial + text)

### **Administrative Coordinator**

Lucy Azenga (she/her)  
LucyAzeng@bym-rsf.org  
Admin@bym-rsf.org  
301-774-7663 x103  
301-658-6797 (direct dial + text)

### **Finance Manager**

Harriet Dugan (she/her)  
HarrietDugan@bym-rsf.org  
Finance@bym-rsf.org  
301-774-7663 x110  
301-658-1966 (direct dial + text)

### **Development Manager**

Nikki Holland  
Development@bym-rsf.org  
301-774-7663 x104  
301-658-3384 (direct dial + text)

### **STRIDE Coordinator**

Rai Carter (they/them)  
[RaiCarter@bym-rsf.org](mailto:RaiCarter@bym-rsf.org)  
301-774-7663 x109  
301-358-3375 (direct dial + text)

### **Youth Programs Manager**

Vacant at time of publication  
YouthPrograms@bym-rsf.org

Ana Phillips (she/her)  
Junior Young Friends Assistant

### **Camping Program Manager**

Brian Massey (he/him)  
BrianMassey@bym-rsf.org  
Brian@bymcamps.org  
301-774-7663 x108  
301-658-1948 (direct dial + text)

Randy Mattern (they/them)  
Camping Program Associate

Dyresha Harris (she/her)  
Catoctin Quaker Camp Director

Hope Swank (she/her)  
Shiloh Quaker Camp Director

Jared Wood (he/him)  
Opequon Quaker Camp Director

Jesse Austell (he/him)  
Teen Adventure Co-Director

Rosie Eck (she/her)  
Teen Adventure Co-Director

**Camping Property Manager**

David Hunter (he/him)  
DavidHunter@bym-rsf.org  
301-774-7663 x106  
301-658-6801 (direct dial + text)

Dylan Phillips (he/him)  
Catoctin Quaker Camp Caretaker

Mike Reed (he/him)  
Shiloh Quaker Camp Caretaker

Todd Pleasant (he/him)  
Opequon Quaker Camp Caretaker



# Community Statistics

Meeting	2022				2023			
	Full	Associate	Attenders	Total	Full	Associate	Attenders	Total
Adelphi Friends Meeting	170	100	78	348	169	92	77	338
Alexandria Friends Meeting	154	0	57	211	159	0	61	220
Annapolis Friends Meeting*^	-	-	-	151	-	-	-	149
Augusta Friends Worship Group	7	N/A	N/A	7	6	N/A	N/A	6
Baltimore, Stony Run	349	0	70	419	343	4	N/A	347
Bethesda Friends Meeting	272	47	157	429	222	47	87	356
Blacksburg Friends Meeting**	35	12	13	60	-	-	-	60
Buckhannon Friends Meeting**	-	-	-	0	-	-	-	0
Carlisle Quaker Meeting	19	7	18	44	19	7	17	43
Charlottesville Friends Meeting	127	3	25	155	126	3	35	164
Deer Creek Meeting	45	8	17	70	68	8	15	68
Dunnings Creek Friends Meeting	30	48	23	101	30	N/A	23	53
Floyd Friends Meeting	11	6	5	22	9	4	3	16
Frederick Friends Meeting	53	9	66	128	54	7	61	122
Friends Meeting of Washington*	-	-	-	793	299	10	343	652
Gettysburg Monthly Meeting	8	0	6	14	9	N/A	1	10
Goose Creek Friends Meeting	130	0	40	170	131	N/A	40	171
Gunpowder Friends Meeting	107	0	55	162	105	N/A	65	170
Herndon Friends Meeting	93	13	31	137	93	12	29	134
Homewood Friends Meeting	84	19	81	184	72	23	40	135
Hopewell Centre Meeting	67	2	24	93	66	3	27	96
Langley Hill Friends Meeting	140	33	63	236	140	22	60	222
Little Britain Monthly Meeting	62	0	2	64	60	N/A	N/A	60
Little Falls Friends Meeting*	-	-	-	75	44	5	45	94
Mattaponi Friends Meeting	3	-	7	10	3	-	8	11
Maury River Friends Meeting	22	0	42	64	32	0	44	67
Menallen Monthly Meeting	45	5	21	71	50	0	27	77
Midlothian Friends Meeting	27	3	-	30	24	3	-	27
Monongalia Friends Meeting	9	0	5	14	9	N/A	6	15
Nottingham Friends Meeting	28	2	3	33	30	2	3	35
Patapsco Friends Meeting	29	0	41	70	27	0	44	71
Patuxent Friends Meeting	48	0	0	48	29	N/A	18	48
Pipe Creek Friends Meeting	15	2	22	39	16	2	18	36
Richmond Friends Meeting	120	25	192	337	121	25	191	337
Roanoke Friends Meeting*	-	-	-	91	28	1	35	64
Sandy Spring Friends Meeting	354	52	377	783	352	51	396	799
Shepherdstown Friends Meeting	24	4	6	34	21	5	7	33
State College Friends Meeting	87	4	0	91	89	1	N/A	90
Valley Friends Meeting	21	6	24	51	16	3	36	55
Warrington Monthly Meeting	24	N/A	2	26	23	N/A	2	25
Williamsburg Friends Meeting*	-	N/A	-	29	10	N/A	15	25
York Friends Meeting	30	3	36	69	28	2	27	57
<b>Totals</b>	<b>2849</b>	<b>413</b>	<b>1609</b>	<b>5963</b>	<b>3132</b>	<b>342</b>	<b>1906</b>	<b>5558</b>

\*2022 Data Not Received

^2023 Data Incomplete

\*\*2023 Data Not Received

## Local Meetings of Baltimore Yearly Meeting

*Meetings Officer and Committee Clerk information changes frequently and is often out of date by the time the Yearbook is published. For complete information about Committee Clerks or Officers of Monthly Meetings, please email [admin@bym-rsf.org](mailto:admin@bym-rsf.org) Meetings are encouraged to update their Contacts with the Yearly Meeting at any time at [https://www.bym-rsf.org/who\\_we\\_are/meetings/](https://www.bym-rsf.org/who_we_are/meetings/)*

### **Adelphi Friends Meeting**

2303 Metzert Road, Adelphi, MD 20783

Wheelchair accessible

Hearing assistance system available

301-445-1114 (Meeting House telephone)

[www.adelphifriends.org](http://www.adelphifriends.org)

Worship: 10:00am

First Day School: 10:20am

Business Meeting: Second First Day of the month, following Meeting for Worship, except for May, July, and August (depending on when Annual Session falls), when it is the third First Day.

Clerk: Arthur Karpasa ([Clerk@adelephifriends.org](mailto:Clerk@adelephifriends.org) or [karpasa@verizon.net](mailto:karpasa@verizon.net))

### **Alexandria Friends Meeting**

8990 Woodlawn Road, Fort Belvoir, VA 22309

Wheelchair accessible

Hearing assistance system is available

571-409-1761 – Meeting House voice mail

[woodlawnfriends.org](http://woodlawnfriends.org)

[www.facebook.com/AlexandriaFriendsQuakerMeetingWoodlawn](https://www.facebook.com/AlexandriaFriendsQuakerMeetingWoodlawn)

[contact@woodlawnfriends.org](mailto:contact@woodlawnfriends.org)

Worship: 11:00am

First Day School: 11:00am

Adult RE: 10:00am

Business Meeting: First First Day, 1:00pm (Second First Day in September; none in July and August)

Clerk: Meredith Stewart ([mas2025@cox.net](mailto:mas2025@cox.net)) and Karen Hansen Kuhn

[karenhk1@outlook.com](mailto:karenhk1@outlook.com))

**Annapolis Friends Meeting (Chesapeake Quarter)**

351 Dubois Road, Annapolis, MD 21401

Wheelchair accessible

Hearing assistance system – 72.9 MHz

410-573-0364 – Meeting House

[annapolisfriends.org/](http://annapolisfriends.org/)

[info@annapolisfriends.org](mailto:info@annapolisfriends.org)

Worship: 11:00am and 8:00am on 2<sup>nd</sup>, 3<sup>rd</sup>, and 5<sup>th</sup> First Days First

Day School: 11:00am

Adult Religious Education: 9:15am on 2<sup>nd</sup> and 4<sup>th</sup> First Days

Business Meeting: First First Day of the month, 9:00am

Clerk: Karen Cunnyingham ([kcunnyingham@verizon.net](mailto:kcunnyingham@verizon.net))

**Augusta Worship Group (Valley)**

606 Fraser Lane, Staunton, VA 24401-2335

Wheelchair accessible

No hearing assistance system

540-885-7973

[www.bym-rsf.org/who\\_we\\_are/meetings/va\\_meetings/augusta/](http://www.bym-rsf.org/who_we_are/meetings/va_meetings/augusta/)

Worship: 10:00am

Business Meeting: First First Day of the month, 9:00am

Clerk:

**Baltimore Monthly Meeting, Stony Run (Chesapeake Quarter)**

5116 North Charles Street, Baltimore, MD 21210

Wheelchair accessible

Hearing assistance system available

443-703-2590 – Meeting House

443-703-2589 – fax

[www.stonyrunfriends.org](http://www.stonyrunfriends.org)

[info@stonyrunfriends.org](mailto:info@stonyrunfriends.org)

Worship: 9:30am (scent-free) and 11:00am (in July and August at 8:30am &

10:00am)

First Day School: 11:20am (in July and August 10:20am)

Childcare available for all Meetings

Business Meeting: First First Day of the month, 9:15am (except July and August)

Clerk: Margaret "Meg" Meyer ([meg.boyd.meyer@gmail.com](mailto:meg.boyd.meyer@gmail.com))

### **Bethesda Friends Meeting**

Mailing address: PO Box 30152, Bethesda, MD 20824

Meeting place: Edgemoor Lane and Beverly Road, Bethesda, MD (on the campus of Sidwell Friends Lower School)

Wheelchair accessible

Hearing assistance system available

301-986-8681

[www.bethesdafriends.org](http://www.bethesdafriends.org)

[info@bethesdafriends.org](mailto:info@bethesdafriends.org)

Worship: 11:00am

First Day School: 11:20am

Business Meeting:

Clerk: Jillaine Smith ([jillaine.smith@gmail.com](mailto:jillaine.smith@gmail.com)) & David Whitford ([david.whitford@yahoo.com](mailto:david.whitford@yahoo.com))

### **Blacksburg Friends Meeting**

Mailing address: PO Box 327, Blacksburg, VA 24063-0327

Meeting place: 404 Mt. Tabor Road, Blacksburg, VA 24060

Wheelchair accessible

No hearing assistance system

540-552-6713

[blacksburgfriends.org](http://blacksburgfriends.org)

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)

Clerk: Janet Donohue ([blacksburgfriends@gmail.com](mailto:blacksburgfriends@gmail.com))

### **Buckhannon Friends Meeting (Warrington)**

Mailing address: 1316 South Davis Avenue, Elkins, West VA  
26241 Meeting place: West VA Wesleyan College Meditation  
Chapel

Wheelchair accessible

No hearing assistance available

304-472-3097

[www.bym-rsf.org/who\\_we\\_are/meetings/wva\\_meetings/buckhan-non/](http://www.bym-rsf.org/who_we_are/meetings/wva_meetings/buckhan-non/)

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

Clerk:

### **Carlisle Quaker Meeting (Warrington Quarter)**

252 A Street, Carlisle, PA 17013

Wheelchair accessible

Wheelchair accessible

No hearing assistance system

717-249-8899 – Meeting House

[carlislequakers.org](http://carlislequakers.org)

[carlislequakers@gmail.com](mailto:carlislequakers@gmail.com)

Worship: 10:00am

First Day School: 10:15am (Children present first 15 minutes of wor- ship)

Business Meeting: Second First Day of the month, 11:30am

Clerk: Fred Baldwin ([carlislefriendsmeeting@gmail.com](mailto:carlislefriendsmeeting@gmail.com))

### **Charlottesville Friends Meeting**

Nominating: Donald “Don” Kovacs; Peace and Social Concerns: Donald “Don”  
Kovacs; Yearly Meeting Representative: Joan Ander- son.

434-971-8859 – Meeting House telephone

[www.charlottesvillefriends.org](http://www.charlottesvillefriends.org)

[charlottesvillefriends@gmail.com](mailto:charlottesvillefriends@gmail.com)

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

Clerk: Alice Anderson ([charlottesvillefriends@gmail.com](mailto:charlottesvillefriends@gmail.com))

### **Deer Creek Meeting**

Mailing address: PO Box 415, Darlington, MD 21034

Meeting place: 1212 Main St, Darlington, MD 21034

Wheelchair accessible

40459188 – Meeting house phone

[cewalter10@gmail.com](mailto:cewalter10@gmail.com)

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

Clerk: Pamela “Pam” Cohen ([cewalter10@gmail.com](mailto:cewalter10@gmail.com)) and Mary McLean

### **Dunnings Creek Friends Meeting (Centre Quarter)**

Mailing address: c/o Susan Williams, 2049 Valley Road, Schellsburg, PA 15559

Dunnings Creek Meeting House, 285 Old Quaker Church Road, Fishertown, PA 15539

Wheelchair accessibility with help

814-839-2952

[www.dunningscreekfriends.org](http://www.dunningscreekfriends.org)

Worship: 11:00am

First Day School: 10:00am

Business Meeting: Second First Day, 10:00am

Clerk: Dave Lewis

### **Eastland Preparative Meeting (Little Britain)**

Mailing address: c/o Linda Coates, 126 South Fulton Street, Strasburg, PA 17579

10 Friends Road, Little Britain, PA Wheelchair accessible

[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)

Worship: 11:00am

First Day School: 10:00am

Business Meeting: See listing for Little Britain Monthly Meeting

Clerk: See Listing for Little Britain Monthly Meeting

### **Fauquier Friends Worship Group (Herndon)**

PO Box 224, Bealeton, VA 22712-0224

[www.bym-rsf.org/who\\_we\\_are/meetings/va\\_meetings/fauquier](http://www.bym-rsf.org/who_we_are/meetings/va_meetings/fauquier)

[fauquierfriends@gmail.com](mailto:fauquierfriends@gmail.com)

Third First Day

Worship: 1:30pm

First Day School: 1:45pm

Business Meeting: Once a year in spring with the Worship Group Care Committee of Herndon Friends Meeting

Convener: Bonnie Stocklager ([fauquierfriends@gmail.com](mailto:fauquierfriends@gmail.com))

### **Floyd Friends Meeting**

1199 Christiansburg Pike, Floyd, VA 24091

Wheelchair accessible

540-929-4142 or 540-381-4147

[www.bym-rsf.org/who\\_we\\_are/meetings/va\\_meetings/floyd](http://www.bym-rsf.org/who_we_are/meetings/va_meetings/floyd)

Worship: 10:00am

First Day School: 10:00am

Business Meeting: First First Day, 12:00pm, preceded by potluck

Clerk(s): Alison Prudner ([clerk.floydfriendsmeeting@outlook.com](mailto:clerk.floydfriendsmeeting@outlook.com))

### **Frederick Friends Meeting (Warrington Quarter)**

723 North Market Street, Frederick, MD 21701

Wheelchair accessible

301-631-1257 – Meeting House

[www.frederickfriends.org](http://www.frederickfriends.org)

[clerk@frederickfriends.org](mailto:clerk@frederickfriends.org)

Worship: 10:30am

First Day School: 10:45am – 11:30am (mid-September to mid-June) (supervised play mid-June to mid-September)

Business Meeting: Second First Day of the month. 9:00am.

Clerk(s): Elizabeth “Betsy” Tobin ([tobinbg@make-peace.org](mailto:tobinbg@make-peace.org))

### **Friends Meeting of Washington**

2111 Florida Avenue NW, Washington, DC 20008

Wheelchair accessible

Hearing assisted equipment available in Meeting Room

202-483-3310 – Meeting office

[quakersdc.org](http://quakersdc.org)

[admin@quakersdc.org](mailto:admin@quakersdc.org)

Worship: 9:00am (Quaker House Living Room; 10:30am (Meeting House Meeting Room)

First Day School: 10:30am

Weekday Worship: Tuesday, 6:00pm (Meeting House Library)

Business Meeting: Second First Day, 12:00pm (except July - third First Day and August

- no business)

Clerk: Elaine Wilson ([elaineswils@gmail.com](mailto:elaineswils@gmail.com)) and Allen Fawcett or [admin@quakersdc.org](mailto:admin@quakersdc.org)

### **Gettysburg Monthly Meeting (Warrington Quarter)**

Mailing address: PO Box 4155, Gettysburg, PA 17324155

Meeting place: Flatfelter Lodge, Gettysburg College, Gettysburg, PA

Wheelchair accessible

717-420-5900

[www.bym-rsf.org/who\\_we\\_are/meetings/pa\\_meetings/gettysburg](http://www.bym-rsf.org/who_we_are/meetings/pa_meetings/gettysburg)

Worship: 10:30am



First Day School: 10:30am

Business Meeting: First First day of the Month, after rise of Meeting

Clerk: Sandy Moyer ([sandymoyer43@gmail.com](mailto:sandymoyer43@gmail.com))

### **Goose Creek Friends Meeting**

Mailing address: PO Box 105, Lincoln, VA 20160105

Meeting place: 18204 Lincoln Rd, Lincoln, VA 20160

Wheelchair accessible

54750323 – Meeting House

[www.goosecreekfriends.org](http://www.goosecreekfriends.org)

Worship: 9:45am

First Day School: 10:00am (following worship with adults)

Business Meeting: First First Day, 11:00am

Clerk: Richard Weidner ([gcmmlincoln@gmail.com](mailto:gcmmlincoln@gmail.com))

### **Gunpowder Friends Meeting (Chesapeake Quarter)**

Mailing address: PO Box 737, Sparks, MD 21152-0737

14934 Priceville Road, Sparks, MD 21152

Wheelchair accessible Hearing assistance  
available

410-472-4583 – Meeting House

[www.gunpowderfriends.org](http://www.gunpowderfriends.org)

[gunpowderclerk@gmail.com](mailto:gunpowderclerk@gmail.com)

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

Clerk: Adair Clark ([aclarke1963@gmail.com](mailto:aclarke1963@gmail.com)) or [gunpowderclerk@gmail.com](mailto:gunpowderclerk@gmail.com)

### **Herndon Friends Meeting**

660 Spring St, Herndon, VA 20170

Wheelchair accessible

Hearing assistance available

703-736-0592-Meeting House

megcwallace@gmail.com

Worship: 10:30am, singing begins at 10:15am

First Day School: 10:45am

Business Meeting: Second First Day, 9:00am (except May, July, and September)

Clerk: Margaret “Meg” Wallace (megcwallace.wallace@gmail.com)

### **Homewood Friends Meeting (Chesapeake Quarter)**

3107 North Charles Street, Baltimore, MD 21218

Wheelchair accessible

Hearing assistance system available

410-235-4438 – Meeting Office

[www.homewoodfriends.org](http://www.homewoodfriends.org)

Worship: 10:30am

First Day School: 10:50am

Business Meeting: First First Day: 12:15pm

Clerk: Sarah Bur ([sarahbur2@gmail.com](mailto:sarahbur2@gmail.com)) or homewoodfriends@gmail.com

### **Hopewell Centre Monthly Meeting**

Mailing address: 604 Hopewell Road, Clearbrook, VA 22624

Hopewell Meeting House—604 Hopewell Road, Clearbrook, VA 22624

Centre Meeting House—203 North Washington Street, Winchester, VA

Wheelchair accessible

540-667-9114 – Hopewell Meeting House

[www.winchesterquakers.org](http://www.winchesterquakers.org)

[hopecentre@yahoo.com](mailto:hopecentre@yahoo.com)

Worship: 10:00am

First Day School: 11:30am

Fourth First Day meeting is at Centre Meeting House

Business Meeting: Second First Day, 11:30am

Clerk: Richard “Dick” Bell (hopewellcentrequakers@gmail.com ) or

rdixonbell@aol.com

### **Langley Hill Friends Meeting**

6410 Georgetown Pike, McLean, VA 22101

Wheelchair accessible meeting room

Hearing assistance system available 72 to 76 MHz

703-442-8394 – Meeting House

[www.langleyhillquakers.org](http://www.langleyhillquakers.org)

[langleyhill@freelists.org](mailto:langleyhill@freelists.org)

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

Clerk: Frank Taylor ([ftaylor4245@gmail.com](mailto:ftaylor4245@gmail.com)) or langleyhillfriends@gmail.com

### **Little Britain Monthly Meeting (Nottingham Quarter)**

c/o Linda Coates, Clerk, 126 South Fulton Street, Strasburg, PA 17579

See listings for Eastland and Penn Hill Preparative Meetings Hearing assistance available-microphone and speaker

717-696-7914 – Clerk

[www.bym-rsf.org/who we are/meetings/pa meetings/littlebritain](http://www.bym-rsf.org/who_we_are/meetings/pa_meetings/littlebritain)

See listings for Eastland and Penn Hill Preparative Meetings

Business Meeting: Third First Day, at rise of Meeting, (February, April, June, October and November at Eastland) (January, March, May, July, September and December at Penn Hill) (August at Drumore)

Clerk: Linda Coates ([lindajcoates@gmail.com](mailto:lindajcoates@gmail.com))

### **Little Falls Meeting of Friends (Chesapeake Quarter)**

Mailing address: PO Box 240, Fallston, MD 21047

719 Old Fallston Road, Fallston, MD 21047

Wheelchair accessible

410-941-9796 – Meeting House

[littlefallsfriends.org](http://littlefallsfriends.org)

[littlefalls.clerk@gmail.com](mailto:littlefalls.clerk@gmail.com)

Worship: 10:30am

First Day School: 10:45am

Adult First Day: 11:15am

Business Meeting: First First Day, 11:15am

Clerk: Corry Royer ([littlefalls.clerk@gmail.com](mailto:littlefalls.clerk@gmail.com))

### **Lynchburg Indulged Meeting (Roanoke)**

Mailing address: c/o Heidi Koring, 108 Warren Avenue, Lynchburg, VA 24501

Lynchburg College Spiritual Life Center, 500 Westwood Avenue,

Lynchburg, VA

Not wheelchair accessible

804-847-4301 - Convener

[www.roanokequakers.org](http://www.roanokequakers.org)

Worship: 10:30am

Business Meeting: N/A

Convener: Heidi Koring

### **Mattaponi Friends Meeting**

Mailing address: c/o Miriam Maloney, Dayspring Farm, 942 Buena Vista Rd,

Co- logne, VA 23156

Meeting place: Dayspring Farm, 942 Buena Vista Road, Cologne, VA 23156

Building is wheelchair accessible; bathroom is not

804-785-9401

[www.bym-rsf.org/who\\_we\\_are/meetings/va\\_meetings/mattaponi/](http://www.bym-rsf.org/who_we_are/meetings/va_meetings/mattaponi/)

[dayspringfarm@aol.com](mailto:dayspringfarm@aol.com)

Worship: 10:00am

Business Meeting: First First Day, after the rise of Meeting

Clerk: Ralph Hutton ([ralphhutton@hotmail.com](mailto:ralphhutton@hotmail.com))

### **Maury River Friends Meeting**

Mailing address: PO Box 582, Lexington, VA 24450

Meeting place: 34 Waterloo Road, Lexington, VA 24450

Wheelchair accessible

news@mauryriverfriends.us

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

Clerk: Margaret "Peggy" Dyson-Cobb ([cobbking@rockbridge.net](mailto:cobbking@rockbridge.net)) and Benjamin Eland

### **Menallen Monthly Meeting (Warrington Quarter)**

Mailing address: PO Box 29, Biglerville, PA 17307

Meeting place: 1107 Carlisle Road (PA Rt. 34), Biglerville, PA Wheelchair accessible

717-677-6781

[www.menallenfriends.org](http://www.menallenfriends.org)

Worship: 10:30am

First Day School: 10:30am

Redlands Meeting House: Worship every third First Day from April- Sept

Huntington Meeting House: Worship every first First Day from April-Oct

Business Meeting: Second First Day of the month, following Meeting for Worship

Clerk: Judy Pyle ([menallenquakers@gmail.com](mailto:menallenquakers@gmail.com)) or jpyle302@gmail.com

### **Midlothian Friends Meeting**

Mailing address: P.O. Box 1003, Midlothian, VA 23113

Meeting place: 900 Preservation Road, Midlothian, VA 23113

Wheelchair accessible

804-744-2657

[www.midlothianfriends.org](http://www.midlothianfriends.org)

[quaker\\_town\\_crier@msn.com](mailto:quaker_town_crier@msn.com)

Worship: 11:00am; Circle of Friends: 10:15am

First Day School: 11:15 am on second and fourth First Days

Business Meeting: Second First Day: 11:00am

Clerk: Claudia Farr ([quaker\\_town\\_crier@msn.com](mailto:quaker_town_crier@msn.com))

### **Monongalia Friends Meeting**

Mailing address: PO Box 441, Morgantown, West VA 25607-0441

Meeting place: 648 East Brockway, Morgantown, West VA 26501

Wheelchair accessible

304-599-8233

[monquakers.wordpress.com](http://monquakers.wordpress.com)

[monquakers@gmail.com](mailto:monquakers@gmail.com)

Worship: 11:00am

First Day School: 11:00am

Business Meeting: Third First Day: 12:30pm

Clerk: Catherine Tall ([cvtall@gmail.com](mailto:cvtall@gmail.com))

### **Nottingham Monthly Meeting (Nottingham Quarter)**

Mailing address: 260 South Third Street, Oxford, PA 19363

Meeting place: Oxford Friends Meeting House, 260 South Third Street, Oxford, PA 19363

Wheelchair accessible

484-758-0750

[www.oxfordfriends.org](http://www.oxfordfriends.org)

[info@oxfordfriends.org](mailto:info@oxfordfriends.org)

Worship: 10:30am (both Oxford and The Brick Meeting Houses)

First Day School: 9:30am

Business Meeting: Second First Day: 9:30am, when scheduled

Clerk: Doug Eaby ([info@oxfordfriends.org](mailto:info@oxfordfriends.org))

### **Patapsco Friends Meeting (Chesapeake Quarter)**

Mailing address: PO Box 2282, Ellicott City, MD 21041-2282

Meeting place: 2331 Calvin Circle, Ellicott City, MD 21042

Wheelchair accessible

410-465-6554

[www.patapscofriends.com](http://www.patapscofriends.com)

[patapsco.friends.meeting@gmail.com](mailto:patapsco.friends.meeting@gmail.com)

Worship: 10:30am

First Day School: 10:30am

Business Meeting: First First Day, 12:00pm

Clerk: Deirdre Foley-Citro ([Clerk@patapscofriends.com](mailto:Clerk@patapscofriends.com)) or  
[quakernana@gmail.com](mailto:quakernana@gmail.com)

### **Patuxent Friends Meeting (Chesapeake Quarter)**

Mailing address: PO Box 536, Lusby, MD 20657

Meeting place: 12185 Southern Connector Boulevard, Lusby, MD 20657

Wheelchair accessible

410-394-1233

[www.patuxentfriends.org](http://www.patuxentfriends.org)

[www.facebook.com/patuxentfriends](http://www.facebook.com/patuxentfriends)

[pfmmclerk@gmail.com](mailto:pfmmclerk@gmail.com)

Worship: 10:00am

First Day School: 10:10am

Business Meeting: First First Day, 11:30am

Clerk: Rich Adams ([richard.e.adams@comcast.net](mailto:richard.e.adams@comcast.net))

### **Penn Hill Preparative Meeting (Little Britain)**

Mailing address: c/o Sarah Brabson, 443 Little Britain Road South, Peach Bottom, PA 17563.

Meeting place: 2239 Robert Fulton Highway, Peach Bottom, PA

Wheelchair accessible

Hearing assistance available-microphone and speaker

[www.bym-rsf.org/who\\_we\\_are/meetings/pa\\_meetings/pennhill](http://www.bym-rsf.org/who_we_are/meetings/pa_meetings/pennhill)

Worship: 11:00am

First Day School: 10:00am

Business Meeting: See listing for Little Britain Monthly Meeting

Clerk: Mary Kirk

### **Pipe Creek Friends Meeting (Warrington Quarter)**

Mailing address: PO Box 487, Union Bridge, MD 21791-0487

Meeting place: 455 Quaker Hill Road, Union Bridge, MD

Wheelchair accessible

301-802-3345

[anitavirkus@gmail.com](mailto:anitavirkus@gmail.com)

Worship: 10:00am

Business Meeting: First First Da, 11:30am

Clerk: Anita Virkus ([anitavirkus@gmail.com](mailto:anitavirkus@gmail.com)) and Francis Reitemeyer ([frankandei1913@gmail.com](mailto:frankandei1913@gmail.com))

### **Richmond Friends Meeting**

4500 Kensington Avenue, Richmond, VA 23221

Wheelchair accessible Hearing assistance system

804-358-6185 – Meeting House

[www.richmondfriendsmeeting.org](http://www.richmondfriendsmeeting.org)

[clerkofmeeting@richmondfriends.org](mailto:clerkofmeeting@richmondfriends.org)

Worship: 9:30am and 11:00am

First Day School: 11:20am

Business Meeting: Third First Day, 11:00am – 12:30pm

Clerk: Roni Kingsley ([roni.kingsley@richmondfriendsmeeting.org](mailto:roni.kingsley@richmondfriendsmeeting.org))

### **Roanoke Friends Meeting**

505 Day Avenue SW, Roanoke, VA 24016

Wheelchair accessible

540-723-1131 – Meeting House

[www.roanokequakers.org](http://www.roanokequakers.org)

Worship: 10:30am

First Day School: 10:30am

Business Meeting: Third First Day, at rise of Meeting for Worship

Clerk: Gary Sandman ([friends@roanokequakers.org](mailto:friends@roanokequakers.org))

### **Sandy Spring Friends Meeting (Chesapeake Quarter)**

17715 Meeting House Road, Sandy Spring, MD 20860

Wheelchair accessible



301-774-9792 – community House

[www.sandyspring.org](http://www.sandyspring.org)

[office@sandyspring.org](mailto:office@sandyspring.org)

Worship: 9:00am and 11:00am (except first First Day), Fifth Day  
7:30pm

First Day School: 11:20am (except first First Day)

Business Meeting: First First Day, 10:15am

Clerk: Jonathan Glass ([clerk@sandyspring.org](mailto:clerk@sandyspring.org))

### **Shepherdstown Friends Meeting (Warrington Quarter)**

Mailing address PO Box 1364, Shepherdstown, West VA 25443

Meeting place: Shepherdstown Train Station, corner of German Street and  
Audry Egel Drive, Shepherdstown, West VA

304-584-3126

[shepherdstownfriends.org](http://shepherdstownfriends.org)

[shepherdstownquakers@gmail.com](mailto:shepherdstownquakers@gmail.com)

Worship: 10:00am

Business Meeting: Second First Day, following Meeting for Worship

Clerk: Ginny Bainbridge ([vbainbr@gmail.com](mailto:vbainbr@gmail.com))

### **State College Friends Meeting (Centre Quarter)**

611 East Prospect Avenue, State College, PA 16801

Wheelchair accessible

Hearing assistance system available

814-237-7051 – Meeting House

[www.statecollegefriends.org](http://www.statecollegefriends.org)

[office@statecollegefriends.org](mailto:office@statecollegefriends.org)

Worship: 11:00am

First Day School: 10:45am

Business Meeting: First First Day, 9:00am

Clerk: Anne Sidone ([office@statecollegefriends.org](mailto:office@statecollegefriends.org)) or [scfmeeting@gmail.com](mailto:scfmeeting@gmail.com)

### **Takoma Park Preparative Meeting (Adelphi)**

Mailing address: PO Box 11365, Takoma Park, MD 20913

Meeting place: 310 Tulip, Takoma Park, MD 20912

Wheelchair accessible

301-588-2724 – messages only

[www.takomaparkfriends.org](http://www.takomaparkfriends.org)

Worship: 11:30am (second hours occasionally follow Meeting)

Business Meeting: ThirdFirst Day (except Fifth Month), following meeting for worship.

Clerk: Arthur David Olson (arthurdavidolson@gmail.com)

### **Valley Friends Meeting**

Mailing address: PO Box 781, Dayton, VA 22821

Meeting place: 363 High Street, Dayton, VA 22821

Wheelchair accessible

No hearing assistance system

540-350-2765 – Clerk

[valleyfriends.org](http://valleyfriends.org)

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

Clerk: Nate Wright ([wrightnt@jmu.edu](mailto:wrightnt@jmu.edu)) or [hello@valleyfriends.org](mailto:hello@valleyfriends.org)

### **Warrington Monthly Meeting (Warrington Quarter)**

Mailing address: c/o Stan Jones, Clerk, 1040 Old Mountain Road, Dillsburg, PA 17019

Meeting place: 7790 Quaker Meeting Road, Wellsville, PA

Wheelchair accessible (portable ramp)

717-514-5595

[www.bym-rsf.org/who we are/meetings/pa meetings/warrington](http://www.bym-rsf.org/who_we_are/meetings/pa_meetings/warrington)

[www.facebook.com/Warrington-Quaker-Meet -](http://www.facebook.com/Warrington-Quaker-Meet-ing-2218216151767055/)

[ing-2218216151767055/](http://www.facebook.com/Warrington-Quaker-Meet-ing-2218216151767055/)

[warrington.meeting@gmail.com](mailto:warrington.meeting@gmail.com)

Worship: 11:00am

Business Meeting: First First Day of the month, 11:45am

Clerk: Stanley "Stan" Jones ([sjones1040@aol.com](mailto:sjones1040@aol.com)) or  
warrington.meeting@gmail.com

### **Williamsburg Friends Meeting**

Mailing address: PO Box 1034, Williamsburg, VA 23187-1034

Meeting place: Fahs House, 3051 Ironbound Road, Williamsburg, VA 23188

Wheelchair accessible

757-887-3108

[www.bym-rsf.org/who\\_we\\_are/meetings/va\\_meetings/williams-burg/  
clerk@williamsburgfriends.org](http://www.bym-rsf.org/who_we_are/meetings/va_meetings/williams-burg/clerk@williamsburgfriends.org)

Worship, 10:00am

Second Hour Forum, 11:30am

First Day School, 10:15am

Business Meeting: Second First Day: 11:30am, with potluck following.

Clerk: Keith Robinson ([clerk@williamsburgfriends.org](mailto:clerk@williamsburgfriends.org))

### **York Friends Meeting (Warrington Quarter)**

135 West Philadelphia Street, York, PA 17401

Wheelchair accessible

717-814-8437

[www.yorkquakermeeting.org](http://www.yorkquakermeeting.org)  
[yorkfriendsmeeting1@gmail.com](mailto:yorkfriendsmeeting1@gmail.com)

Worship: 11:00am;

9:30am Worship Sharing/Discussion

Business Meeting: First First Day, 9:00am

Clerk: Committee of the whole ([yorkfriendsmeeting1@gmail.com](mailto:yorkfriendsmeeting1@gmail.com))

# Friends We Remember

*Annual Session 2023 - Annual Session 2024*

Hilderbetta Anami (Baltimore Friends Church) d. 12/2023  
Wayne Bien (Gunpowder) d. 8/8/2023  
Corkie (Coralee) Bryant (Bethesda) d. 5/5/2024  
Emma Cadbury (Patuxent) d. 7/8/2024  
Mary Putnam Caviness (Frederick) d. 12/20/2023  
Anne McNamara Chase (Sandy Spring) d. 3/4/2023  
Anna Colosi (Sandy Spring) d. 5/20/2024  
Howard Davis (Bethesda) d. 5/24/2024  
Mary Davis (Herndon) d. 12/15/2023  
Richard Elzay (Midlothian) d. 12/14/2023  
Bob Fetter (Gunpowder) d. 1/22/2024  
Kenna Forsyth (Stony Run) d. 6/21/2024  
Philip Furnas (Homewood) d. 8/9/2023  
Anthony Gibson (Little Britain) d. 12/4/2023  
David Graham Silliman Greene (Homewood) d. 1/11/2024  
Joseph Haw (Midlothian) d. 6/19/2024  
Robin Hiscock (Sandy Spring) d. 6/12/2024  
Barbara Hollaway (Deer Creek) d. 10/28/2023  
Bette Hoover (Sandy Spring) d. 8/24/2023  
Melady Kehm (State College) d. 5/20/2024  
Sarah "Sally" Keller (York) d. 12/27/2023  
John Knight (Adelphi) d. 3/4/2024  
Elizabeth Probasco Kutchai (Charlottesville) d. 1/17/2024  
Jeanne Malone (Langley Hill) d. 8/23/2023  
Caryl Amsterdam Marsh (Collington) d. 2/6/2024  
Thurla McCash (Friends Meeting of Washington) d. 10/27/2023  
Douglas Keith McClelland (Annapolis) d. 3/10/2024  
Grace Miller (State College) d. 1/3/2024  
Margaret Morrison (Sandy Spring) d. 10/18/2023  
Kathryn Munnell (Homewood) d. 12/28/2023

Tom Nasta (Roanoke) d. 7/22/2024  
Irené Ramsay Perkins (Sandy Spring) d. 11/9/2023  
York DeWitt Phelps (Sandy Spring) d. 7/27/2024  
Victoria Rhoades (Patuxent) d. 6/11/2023  
Sally Rudney (Adelphi) d. 9/19/2023  
Beth Smith (Adelphi) d. 6/10/2023  
Bruce Steiner (Friends Meeting of Washington) d. 2/8/2024  
Jim Syphers (Monongalia) d. 1/8/2024  
Ruth Thompson (Little Britain) d. 1/29/2024  
Jan Warner (Patapsco) d. 1/24/2024  
Alan Weisel (State College) d. 5/16/2024  
Dwight Whittington (Sandy Spring) d.  
Roger Wolcott (Sandy Spring) d. 6/8/2024  
Eric Daniel Young (Stony Run) d. 2/3/2024

*Blessed are those who mourn, for they will be comforted - Matthew 5:4*



# Epistles and Minutes

## The Epistles

### Epistle of the Yearly Meeting

To Friends everywhere,

The Hood College campus is a lovely place to nurture our Quaker community and do our Yearly Meeting business. The food is tasty and plentiful, the staff is welcoming, the dorm rooms are new and spacious, and the campus is compact.

We welcomed many visiting Friends throughout the week. We enjoyed their presence and were enriched by their sharing.

BYM's retreat, led by Francisco Burgos, was rich with challenges. Participants were asked to notice when Spirit was challenging them individually, and recognize a collective call to each to be loving within this world as it is now. Participants were also invited to remember a time when they individually knew that Spirit was leading or speaking to them.

The youth were happy to be together. When asked what she liked best, one child, who looked to be about 8, quickly said "ice cream!" When asked what was second best, she said "games!" as she bounced up and down and smiled. Our youth program is small and growing; we still have not totally recovered from the pandemic.

The chapel's acoustics aren't great for business meeting, but they are marvelous for singing. A small group can sound like a great choir. For those who chose to sing – chanting around the morning queries or hymns after dinner - there was renewal from our time together.

We had opportunities to deepen our faith through multiple worship settings. In addition to our periods of quiet worship around queries and meeting for business, we had the pleasure of participating in the vibrant, joyful worship sponsored by Friends Church of Baltimore. Also, we made space to recognize the Friends we lost in the last year, with remembrances of their ministry of availability.

All of this, along with the other morning groups and the cookie ministry of Right Relationship with Animals (a tradition of home-made vegan cookies), contributed to making a safe container in which we could openly share and be vulnerable, in both our business meetings and our evening programs.

Friends experienced richness in the experiences of workshops offered and other opportunities to explore our faith and calls to action, individually and corporately.

There were several important highlights from our business sessions.

The camping program continues to grow and flourish. A beautiful video introduced us to Opequon Quaker Camp at Rolling Ridge. The campaign to fund the camp is going strong, and all Friends are invited to contribute to help complete our facilities at the new location.

The Indigenous Affairs committee shared their work to start a reparation process for the damage BYM Quakers did to the Pawnee Nation. They have been in touch with leadership in the nation, written an apology, and proposed that we send \$20,000 over the course of two years to start to heal the harm we did when Quaker schooling deprived the children of their language, decimated their culture, and tore their families apart. An emotional and trauma-inflicting discussion followed. It became clear that this was the first small step in potentially a much larger effort to compensate for a piece of the harm we did. We were reminded that we do not get to choose how reparation funds are spent; also, although we may desire to develop a personal relationship with those we've harmed, it is presumptuous to assume that friendship is possible.



This was followed by a moving presentation by Rania Maayeh, from Ramallah Friends School. She vividly described some of the horrors that are occurring in the West Bank and Gaza. And, she proudly shared how well the students at Ramallah are doing, despite the horrendous conditions in which they are currently living. The school has been a beacon of hope which nurtures the gifts and talents of the students and prepares them for the challenges of the world. The seniors all passed their International Baccalaureate exams this year, and most of them are going on to college.

Rania's presentation led the Peace and Social Concerns Committee to bring a minute to a business session for approval by the yearly meeting. Our clerk, Steph Bean, shared a concern that as we consider such minutes, we do so in a way that invites participation by the entire Yearly Meeting. Can this be done in a time-sensitive way? It was decided to send an immediate email to the entire Yearly Meeting with the proposed minute along with a minute on the Middle East approved at a called Interim Meeting in April; all were invited join the Sunday morning session. At that time, the minute was approved with one Friend standing aside.

The wealth of projects being worked on by the yearly meeting has put an unacceptable amount of stress on both the staff and volunteers of the yearly meeting, which in turn is stress on the entire yearly meeting. A Friend reminded us that there are two empty positions due to lack of funding. How do we prioritize our resources going forward, so we wisely use our finances and wisely use the dedicated people working in the BYM office? We agreed that this is not a sustainable situation. The committees that address staffing and resources will meet together to explore possible ways forward.

Our first night together we heard from three BYM Friends – Daquanna Harrison, Ted Heck, and Zakee McGill - who shared their paths to activism in an open and vulnerable manner, which was very moving. They invited us to find our own paths.

Chief Dennis “White Otter” Coker from the Lenape Indian Tribe of Delaware spoke to us on Wednesday evening. He opened with the Words Before all Words: The Thanksgiving Address. We were included as he asked us to say “and now are minds are one” after he mentioned each aspect of nature to be acknowledged and thanked. Chief Coker then spoke frequently about healing and honoring our Mother Earth every day. He also spoke about the excitement of reaching state recognition for the Lenapes, and the miracle that he is still on his homeland and practicing his culture.

The Thursday night intergenerational carnival was joyful and fun, as the children led their elders in play and lightness. This continued on Friday evening with the coffee house.

The Carey lecture completed our evening events. Francisco Burgos spoke on the topic “How does our faith respond to today’s world?” He emphasized that love and justice are essential for our relationship to the divine, and our faith is a profound commitment to social justice. He also spoke about the importance of holding on to hope and caring for ourselves, so we can care for others, while we work on meaningful actions for transformation.

As the week ended, Friends expressed gratitude for the Spiritual centeredness of our time together.

# Epistle of Junior Young Friends

Dear Friends,

This week we gather for annual session at Hood College. We had 8 Junior Young Friends and participated in a variety of activities and games throughout the week.

We started each day with a Business Meeting where we decided what we wanted to do for the day. At our very first Business meeting we decided our community norms and expectations, which are:

- No violence
- No breaking things
- Stop when someone says “stop”
- Be engaged
- Be inclusive
- Don't be a jerk

We played a lot of ping pong and uno. We had visitors such as Whisper the dog and younger friends from JYM. We participated in community activities such as capture the flag, building a labyrinth for all age celebration, and painting “kindness rocks” to put around campus. We went outside to play hide-and-seek and four square. Erik gifted us some inflatable chairs, and we ate many snacks and popsicles.

We had a lot of fun and can't wait to see everyone next year. Thank you for listening.

Love and light,

The Junior Young Friends of Baltimore Yearly Meeting at Annual Session 2024

## Epistle of the 2023 Women's Retreat

To Friends Everywhere:

The Baltimore Yearly Meeting Women's Retreat was gathered in joyful reunion on Saturday, October 21, 2023 at Friends Community School in College Park, MD on the theme of "Hope for an Inclusive Future." Approximately 50 women attended in person and 8 attended via Zoom. Registrants came from 14 Friends Meetings and worship groups, representing Maryland, Virginia, Washington DC, and Pennsylvania. Friends arrived with bras and period products for donation to <https://isupportthegirls.org>

We convened in the multi-purpose room for chanting and songs, a longtime cherished tradition at our retreats. Transitioning into worship, a Friend opened with a brief reading about gathering in Meeting for Worship in a profound sense of gratitude, in expectant waiting, in deep listening to the Spirit that moves among us. We settled into worship together and were nourished by tender and heartfelt vocal ministry.

Prior to the plenary session, the welcome messages included a thank you to FCS for generously giving us the use of the school and welcoming with gratitude the helpful and very warm presence of FCS Director of Operations Van Nguyen and of Zoom/Computer coordinator Dema Al-Kakhan, both of whom were on-site throughout the day. We experienced a deeply meaningful plenary on the theme of inclusiveness with revelatory messages from Becca Bacon, Sarah Gillooly, and Daquanna Harrison, moderated by Chloe Schwenke.

After a lunch break, we used the school's classrooms for workshops on the following topics: BYM and Reproductive Justice; Moving Into Ease; A Reflective and Interactive Experience; Turning Toward the Light on our Journey with Stewardship of the Earth; and Five Crowns, a card game. Following a break of snacks provided by participants, we broke into Worship Sharing Groups to consider these queries on inclusiveness:

What does exclusion feel like?

What is your hope for an inclusive future?

What can Quakers do to help create and sustain inclusion for you?

The afternoon Plenary Session focused largely on the future of the BYM Women's Retreat and its format as a one-day event or a return to a weekend at a residential

facility. One Friend spoke with deep feeling about the importance of the retreat, and its place in her life. The ongoing ripples from the disruption of the Covid pandemic are still felt. A Meeting did not step forward to take up leadership for the 2024 Women's Retreat; though some individuals felt they would like to volunteer, they could not speak for their Meeting as a whole. Friends stayed in worshipful consideration of next steps during this difficult period of the discussion. In the end, three women expressed a desire to plan a January 2025 weekend retreat, *if* a minimum of six people step forward to form a planning group.

While setting up for the coffee house, we enjoyed the overabundance of snacks that had been brought and some also ate dinner from the catered lunch left-overs. A wonderful coffee house featuring poems, stories, and music was enjoyed. Many women stayed afterwards to fold up all the FCS tables, put away the chairs, clean up the catered food and take home bags of compostable material. We parted from each other with a sense of deep gratitude for our renewed connections, learnings and inspiration for the days ahead.



# Interim Meeting Minutes

## November 11, 2023 Interim Meeting

Held at York Friends Meeting and via Zoom

**I2023-29.** Opening. Presiding Clerk Tom Webb read the land acknowledgement. We honor the peoples who have stewarded the land we now occupy. Lamar Matthew warmly welcomed us to the vicinity of York Friends Meeting, although we are not in the meetinghouse itself. He explained the facilities of the meetinghouse nearby, and offered a land acknowledgement. He reviewed the long history of Friends in York, dating back to the eighteenth century, and noted that the meeting minutes make no mention of the Revolutionary War, or the Civil War, except for a minute of concern for the sufferings of Friends in the South.

Tom Webb introduced himself and others. Deborah Haines, on Zoom, is serving as Recording Clerk. Sarah Gillooly, General Secretary, will be responding to requests for technical help. Tom Webb read a brief statement, reminding us that business done in the manner of Friends is conducted in Worship, with the understanding that we are not here to share opinions, but rather to share messages of the Spirit, to discern what we are corporately led to do.

Tom Webb read the anti-racism queries and asked us to keep them in mind as we conduct our business today.

**I2023-30. Welcome.** Lamar Matthew (York) welcomed us to Interim Meeting, hosted by York Friends Meeting. He explained the facilities we are using, and invited Friends to visit the meetinghouse. He spoke of the long history of Friends in the nearby area, stretching back to the eighteenth century. He spoke of relations with the indigenous people who stewarded the land. We thank York Friends for their hospitality.

**I2023-31. Hosting Hybrid Meetings.** Sarah Gillooly described the experiment we are conducting today by meeting in a space near the host meeting, but not in their meetinghouse. When the pandemic began, we started holding hybrid sessions, and these had to be hosted by meetings with the necessary technology. If we continue holding hybrid sessions to make it possible for more Friends to participate, we do not want to be limited to a handful of larger meetings. Today,

York is serving as our host, but since their meetinghouse does not have internet, we are meeting in available space nearby.

**I2023-32. Nominating Committee.** Karie Firoozmand (Stony Run) reported for Nominating Committee. She presented the following nominations, with the request that they be approved with a single reading so that they may begin their work immediately.

Susan Thompson, Shepherdstown, to Unity With Nature (Class of 2026)

Sue Hunter Woerthwein, Deer Creek, to Unity With Nature (Class of 2026)

Tacy Roby, Bethesda, to Trustees (Class of 2026)

Charlie Goedeke, Adelphi, to Peace and Social Concerns (Class of 2026)

Friends agreed to a single reading, and APPROVED these nominations.

Karie reported the following resignations:

Jean Athey, Homewood, from Peace and Social Concerns

Tamina Chowdhury, Friends Meeting of Washington, from Peace and Social Concerns

Elizabeth Tauser, Warrington, from Peace and Social Concerns

Kallan Benson, Annapolis, as a representative to Friends Committee on National Legislation

Phil Henning, Valley, as a representative to Friends General Conference Central Committee

Karie reported that the Friends World Committee for Consultation (FWCC) has invited each yearly meeting to send one representative to the Plenary that will be held in South Africa in August 2024. BYM has four representatives to FWCC, and they have chosen Jason Eaby to be the one who will attend. This decision does not require approval from Interim Meeting, since Jason has already been approved as a representative to FWCC. We thank him for his willingness to serve.

**I2023-33. Search Committee.** Meg Boyd Meyer (Stony Run) reported. She announced that Jim Riley (Hopewell Center) has agreed to serve a third two-year term as BYM Treasurer. Terrance McCormally (Herndon) has agreed to serve another two year term as Assistant Treasurer. Friends APPROVED both of these nominations with gratitude.

**I2023-34. Camping Program.** Brian Massey, Camping Program Manager, presented the Annual Report. He expressed his deep appreciation for the



support the camping program receives from BYM Friends. He reviewed some statistics. Attendance at camps this past season averaged nearly 90%, which is a healthy number, although down from last year. Almost 20% of this year's campers came from Quaker families. Almost 40% of families paid the full cost. The end of season survey found that campers were generally well satisfied this year, and that satisfaction among camp staff has risen. This is encouraging news, but more remains to be done.

In response to a question, Brian spoke about how important it has been to have Dyresha Harris serving as a full-time director. Having full time staff is essential to running a camping program in today's world. The complete report is attached

**12023-35. Camp Property Management.** David Hunter, Camp Property Manager, presented the Camp Property Management Annual Report. He spoke of the 100 American chestnut trees that are now thriving in the woods at Catoctin. He spoke of efforts to control the ash borers that are killing trees. He reported that construction on all of the new cabins at Catoctin has now been completed. They are beautiful and will serve our campers well. David spoke of the planned move of Opequon Quaker Camp to Rolling Ridge Conservancy. The move of Opequon's physical assets to Rolling Ridge is nearly completed, and camp will open in its new location next summer. David expressed his deep appreciation to the Quaker family who has rented a portion of their land to Opequon Quaker Camp for many decades. Their support has been invaluable. He spoke of the enormous impact of the BYM Camping Program on young people over the years. He spoke of the wildfire in Madison County. It is not likely to affect the Shiloh property, but it has caused great concern. He explained that the name "Opequon" comes from the creek that runs through the farm where the camp was established. It has become a treasured name over the years, and will move with the camp to its new location. Friends expressed deep appreciation for David Hunter's service as Camp Property Manager.

**12023-36. STRIDE.** Rachel Carter, STRIDE Coordinator, presented the Annual Report. They have been with the program since May, and described it as a wonderful experience. They spoke of the pre- and post-camp survey of STRIDE campers that was done this year. STRIDE intends to do a similar survey every year to assess how the program is doing, and to identify issues that need to be addressed. The feedback has been very positive. Over the past several years, STRIDE has

strengthened its connections with the families of campers and is serving its campers well. Rachel urged BYM Friends to find out more about STRIDE, and volunteer to help. The report is attached.

Sarah Gillooly thanked Rachel for their leadership in STRIDE, and expressed deep appreciation for the gifts they have brought to the work. Rachel has a gift for strategic thinking, and great sensitivity in communicating across cultural differences. They envision how STRIDE can be transformative for the entire camping program, and work to make that vision a reality.

**I2023-37. Development Committee.** Barb Platt and Arthur Boyd presented the report. Barb Platt thanked those who have contributed so far, and urged Friends to send in their end-of-year donations. She announced that a group of generous friends are establishing a matching grant to match new and increased donations received by December 31. Friends are asked to take this message back to their home meetings and encourage Friends to increase their giving, or start giving to BYM. Arthur Boyd spoke of the effort to raise the funds necessary to move Opequon Quaker Camp to Rolling Ridge. He reviewed why the move was necessary, and how the new site was chosen. It is an excellent site. Over the next two years, we expect the cost of the move to be around \$700,000. As of now, we have raised over \$100,000. The Development Committee is planning a major fundraising campaign, and will be reaching out to local meetings to encourage Friends to participate. Information about how to contribute is on the BYM website. Barb Platt thanked Barbara Wille for her invaluable service to the Committee as interim Development Director.

**I2023-38. Treasurer's Report.** Jim Riley, Treasurer, presented a report on BYM's financial position as of September 30, 2023, and a statement of activities for the first nine months of the year. Total expenditures for the first nine months of the year have exceeded contributions by about \$200,000. Our reserve fund is still above the established guideline. The report is attached.

**I2023-39. General Secretary's Report.** Sarah Gillooly, General Secretary, presented their report. They will be making an offer to a candidate for the Development Director position within the next week or two. Barbara Wille will stay on for a time to help with the transition. Sarah spoke of how three of the nine BYM staff members are going through a time of crisis in their personal lives, which has weighed on the hearts of the entire staff. They asked Friends to hold

the staff in our prayers. They spoke of ongoing efforts to address the harm of racism within BYM and the BYM staff. They described recent travel, including a visit to a thriving worship group at the Collington Life Care Community in Mitchellville, MD.

They spoke of our new approach to updating *Faith and Practice*. Instead of doing a complete revision, the Faith and Practice Committee is revising one section at a time. Since it would be cost prohibitive to mail out copies every time a section is revised, we will be making the current version available on the BYM website, and printing and mailing out copies of the most recent version as they are requested by meetings.

Sarah spoke of how BYM will be facilitating background checks for those working with youth. They also spoke of a change in how BYM will record membership statistics. Meetings will be asked to provide information on total membership, and on average attendance at meeting for worship without regard to membership. They described changes in how the Yearly Meeting handles audits, payroll, and insurance. There appear to be real advantages to getting camp insurance from one company, and church insurance from another. This will raise the total cost slightly, but will give us better tailored coverage. Sarah explained that they will not be able to devote any attention to strategic planning at the present time, but will return to it as soon as possible.

They reviewed the details of income and expenses in the camping program. Revenue for the year is down somewhat. It is likely to rebound when Opequon opens in its new location next year, but Sarah is going to be working with Stewardship and Finance to review the 2024 camping budget to see if it is realistic. A Friend expressed appreciation for the new format, which makes financial reports far easier to understand. Sarah spoke of how our camps provide a ministry of Quaker spiritual formation to campers who are mostly not Quaker. They thanked the camping program for this ministry. Friends expressed deep appreciation for all that Sarah Gillooly brings to BYM from their deep spiritual center.

**12023-40. Yearly Meeting Clerk's Update.** Steph Bean, Yearly Meeting Clerk, presented their update. They reviewed highlights of work done during Annual Session and spoke of how committees and working groups have settled in to their work for the year. They spoke of how stretched we all are in terms of our

personal energy resources, and reminded us to help and care for each other as we care for ourselves. Friends thanked Steph Bean for her wonderful work as clerk of the Yearly Meeting.

**I2023-41. Reproductive Justice Working Group.** Katherine Cole (Herndon) presented the report. She described the history of the working group. She noted that BYM has not approved a minute on reproductive justice since 1979, and read an excerpt from that minute.

The Baltimore Yearly Meeting of the Religious Society of Friends opposes any U.S. Constitutional Amendment which would outlaw abortion.

Baltimore Yearly Meeting of the Religious Society of Friends is advised that in recent months steps toward dialogue have been taken by persons with differing positions on the abortion issue. We urge concerned Friends and Meetings to take part in and nurture this process.

Baltimore Yearly Meeting of the Religious Society of Friends recognizes and reaffirms the basic commitment of Friends to the sacredness of life as well as the quality of life. We do not advocate or encourage abortion as a desirable method of birth control.

Nevertheless, we acknowledge that in some extremely unfortunate circumstances a woman might find abortion the least undesirable of several tragic options. The responsibility for making such a decision ultimately rests with the pregnant woman herself. We affirm every pregnant woman's right to safe and effective medical care throughout her pregnancy and the birth. When abortions are performed, safe and professional medical procedures should be assured.

Katherine spoke of how the Supreme Court decision to overturn *Roe v. Wade* has made it important for us to revisit this issue. She presented a minute on reproductive justice prepared by the working group for a first reading.

Minute on Reproductive Justice - October 2023  
Reproductive Justice Working Group

Friends believe that God, or the Inner Light, dwells within each of us, and that by centering into stillness, we can individually and collectively listen to that inner voice and become clear about next steps to take. We support each person's right to seek and follow this inner voice and hold such leadings with loving concern for the individual.

The decision to have, or not have, children is an intimate, personal one, to be held lovingly in the presence of the Inner light . Baltimore Yearly Meeting is neither for or against abortion, but supports each person's right to choose, following the leadings of the Inner Light as they apply to their particular life situation.

Through our process of discernment, The Baltimore Yearly Meeting of the Religious Society of Friends opposes laws that restrict access to contraception and abortion. We support the right of all persons to make decisions involving their own reproductive health.

We recognize that decisions regarding reproductive health are personal and may be difficult due to the person's life circumstances. These include decisions to prevent pregnancy, to become pregnant, to abort a pregnancy, or carry a pregnancy to term.

We oppose those who spread false medical information regarding abortion and contraception.

We believe in supporting those who make reproductive healthcare decisions that we might have made differently due to our own spiritual leadings, health and family circumstances. We respect those who hold religious views different from ours, and whose practice of religion differs from our own, as well as those who choose not to practice any religion. However, we oppose efforts to impose religious views on others.

We are aware that, in the United States, persons who are in the global majority are adversely affected more than others when laws are enacted that restrict access to contraception and abortion, and that they have higher rates of complications and death from pregnancy and delivery.

Our Testimony of Equality, and our leading to become an antiracist body urges us to address and heal these inequities.

We seek and advocate for a just society that allows access to the full range of reproductive healthcare, and for a society in which children are protected from abuse and oppression, and have adequate food, housing, healthcare and education.

We believe that BYM Friends have discerned these beliefs through our process of seeking discernment in our Meetings for Worship with Attention to Business.

In response to a question, Katherine described how the working group has approached its task. It has met regularly, consulted with the Peace and Social Concerns Committee, and offered a number of workshops. The working group has received encouragement from several local meetings that have adopted minutes of their own. and would love to hear from more meetings about their concerns. Members would be glad to be invited to offer workshops for local meetings or other groups. Friends APPROVED having the draft minute distributed for further discernment, with a request that Friends submit their comments within the next few months. The minute will be brought back to Interim Meeting in March.

**I2023-42. Reparations Action Working Group.** Marcy Seitel (Adelphi) presented a report from the Reparations Action Working Group (RAWG). She noted that the working group's goal for the year is to reach out to local meetings, to encourage Friends to think and talk about retrospective justice. It has become evident that Baltimore Yearly Meeting is not in a position to administer a reparations fund, and the working group is looking for alternatives.

In the interim, RAWG is asking Baltimore Yearly Meeting to make a contribution of at least \$2,000 to the Equal Justice Initiative in Montgomery, Alabama. This is a highly reputable organization that supports the National Memorial for Peace and Justice, the US's museum to memorialize our history of lynching, and does other excellent work. Marcy explained that acknowledging the truth of our history is an important first step toward repairing racial harm. Sarah Gillooly has assured the working group that making such a donation would be consistent with

BYM's new policy on contributions to outside organizations. Friends APPROVED donating \$2,000 to the Equal Justice Initiative in Montgomery, Alabama.

RAWG is also asking the monthly meetings of BYM to review the donations they give to their communities and consider whether enough funds are going to organizations that address the harms of racism and support the leadership of African Americans and Indigenous groups. We will provide a list of organizations you might want to consider giving to. The report is attached.

**12023-43. Stewardship and Finance.** Linda Pardoe (Patapsco) presented the report. She introduced Xan Whitt (Roanoke) as the new apportionment manager for BYM. Xan Whitt gave a report on apportionment payments received so far. He thanked John Yost (Eastland) for helping him to move into his new position as apportionment manager.

**12023-44. Announcements.** Rich Liversidge (Sandy Spring), Clerk of Trustees, presented the following announcement.

“BYM's Trustees are responsible for legal matters that involve the Yearly Meeting.

I want to report that a legal complaint has been filed that names BYM as a defendant. The complaint involves allegations of sexual abuse of a child twenty-five years ago. The child was a student at a local Quaker school in the area. That school is not affiliated directly with BYM. That means the school is not Sandy Spring Friends School or Friends Meeting School in Ijamsville.

The complaint was brought under the new Maryland Child Victim's Act of 2023, which just went into effect. That law extends liability beyond Maryland's previous statute of limitations.

Based on what I know at the present time, I personally believe at least some of the allegations to be credible, and our hearts go out to the young woman. BYM's involvement, if any, appears to be extremely limited.

BYM provides spiritual support to the members and monthly meetings in the Yearly Meeting. BYM staff and volunteers nurture and help our youth develop and mature through our camps and other activities.

We value the children in our care and do everything we can to keep them safe. The thoughtful and sensitive activities of our staff working with our youth, as well as our Youth Safety Policy, are testaments to that caring.

The Trustees review BYM’s Youth Safety Policy regularly, and we will be doing so again this coming year. I urge all Friends within BYM to familiarize yourselves with BYM’s Youth Safety Policy. The BYM Office can put Monthly Meetings in touch with resources to review your own youth safety practices – and we urge you to do so. Sarah and I are working with outside counsel on the legal complaint that references us. We are the ones to whom any of your thoughts and questions should come.

This matter is still in its earliest stages. It will take time to see how the parties will move forward. In the meantime, I want you to know that the Trustees are taking this very seriously.”

By: Rich Liversidge, Clerk of the BYM Trustees  
November 11, 2023

**I2023-45. Closing.** The meeting settled into an extended period of waiting worship, and closed at 3:55 pm.

## **Attachment I2023-34 Camping Program Manager Annual Staff Report**

### Task #1: Stabilize

After a half-decade or more of tumult and change – some of it within our camping program, some of it within our yearly meeting, and some of it in the broader society and world – I’m happy to report that Summer 2023 at BYM Camps had a quality that I had yet to feel in my three years of service as Program Manager: stability.

We had six talented, dedicated, and returning Directors leading the way: Dyresha Harris, Lyd Hanson, Jared Wood, Hope Swank, Rosie Eck, and Jesse Austell. We had no unexpected Director turnover from 2022 to 2023, and do not foresee any



happening from 2023 to 2024 as well. The Director position is the *most important* position in the program, and the strength of our current Director team should be celebrated and valued and nurtured by all BYM Camps stakeholders.

The retention of such high-quality Directors would not be possible without the salary increases that Interim Meeting approved during the 2021-22 offseason. It also would not be possible without the substantial tuition increase that allowed for the continued investment in professional development, in outside trainers and consultants, and in new seasonal support positions. We have been able to hire and retain high-quality staff to fill new seasonal roles that have proven to be valuable and essential: Director of Mental, Emotional, and Social Health; Assistant Program Manager; Camper Support Specialists; Deputy Directors; and Health & Wellness Managers.

All of these investments have enabled us to continue innovating and improving our programmatic offerings in response to camper interest and parent demand and staff inspiration. We have improved our customer service and our family engagement, through a rebuilt and redesigned website, through new newsletters and weekly updates, through a cultural emphasis on valuing and listening to caregiver input and concerns.

The summers at Catoclin, Opequon, Shiloh, and Teen Adventure were solid and good, an evaluation both anecdotal and rooted in data. There were still challenges, of course, and the work was both joyous and hard, but the Program Staff at all levels were increasingly equipped to handle and transcend those challenges, working on top of the stronger and deeper and more stable foundation that we've been building these last few years.

### Task #2: Catalyze

Now comes the more difficult task of catalyzing institutional change so that we're prepared for the continuous tumult that seems an inextricable part of the modern world.

BYM Camps must catalyze change in order to be nimble and responsive, so that we can engage with and serve the world as it is right now, not necessarily as we wish it were, or as it used to be. In order to be sustainable, financially and operationally, we need to attract and retain high-quality staff, and we need to appeal to more families outside of our Quaker and Quaker Camp networks so that our enrollment is consistently at or near 100%.

Due to high levels of staff churn – both from one summer to the next and during the summer itself – hiring the 150+ seasonal staff is now a year-round task, requiring broad and nationwide job postings far outside of our existing camp community, with 1000+ applications received and 300+ interviews conducted.

There are also persistently high levels of camper & family churn: ~35% of our families have been new to BYM Camps each of the last three summers, and only 13% of our families in 2023 are members of BYM, down from 17% in 2022 and 21% in 2021. To adjust to and engage with this new reality we need to constantly improve (and articulate the benefits of) our program, and we need to increase our level and quality of communication, marketing, and family engagement.

All of that requires efficient and high-quality work done by a robust and dynamic team. It requires increased investment in programmatic offerings, staff, and facilities. It requires an increased investment in culinary and medical staff. It requires increased investment in administrative and managerial staff. It requires that we fully embrace the BYM Camps Strategic Plan, and that we make the hard choices that are necessary for it to be fully implemented.

We are unequivocally operating in the marketplace for both staff and campers, and if we're going to sustain this ambitious and magical camp program, we need to accept and embrace that challenge at every level of the organization, from first-year counselors and work granters, all the way up to the BYM Trustees. We need to be a modern and highly-functioning organization. We need to let go of traditions and structures if they no longer serve our mission, if they no longer

serve our community. We need to all be on the same page, to all row in the same direction, to all sing from the same hymnal.

Change is not easy, but it is necessary. We ask it every year of our campers and staff, and they consistently amaze and surprise us. With a newly stable foundation at BYM Camps, we must now ask it of ourselves, of the organization that has nurtured and supported the ever evolving BYM Camping Program for the last 101 years.

Brian Massey

*Program Manager, BYM Camps*

BYM Camps 2023, by the numbers:

Capacity across all four camps: 89.15%

    Catoctin: 87.5%

    Opequon: 73.7%

    Shiloh: 100%

    Teen Adventure: 100%

% Campers new to BYM: 37%

% Campers whose families are members of BYM or a BYM Monthly Meeting: 13%

% Campers whose families are members of *any* Quaker meeting: 17%

% Families paying the Full Cost: 38.23%

% Families paying the Operating Cost: 23.21%

% Families paying on the Sliding Scale: 38.57%

Total Tuition Revenue Received: \$1,421,418

Camper & Family Survey

    Recommendation Score Average: 9.14

        That's good!

    Main areas for improvement:

        Communication - more photos, updates, news from camp, camper contact.

        Food - more quality, quantity, and options.

Activities - more structured and engaging options throughout the session.

## Staff Survey

Recommendation Score Average: 8.61

That's good! It also represents a positive trend from 2021 and 2022.

Main areas for improvement:

Better and more robust orientation / onboarding / training for new staff

Clearer and more detailed job descriptions and expectations

More rest, more time off, clearer "on/off" schedule, less burnout

## **Attachment I2023-35**

### **Camp Property Manager Annual Staff Report**

My 20<sup>th</sup> year as BYM Camp Property manager has been particularly busy and fulfilling. Some milestones were passed, farewells are being said and new opportunities are being embraced.

We have been looking for a new location for the program at Opequon Since before 2017. Our lease at Opequon was coming to an end and several problems with the site have surfaced over the years. Some of the issues include the driveway was prone to flooding, the site was a little small, there was no longer an adequate place to swim and many of the improvements that we anticipated needing to make in the years to come would have been expensive.

A joint ad hoc working group of the Camp Property Management Committee (CPMC) and the Camping Program Committee (CPC) had looked at several properties over the years and found that purchasing a new property would cost about one million dollars.

Until 2019 For the Love of Children (FLOC), a support and enrichment organization for children in Washington DC, filled one of the conservancy's goals by offering young people a chance to connect with nature through their summer camping program and environmental education center. Unfortunately, in 2019 FLOC found it necessary to refocus their attention on their DC operations and

sever their connection to Rolling Ridge Conservancy. Since then, Rolling Ridge has been seeking a new partner to fulfill that part of their mission.

You may have noticed that I have used “WE” when talking about all we have accomplished in this report. That is not by mistake. There are many, many people who give of themselves, of their time and of their resources to make camp possible. There are certainly times when I am working alone on the camp properties, but I am always aware that there are many others invested in the places and in the work. I feel and appreciate the presence of you all in those moments.

Some Friends have left a piece of their hearts at the camps as a spiritual investment, and many have given of their time and their financial resources to help make the camps possible. All that is given is deeply appreciated. When we take collective responsibility for a thing, we infuse it with something special. It comes to embody a unique Spirit, taking on a life of its own, enriching all that comes into contact with it.

I am ever grateful to be a part of an organization that values these programs and creating places for young people to grow and thrive. I feel immense pride when I look back and note how many of our former campers have grown into truly remarkable adults. They service the world in a thousand ways that simply make me stand in wonder. They are peacemakers, innovative farmers, climate activists, healers, social reformers, food security revolutionaries, artists bent on re-making the world, teachers of those who will shape the future and parents of the next generation of problem solvers. When I am able to steal a moment for a chat with one of them, we nearly always come around to recount a transformative experience that they had at camp and how it helped to mold them into the people they are today. Baltimore Yearly Meeting has created a space where young people are allowed to grow into people bent on making the world into a place that better reflects the community and the life in the Spirit they experienced at camp. I am grateful to the Yearly Meeting for giving this gift to our young people and for the gifts these young people are giving to the world!

### **Attachment I2023-36**

#### **STRIDE Annual Staff Report**

Presented to Interim Meeting - Saturday November 11th, 2023 Rachael Carter, STRIDE Coordinator.

STRIDE (Strengthening Transformative Relationships in Diverse Environments) is a program within BYM that works to break down barriers to access that youth of color experience in attending BYM Quaker camps and build communities of genuine diversity. To foster camper’s ownership and leadership of the camp, we address five roadblocks: trust, access, money, gear and culture/procedures. STRIDE is more complex than a program that “sends kids to camp,” though it is one of our primary goals. STRIDE’s vision is to create the environments where more children access BYM quaker camps and more young adults connect with Quakerism.

**Goals**

1. Create access for youth in each of these cities to attend Baltimore Yearly Meeting summer camps
2. Create communities of genuine diversity, equity, and inclusion in these youth serving programs and,
3. Support campers and their families to be invested in the life of camp, now and through their life of being involved in camp

**Beliefs**

- Access More equitable distribution of resources (we have influence over how the money, space, labor, and time of BYM camping programs are allocated and feel we have a moral/spiritual responsibility to expand the pool of people these things are allocated to.
- Radical Inclusion The “radical” means that we expect the community to be changed and shaped by the inclusion we are seeking rather than simply asking people to join and conform to what already exists.
- Camper and Family Contributions/Strengths We believe in an assets-based model. That is to say we believe that families and campers who participate in STRIDE not only receive benefits from being part of camp but that (like all community members) their unique perspectives, personalities, strengths and spiritual leadings contribute much to the camp community
- Benefits for Camper We believe that participating in camp is great for young people. It builds friendships, new skills, self-confidence, and leadership. We will ground our advocacy in this belief, making every attempt to make our work “person-centric”, that is based on what is best for individual young people and families in our program.

- Improving the Environment for BIPOC and Families Experiencing Low Income in Our Communities Though largely made up of white people, our camp community already includes people of color. We aim to support and acknowledge them, recognizing that not all people of color in our program are “new” and that efforts that make the program work better for people of color are integral to our pre-existing community as well as the one we hope to create.

### **Summary of Accomplishments and Program Impact and Implementation**

STRIDE has hired a new STRIDE Coordinator Rachael Carter, and transitioned that position to full time. Rachael is deeply honored to have the opportunity to serve in the position of the STRIDE Coordinator since May of this year and it has been a wonderful experience for them so far. STRIDE was able to send 16 campers to camp this summer. This is down from last year’s attendance of 30 campers. STRIDE had five new campers who are excited to continue in the program moving forward. Most of our campers were from Philadelphia and went to Opequon in 2023 with one camper returning to Shilo. This previous season on the whole went well with high camper and family satisfaction.

STRIDE did a new pre and post camp survey to better understand the hopes and expectations and the final experiences of our campers and families. STRIDE hopes to continue this practice in addition to follow up one on one calls with families after. After a review of the program, it is clear that STRIDE has done really well over the past several years including making many transitions during the pandemic that allowed STRIDE campers and families to feel more connected.

### **Future Outlook and Long Term Goals**

There are a few changes that STRIDE is hoping to make in the next two years to stabilize and grow the program. The hope is that in the next two years STRIDE can become a program that lives more connected with our larger camp community and also better strengthen the needs of all families while still specifically supporting our STRIDE families in the ways that are most important to them.

STRIDE hopes to have 24 campers go to camp in summer 2024 with campers going to all three camps in summer 2024. The program hopes to have more opportunities for campers and families to connect with each other and also connect with the larger camp community.

Young adults are looking for ways to meaningfully work and find leadership within Quakerism and BYM. STRIDE has deeply scaled back volunteer responsibilities to support volunteer capacity. There will be three camper orientations that will happen in April and May. There will be 2-3 meetings between April and August focusing on drivers and gear support. STRIDE hopes to engage young adults both virtually and in person to find out what they need or are hoping for to be a part of the program for this upcoming season and future engagement. Individual capacity has drastically changed since the pandemic and taking a more clear look at the roles and responsibilities of volunteering with STRIDE will help create more sustainable engagement in the future.

STRIDE is also working on two website refreshes for the BYM website and the Camp Website to help direct partners, campers, families and volunteers to understand more about the program and how they will be supported in their participation. There will be a CRM to help keep track of communications with campers and families as well. STRIDE is reaching out to our three camper partners to reestablish relationships with them in which there will be virtual and in person conversations. The STRIDE Coordinator would like to connect with meetings during the winter season to help support rebuilding a relationship and community around STRIDE.

The program has previously considered a STRIDE Youth Advisory Committee (YAC) which is an incredible idea to forward. At this time this has moved into a second year initiative, hoping to first improve camper experience and stabilize the volunteer program. The Youth Advisory Committee (YAC) functions similarly to a board of directors. It is a governing body that provides guidance and vision like a board. It also can influence decision-making as a board does. STRIDE's YAC will be youth-led which means that youth members are involved in all aspects of planning and implementation of the program, such as setting agendas and running meetings. However, YACs do require adult support, structure, and resources.

Justice, Equity, Diversity, Equity and Inclusion (JEDI) does not happen in a bubble. It is not something that can continue to be separated just in the program of STRIDE. While it is an idea that is valiant, it is also flawed. After many conversations with camp staff and families the challenges around Communication, Transportation and Gear. What would it be like to better



connect with the rest of camp to work on these things together? This is something that the STRIDE Coordinator hopes to explore in the future of this role. The Coordinator will work closely with Camp Directors to think about what are the ways that STRIDE can be more integrated into the larger camping program. There are plans to have a BIPOC staff gathering before and during the season and also think about programming for Pre-Camp.

### **Closing Reflection**

While there are many changes that are happening within the program, it is clear that STRIDE has had a strong foundation and has the ability to continue in its current work. There is a lot of work to do with volunteers and thinking about how the program is supported by the rest of the Yearly Meeting.

This program works really well with the participation of the Quaker Community. Whether it be Young Adults or seasoned Quakers, camper and family interactions and support from you is essential to the success of the program. STRIDE Orientation Hikes and activities are more helpful to STRIDE families when they are able to connect with people who know about the wonder of being at camp, and the challenges of it. The quality of our gear storage and the ability to meet families where they are by supporting them with transportation is the way that we show commitment.

STRIDE is not just a program, it is a community building activity. STRIDE looks forward to seeing you out on the trails.

### **Attachment I2023-38**

#### **Treasurer's Report**

Today I am reporting on BYM finances as of September 30, 2023. By the end of the third quarter, we have accounted for just about all the camp income and expenses for the year other than the ongoing administrative expenses. Also, I will note that 2023 is the first year since 2019 that we have not been directly affected by covid in some way, either by reduced programming or the receipt of covid related government assistance.

First, we will look at the Statement of Financial Position or Balance Sheet. This report gives us a snapshot of our assets, liabilities, and net assets as of September 30, 2023. Our total cash is about \$128,000. This is less than we have been reporting in recent years. But it is probably more "normal" because we don't have

additional covid related funds and yearend contributions have not yet been received. Our investments had a total market value of about \$1,980,000 on September 30. At this time last year, our investments were valued at \$1,649,000. Our total assets are just over \$5 million.

Our total liabilities are about \$350,000. These are all short-term liabilities, meaning that they are due in one year or less. We have no long-term loans now.

Total net assets are the difference between our total assets and our total liabilities. Total net assets on September 30, including year to date net income of (\$203,079), are \$4,666,082.

The Statement of Activities or Income Statement shows the revenues and expenditures for the first nine months of the year. It shows the activity in our unrestricted and restricted funds. Apportionment income is just over \$346,000. Program revenue is \$1,447,000. This is mostly from camp registration fees and Annual Session and is less than \$1,630,00 reported a year ago. Contributions total about \$244,000, which is equal to the amount reported last year at this time. Our investment income is comprised of interest and dividends received and the unrealized gain or loss on our investments. Total investment income to date is just over \$88,000. Total revenue so far this year is \$2,150,999.

The expenditures are all in the unrestricted column as usual and total a little over \$2,354,000. The general camp program expenses total \$290,000 which is more than the \$220,000 reported last year. This is due to the new camp related staff positions added in 2023. The individual camp program expenses for the four camps total \$901,000 which is slightly more than the \$875,000 reported last year.

The total camp property expenses total about \$428,000. Development expenses were just over \$74,000. Total expenditures exceeded total revenue by \$203,079. As a reminder, at the end of 2022 according to our audited financial statements, our unrestricted reserves were about \$1,117,000. This is more than our targeted minimum of 25% of our budgeted expenses for the year. For 2023, 25% of our budgeted expenditures is \$675,734.

Respectfully submitted,  
James Riley BYM Treasurer  
Hopewell Centre Meeting

Baltimore Yearly Meeting  
Statement of Activities  
From 1/1/2023 Through 9/30/2023

	Unrestricted	Designatec	Temp	Perm	Total
<b>Operating Revenue</b>					
<b>Apportionment Income</b>					
Apportionment	346,497.59	0.00	0.00	0.00	346,497.59
Apportionment Adjustments	<u>3.00</u>	<u>0.00</u>	<u>0.00</u>	<u>0.00</u>	<u>3.00</u>
<b>Total Apportionment Income</b>	<b>346,500.59</b>	<b>0.00</b>	<b>0.00</b>	<b>0.00</b>	<b>346,500.59</b>
Program Revenue	1,446,894.27	0.00	0.00	0.00	1,446,894.27
<b>Contributions</b>					
Contributions	168,543.91	0.00	10.00	0.00	168,553.91
In Kind Contributions	314.89	0.00	0.00	0.00	314.89
Bequests	0.00	0.00	0.00	0.00	0.00
Restricted Contributions	0.00	0.00	59,528.31	16,350.00	75,878.31
Grants Received	<u>0.00</u>	<u>0.00</u>	<u>0.00</u>	<u>0.00</u>	<u>0.00</u>
<b>Total Contributions</b>	<b>168,858.80</b>	<b>0.00</b>	<b>59,538.31</b>	<b>16,350.00</b>	<b>244,747.11</b>
<b>Revenue Released from Restriction</b>					
Released Funds	<u>42,300.00</u>	<u>0.00</u>	<u>(42,300.00)</u>	<u>0.00</u>	<u>0.00</u>
<b>Total Revenue Released from Restriction</b>	<b>42,300.00</b>	<b>0.00</b>	<b>(42,300.00)</b>	<b>0.00</b>	<b>0.00</b>
<b>Investment Income</b>					
Interest & Dividends	2,318.46	0.00	0.00	0.00	2,318.46
Unrealized Gain (Loss)	86,078.44	0.00	0.00	0.00	86,078.44
Realized Gains (Loss)	0.00	0.00	0.00	0.00	0.00
Change in value of CGA	<u>0.00</u>	<u>0.00</u>	<u>0.00</u>	<u>0.00</u>	<u>0.00</u>
<b>Total Investment Income</b>	<b>88,396.90</b>	<b>0.00</b>	<b>0.00</b>	<b>0.00</b>	<b>88,396.90</b>
<b>Property &amp; Vehicle Rental</b>					
Property Rental Income	11,706.30	0.00	0.00	0.00	11,706.30
Program Rental of Property	<u>(200.00)</u>	<u>0.00</u>	<u>0.00</u>	<u>0.00</u>	<u>(200.00)</u>
Vehicle Rental Income	<u>1,186.38</u>	<u>0.00</u>	<u>0.00</u>	<u>0.00</u>	<u>1,186.38</u>
<b>Total Property &amp; Vehicle Rental</b>	<b>12,692.68</b>	<b>0.00</b>	<b>0.00</b>	<b>0.00</b>	<b>12,692.68</b>
Gain(Loss) on Sale of Assets	0.00	0.00	0.00	0.00	0.00
<b>Revenue from Sale of Goods</b>					
Book Sales	1,353.60	0.00	0.00	0.00	1,353.60
Clothing Sales	391.48	0.00	0.00	0.00	391.48
Other Sales	0.00	0.00	0.00	0.00	0.00
Purchase for Resale	<u>17.77</u>	<u>0.00</u>	<u>0.00</u>	<u>0.00</u>	<u>17.77</u>
<b>Total Revenue from Sale of</b>	<b>1,762.85</b>	<b>0.00</b>	<b>0.00</b>	<b>0.00</b>	<b>1,762.85</b>
Other Income	<u>10,004.41</u>	<u>0.00</u>	<u>0.00</u>	<u>0.00</u>	<u>10,004.41</u>
<b>Total Operating Revenue</b>	<b><u>2,117,410.50</u></b>	<b><u>0.00</u></b>	<b><u>17,238.31</u></b>	<b><u>16,350.00</u></b>	<b><u>2,150,998.81</u></b>

Baltimore Yearly Meeting  
Statement of Activities  
From 1/1/2023 Through 9/30/2023

		Unrestricted	Designatec	Temp	Perm	Total
Expenditures						
100	Admin	396,703.19	0.00	0.00	0.00	396,704.94
200	Camp Program	290,701.96	0.00	0.00	0.00	290,701.96
210	Catoctin Program	230,452.55	0.00	0.00	0.00	230,452.55
220	Shiloh Program	182,859.32	0.00	0.00	0.00	182,859.32
230	Opequon Program	238,064.92	0.00	0.00	0.00	238,064.92
240	Teen Adventure Program	250,001.73	0.00	0.00	0.00	250,001.73
241	TA Bike Program	0.00	0.00	0.00	0.00	0.00
250	Camp Alumni Program	0.00	0.00	0.00	0.00	0.00
260	Outreach & Inclusion	94,054.00	0.00	0.00	0.00	94,054.00
300	Camp Property	206,149.28	0.00	0.00	0.00	206,149.28
310	Catoctin Property	94,339.37	0.00	0.00	0.00	94,339.37
320	Shiloh Property	68,959.43	0.00	0.00	0.00	68,959.43
330	Opequon Property	58,310.09	0.00	0.00	0.00	58,310.09
370	Rolling Ridge Property	791.72	0.00	0.00	0.00	791.72
410	Young Friends	0.00	0.00	0.00	0.00	0.00
415	Young Friends Exec.	0.00	0.00	0.00	0.00	0.00
420	Jr. Young Friends	0.00	0.00	0.00	0.00	0.00
430	Youth Programs Committee	0.00	0.00	0.00	0.00	0.00
440	Youth Secretary	66,526.74	0.00	0.00	0.00	66,526.74
501	Advancement & Outreach	0.00	0.00	0.00	0.00	0.00
502	Ministry & Pastoral Care	1,335.04	0.00	0.00	0.00	1,335.04
503	Peace & Social Concerns	507.00	0.00	0.00	0.00	507.00
504	Religious Education	0.00	0.00	0.00	0.00	0.00
505	Young Adult Friends	0.00	0.00	0.00	0.00	0.00
506	Unity With Nature	0.00	0.00	0.00	0.00	0.00
508	Interim Meeting	649.34	0.00	0.00	0.00	649.34
510	Stewardship & Finance	0.00	0.00	0.00	0.00	0.00
511	Trustees	5,368.50	0.00	0.00	0.00	5,368.50
513	Indian Affairs	1,523.61	0.00	0.00	0.00	1,523.61
514	Racism WG	1,797.80	0.00	0.00	0.00	1,797.80
515	Intervisitation	1,630.13	0.00	0.00	0.00	1,630.13
517	Faith & Practice Revision	0.00	0.00	0.00	0.00	0.00
518	Growing Diverse Leadership	4,269.69	0.00	0.00	0.00	4,269.69
519	Reparations Action Working	0.00	0.00	0.00	0.00	0.00
610	Annual Session	64,811.68	0.00	0.00	0.00	64,811.68
632	Spiritual Formation	19,825.14	0.00	0.00	0.00	19,825.14
633	Women's Retreat	0.00	0.00	0.00	0.00	0.00
635	Other BYM Programs	0.00	0.00	0.00	0.00	0.00
920	Development	<u>74,443.78</u>	<u>0.00</u>	<u>0.00</u>	<u>0.00</u>	<u>74,443.78</u>
	Total Expenditures	<u>2,354,076.01</u>	<u>0.00</u>	<u>0.00</u>	<u>0.00</u>	<u>2,354,077.71</u>
	Net Revenue over Expenditures	<u>(236,665.51)</u>	<u>0.00</u>	<u>17,236.56</u>	<u>16,350.00</u>	<u>(203,078.95)</u>

**Baltimore Yearly Meeting**  
Balance Sheet  
As of 9/30/2023

	Current Year	
<b>Assets</b>		
<b>Current Assets</b>		
<b>Cash &amp; Cash Equivalents</b>		
Operating Account	92,956.64	1001
Payroll Acct	(2,666.52)	1002
Camp Property Manager	25,078.14	1004
Catoctin Caretakers Account	1,840.85	1005
Shiloh Caretakers Account	1,544.94	1006
Catoctin Directors Account	2,003.96	1007
Shiloh Directors Account	1,446.19	1008
Opequon Directors Account	3,160.70	1009
TA Directors Account	3,051.18	1010
Petty Cash	<u>100.00</u>	1050
<b>Total Cash &amp; Cash Equivalents</b>	<b>128,516.08</b>	
<b>Accounts Receivable</b>		
Apportionment Receivable	171,146.41	1200
Student Loans Receivable	628.32	1300
Allowance for Doubtful Accts	(32,948.15)	1302
Harford Friends School Note	40,000.00	1512
Staff Receivables	<u>474.78</u>	1590
<b>Total Accounts Receivable</b>	<b>179,301.36</b>	
<b>Prepaid Expenses</b>		
Prepaid Rent	26,000.00	1711
Deposits	<u>7,018.26</u>	1715
<b>Total Prepaid Expenses</b>	<b>33,018.26</b>	
<b>Total Current Assets</b>	<b>340,835.70</b>	
<b>Long-term Assets</b>		
<b>Property &amp; Equipment</b>		
Land	1,106,495.65	2010
Land Improvements	377,407.96	2011
Buildings	1,947,374.89	2020
Leasehold Improvements	285,601.15	2030
Accum. Depr. Buildings & Leasehold	(1,305,059.88)	2039
Furniture, Fixtures & Equipment	272,801.55	2050
Accum. Depr. FF&E	(222,362.41)	2059
Vehicles	265,480.20	2060
Accum. Depr. Vehicles	(198,453.02)	2069
Projects in Progress	<u>165,833.71</u>	2900
<b>Total Property &amp; Equipment</b>	<b>2,695,119.80</b>	
<b>Long-term Investments</b>		
Friends Fiduciary	1,431,095.68	1110
Sandy Spring Bancorp Stock	1,056.90	1111
Morgan Stanley Smith Barney	<u>547,776.27</u>	1113
<b>Total Long-term Investments</b>	<b>1,979,928.85</b>	
<b>Total Long-term Assets</b>	<b>4,675,048.65</b>	
<b>Total Assets</b>	<b><u>5,015,884.35</u></b>	
<b>Liabilities</b>		
<b>Short-term Liabilities</b>		
<b>Accounts Payable</b>		
Account Payable	<u>81,397.08</u>	3000
<b>Total Accounts Payable</b>	<b>81,397.08</b>	
<b>Deferred Revenue</b>		
Prepaid Donations	10,000.00	3131
Deferred Apportionment	<u>168,315.09</u>	3200
<b>Total Deferred Revenue</b>	<b>178,315.09</b>	
<b>Other Short-term Liabilities</b>		

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**Baltimore Yearly Meeting**

Balance Sheet

As of 9/30/2023

	<u>Current Year</u>	
Wages Payable	52,178.54	3010
Payroll Taxes Payable	10,399.92	3020
Pension Payable	28,113.33	3030
FSA Payable	<u>(601.45)</u>	3060
Total Other Short-term Liabilities	<u>90,090.34</u>	
Total Short-term Liabilities	<u>349,802.51</u>	
Total Liabilities	<u>349,802.51</u>	
 Net Assets		
Beginning Net Assets		
Net Assets	<u>4,869,160.79</u>	4099
Total Net Assets	<u>4,869,160.79</u>	
Total Beginning Net Assets	4,869,160.79	
Current YTD Net Income		
	<u>(203,078.95)</u>	
Total Current YTD Net Income	<u>(203,078.95)</u>	
Total Net Assets	<u>4,666,081.84</u>	
Total Liabilities and Net Assets	<u><u>5,015,884.35</u></u>	

## **Attachment I2023-42 Reparations Action Working Group Report**

RAWG seeks to address the harms of racism with actions that can be taken right away, even as we also work for changes that might take a long time to accomplish. Through the next year, RAWG will be asking Monthly Meetings to discern how they are led to be part of this reparative work, and to offer support for their discernment and plans. A number of Meetings are already doing interesting things, and we would like to support all Meetings to take their next steps in this work.

Proposed Fund. RAWG continues to explore whether it would be possible to set up a fund for retrospective and restorative justice (the potential fund has not been named yet). Such a fund would provide a way for Meetings and individuals within and beyond BYM to make financial donations to support the work of those who are addressing the harms of racism. It seems that this kind of fund might not be possible within BYM as it is now envisioned, but could be anchored in another organization and remain a fund of BYM.

This proposed fund would be very different from other initiatives within BYM, and it is important for Friends to think about what it would mean for all of us to support the formation of such a fund. The fund would not belong to RAWG but to BYM. We would be both raising funds and disbursing funds, and the goal would be, for the most part, to support people and organizations beyond the Yearly Meeting and beyond the Quaker world. Very simply, we can accomplish more if we put our resources together. And more - this could be an important public faith witness about Friends testimonies of equality and peace, as well a witness to our faith to work with hope for peace and healing even when the task is huge.

Request for a donation to the national movement of memorialize lynchings in our country. We would like to ask that BYM make a substantial donation, of at least \$2,000, to the Equal Justice Initiative (EIJ) in Montgomery, Alabama that supports the National Memorial for Peace and Justice, the US's museum to memorialize our history of lynching. The EIJ also supports the establishment of memorials in each state where lynchings occurred.

To-do's for Monthly Meetings. RAWG will be asking Monthly Meetings to make donations to their state lynching memorial fund, and if their state does not have

one, to an organization that focuses on truth telling about the US's history of racism. We will also ask Meetings to look at the donations they give to their communities and consider whether enough funds are going to organizations that address the harms of racism and also support the leadership of African Americans and Indigenous groups. We will provide a list of organizations you might want to consider giving to. All of this is meant to help all of us think about how to focus more of our resources on addressing the harms of racism.

Other things for Monthly Meetings. Please watch for communications from us later in November. In addition to providing a list of organizations to support financially, we will also suggest non-financial ways people can work for reparative justice. And we will provide a list of resources for Meetings who want to consider more deeply retrospective and reparative justice.

Watch for upcoming events. Please look for announcements at the end of November, and put them on their calendars. By learning together, we can find our way as a community to address harms of racism among Friends and in the wider world together.



## March 23, 2024 Interim Meeting

Held at Bethesda Friends Meeting and via Zoom

**I2024-1. Opening.** Friends gathered at Bethesda Friends Meeting for Winter Interim meeting 2024. We settled into waiting worship. Presiding Clerk Thomas Webb read the Land Acknowledgement, honoring the peoples and cultures of past and present native nations.

Jillaine Smith, co-clerk of Bethesda Friends Meeting, welcomed us and explained the facilities of the meetinghouse.

Clerk Tom Webb introduced himself and others. Deborah Haines, Alexandria, is serving as Recording Clerk. Greg Robb, Friends Meeting of Washington, is holding the meeting in the Light. Sarah Gillooly, General Secretary, and Ken Haaf, Bethesda, will be providing technical support. Tom spoke of how the meeting for attention to business is grounded in worship. We are not here to share our own opinions but to seek the leading of the Spirit. He read advices to guide us when we feel led to speak.

Tom read the Anti-Racism queries that will guide our decision making today, to support our declaration that Baltimore Yearly Meeting is and aspires to be an anti-racist faith community. He noted that the Working Group on Racism has submitted a report on anti-racism work within our monthly meetings which is available in the documents distributed in advance of this meeting. The Reparation Actions Working Group has also distributed an advance report. Friends are encouraged to read these reports.

Sarah Gillooly, General Secretary, explained how the room is set up to ensure that those in person and those online can see the speaker and hear what is said.

**I2024-2. Nominating Committee Report.** Debbi Sudduth, Goose Creek, reported the following resignations:

Erika Janifer, Alexandria, as the BYM representative to Prisoner Visitation and Support;

Susan Russell Walters, Homewood, from Ministry and Pastoral Care;

Gary Sandman, Roanoke, from Ministry and Pastoral Care;

Elisa Hansard, Roanoke, from Ministry and Pastoral Care;

Tom Webb, YAF, from Ministry and Pastoral Care Committee;

Sarah Bur, Homewood, from Faith and Practice Committee.

These were received and recorded.

**12024-3. Naming Committee Report.** Gloria Victor-Dorr, Sandy Spring, brought forward the name of Gene Throwe, Friends Meeting of Washington, to serve on Search Committee, in the class of 2026. She asked that we waive a second reading so that he can begin his service now. Friends agreed, and APPROVED this nomination.

The entire report is inserted here:

Naming Committee Report to Spring Interim Meeting  
March 23, 2024

In my role as Naming Committee I am mindful of the BYM anti-racist queries and I am making an attempt to bring diversity to Search Committee. I am a member of the SSMM Change Group, and I bring anti-racist readings and queries to SSMM's Finance Committee meetings.

I bring the name of Gene Throwe, Friends Meeting of Washington, to serve on Search Committee BYM Annual Session 2023 - 2026 (effective Spring Interim Meeting 2024).

The following are the current members of Search Committee:

Richard Broadbent (Frederick) 2018 -2024

Nate Arbor (Sandy Spring) 2020 - 2024

Meg Meyer (Stony Run) 2022 -2025 Clerk

Six years is the maximum length for service on this committee at one time. We thank Richard Broadbent for his years of service as he will "roll off" at Annual Session 2024. In addition, Nate Arbor will not continue on Search Committee effective Annual Session 2024.

In order to complete and discern the Search Committee's work the optimal number of members is 6. As you can see, as of today, beginning at Annual Session 2024 there will be just 2 members on Search

Committee. It is invaluable that members of Search Committee have connections throughout Yearly Meeting. Search Committee assumes a vital role in the life, spirit, and community of BYM.

Respectfully Submitted,  
Gloria Victor-Dorr  
Sandy Spring Monthly Meeting

Gloria explained that Search Committee is responsible for nominating the Clerk and Recording Clerk of the Yearly Meeting, the Clerk and Recording Clerk of Interim Meeting, and members of the Nominating Committee.

**12024-4. Treasurer's Report.** Jim Riley, Hopewell Centre, presented the year-end report for 2023. He noted that he received additional information last night that requires minor adjustments to the report. The financial position of the Yearly Meeting is strong. Contributions have risen despite the absence of a Development Manager. Jim noted that the information just received indicates that unrestricted contributions were \$50,000 higher than shown on the report distributed in advance of the meeting, while receivables were \$50,000 lower. The Treasurer's Report is attached.

Jim reviewed the Balance Sheet and the Statement of Activities (both attached) and highlighted items of particular interest. Revenues over expenditures totaled \$236,000 in 2023, including \$110,000 in unrestricted funds. He expressed gratitude to the staff who manage all this activity, and to the many generous donors who are supporting the work of the Yearly Meeting. His written report is attached. In response to a question, Sarah Gillooly explained that this report is primarily for the auditors and only addresses financial activity in 2023. A report that compares past and projected income and expenses will be made available before the apportionment meeting on April 15.

**12024-5. Supervisory Committee Report.** Rebecca Haines-Rosenberg, Alexandria reported. She explained that the main work of the Supervisory Committee is to support the General Secretary and the BYM staff. The committee has recently completed a series of interviews with staff, which revealed that they love their work, but are feeling overwhelmed. Volunteers are handling less and less of the workload, but the work itself has not decreased, which means that staff are having to do more. She offered two queries for us to consider:

If your committee works with BYM staff, how do you create space for them to say no to work that would stretch them beyond their paid time and their job descriptions?

How do you celebrate the gift of a carefully discerned no?

Rebecca asked us to consider the demands we make on staff in light of the Anti-Racism query that reminds us always to take into account those who will be most affected by the decisions we make. She reminded us to appreciate the staff and all they do for us, and urged us to offer assistance that would lighten their load. The Supervisory Committee report is attached.

**I2024-6. Reproductive Justice Working Group.** Katherine Cole, Herndon, reported. She explained adjustments that have been made in the minute since last Interim Meeting. She then read the revised version (attached).

A Friend raised a question about the statement that BYM is “neither for nor against abortion.” This sparked extended discussion. We agreed that what we are trying to communicate is that abortion is a personal decision, and that it should be guided by conscience, not by the opinions of any outside group. Friends raised a concern about the reference to chattel slavery, which causes us discomfort. Some Friends pointed out that the issue of reproductive justice is urgent, and that we need to make our position known as soon as possible.

We acknowledge that we are not yet in unity. Clerk Tom Webb proposed that we consider this again at a called Interim meeting at the end of April. Friends who raised objections to the wording are asked to communicate the working group to help craft a version that meets their objections.

**I2024-7. General Secretary’s Report.** Sarah Gillooly, General Secretary, urged Friends to read the report that was distributed in advance. They spoke of kenosis, the self-emptying love that Jesus showed to others. They said they feel called to play many different roles in BYM, like playing different positions on a curling team. They are constantly seeking to discern just what is needed in any given situation. They spoke of how we need to think about who our minutes are for, and what we are trying to accomplish. They reminded us that our labor is not in vain, although our reaping is always different from our sowing. They introduced

their professor at the Earlham School of Religion who is teaching their supervised ministry class. Their written report is attached.

**12024-8. Procedure Change Concerning BYM Nominations to Sandy Spring Friends School Board of Trustees.** Debbi Sudduth, Goose Creek, co-clerk of Nominating Committee, reported on a request the Committee received from the Sandy Spring Friends School Board. The background paper prepared by the Nominating Committee is attached. BYM currently appoints four members of the Board, but the Board has discerned that it would benefit from a different arrangement. Frank Massey, who serves on the Board, explained that the school has a very diverse student body, and the Trustees would like to involve more alumni, who may not be in the BYM area, in a governance role. This would strengthen the school community, and increase the diversity of the Board. Frank explained that there will still be a Quaker majority on the Board, and Sandy Spring Friends Meeting will still name some members.

Friends expressed support for the Board's efforts to increase its diversity and engage the school's alumni community. Friends APPROVED the proposal that BYM will no longer appoint representatives to the SSFS Board. Those currently serving will complete their terms.

**12024-9. Stewardship and Finance Report.** Linda Pardoe, Patapsco, presented the first reading of a proposed policy on travel reimbursement for Friends serving as BYM representatives to outside organizations. The committee that developed the policy included four members of Stewardship and Finance, and one member of the Nominating Committee. The purpose is to insure that Friends will not be prevented from accepting service as representatives to outside organizations by financial considerations.

**Draft Policy on BYM Representative Travel (Last update – March 6, 2024)**

The BYM Nominating Committee nominates persons to serve as BYM representatives to a number of organizations. BYM policy is to pay as funds allow for travel costs of BYM representatives for these purposes:

To serve on Friends General Conference's governing body, the FGC Central Committee

To participate as a BYM representative at meetings of Friend United Meeting (FUM)

To participate as a BYM representative at meetings of Friends World Committee for Consultation (FWCC)

To serve as nominated representatives to other outside organizations

There is a line item in the Operating Budget for Representative Travel. This line item is funded every year based on expected travel costs for the year. The Nominating Committee will advise the Stewardship & Finance Committee when a year's total travel costs for all representatives are expected to exceed \$5,000, such as in a year where BYM representatives will participate in an overseas meeting.

When BYM representatives plan travel for the above purposes:

Representatives should submit their travel budgets as soon as possible to the General Secretary. This will allow for adequate planning and budgeting for the travel fund.

Funds will be given based on several factors, including cost of travel, applicant's financial need, type of gathering and access to non-BYM funding.

Pilot this approach and re-evaluate the policy in 2 years. It is not certain how much travel will cost each year and travel costs will vary year-to-year.

For planning purposes, Friends are asked to report their expenses, whether they claim reimbursement or not.

Payment of travel costs should not be an obstacle for service. The goal is to cover the full cost of representative travel as the budget allows. Here are the policies for reimbursement from the Yearly Meeting:

Representative Travel expenses include registration, lodging, transportation, and food. Representatives are invited to seek modest arrangements. Conferences often offer housing options or suggestions that could serve as a guide for reasonable costs.

Friends are also encouraged to ask for support from their local meetings and other sources.

Application procedure for reimbursement (Need suggestions from the General Secretary)

Friends expressed support for this initiative. Friends asked for clarification about how expenses will be reported. This will be addressed when the proposed policy is brought back to Interim Meeting in June for a second reading.

**I2024-10. Development Committee Report.** Arthur Boyd, Stony Run, reported that contributions in 2023 exceeded expectations. Total contributions were almost \$750,000, including over \$350,000 toward the cost of moving Opequon Quaker Camp to the Rolling Ridge Conservancy property. There had been some concern that starting a special campaign to support the Opequon move would cut into undesignated contributions, but this has not happened. Undesignated contribution were \$353,000, compared to a budgeted goal of \$302,000. As of this date, Friends have contributed or pledged \$400,000 to the Special Campaign for Rolling Ridge, toward a goal of \$700,000. Arthur thanked Barbara Wille for her service as Interim Development Director in 2023, and her ongoing service in that role. He thanked Sarah Gillooly for their wonderful and innovative leadership in support of Development. He introduced and welcomed Nikki Holland, who has just joined the BYM staff as Development Manager. The Development Committee report is attached.

**I2024-11. Presiding Clerk's Report.** Steph Bean, Yearly Meeting Clerk, presented their report. They reminded us that committees are asked to submit an annual report in advance of annual session, and to let the Clerk know well in advance if they have any business items they would like to have included on the agenda. They mentioned the problem of finding enough Friends to fill our committee rosters, and thanked those of us who serve on committees for our service. They noted that if more volunteers cannot be found, some work will have to be laid down.

**I2024-12. Naming Committee.** Clerk Tom Webb reported that we need at least one more member for a Naming Committee to name members for the Search Committee. Gloria Victor Dorr is currently the only member. Please let Tom know if you would be willing to serve.

**I2024-13. Reproductive Justice Minute.** Barbara Bezdek, Homewood, reported. She noted that the minute she is presenting was drafted in December, and distributed to monthly meetings for their consideration. It was slightly updated in February. Some meetings have responded by writing minutes of their own. She reminded us of the urgency of this issue.

The Peace & Social Concerns Committee of the Baltimore Yearly Meeting of the Religious Society of Friends (Quakers), approved the following Minute on December 12, 2023. We commend it for consideration by Monthly Meetings throughout BYM. Rev. 2/27/24.

**As Quakers we believe** in the sacred worth of each person and stand against violence in all its forms. We grieve for the loss of each life, and with those in Israel and Palestine who are losing loved ones. We pray with those waiting for the return of loved ones and those living under siege and bombardment. We condemn the violence unleashed by Hamas, and we denounce the retribution of the Israeli Defense Force on Gaza.

**We join** with many millions across the world to call for an immediate ceasefire and humanitarian access, an end to the catastrophic bombing of civilian Gaza, and action to address the inequalities underlying this situation so as to create the conditions for a lasting peace.

**We urge our government** to halt the US enabling Israel's extraordinary violence against the people in Gaza, through the supply of weapons and by the shameful veto of the UN call for ceasefire. Our participation not only escalates the build-up of hatred, it also escalates the potential for a wider war in the Middle East. We believe our government must call for an immediate ceasefire, immediate and adequate humanitarian aid, and immediate negotiations for a long-term peace.

Further military action will not bring peace. History shows us that retaliatory violence is a failure (witness the wars of retribution in Iraq and Afghanistan). Violence only begets more violence. There are no winners.

Violence such as this is never justifiable, and we insist that a ceasefire must be realized along with the return of all hostages. The Hamas attack on Israel on October 7 killed over 1,300 Israelis, and civilian hostages



were taken by Hamas into Gaza. The subsequent Israeli military attack on Gaza had by mid-December killed more than 18,000 Palestinians, primarily women and children, displaced more than one million Palestinians in Gaza, destroyed homes and hospitals. Today the number of Gazans killed is 30,000, no hospital is functioning, and the people are starving. The ongoing siege of Gaza blocks access to water, food, fuel, electricity, and medicine to all people in Gaza. People are going hungry and thirsty, thousands are injured, and overwhelmed medical facilities cannot help those in need. People are dying as a preventable humanitarian crisis deepens.

The many faith traditions represented in the region share a religious obligation to feed the hungry, care for the sick and wounded, and protect the most vulnerable from violence. This fundamental human obligation undergirds the moral authority of International Humanitarian Law. **We urge the combatants, our government, and the entire international community to respect the 4<sup>th</sup> Geneva Convention for the Protection of Civilians in War.**

**We also call on all of us** – from national and international leaders to religious bodies, media and people in their communities whether impacted or removed from this war -- to firmly disavow dehumanizing anti-Palestinian and anti-Semitic rhetoric and approaches that deepen painful divisions and politicize the current crisis. Our conviction that peace will prevail on earth, as the scriptures of the great religions of the world have promised, requires this of each of us, for humanity to regain its footing amid such incredible violence and suffering. This is a time for strong moral resolve, spiritual fortitude, and immediate action.

Several Friends spoke about how the crisis has grown worse since this minute was drafted. This is something that lies heavy on our hearts. We feel a great deal of energy around this concern, and encourage Friends to do whatever they can to promote an immediate ceasefire and unobstructed humanitarian aid. A revised minute will come back to Interim Meeting in April for further consideration.

**I2024-14. Announcement about Preparing the Interim Meeting Agenda.** Clerk Tom Webb made the following announcement.

We will be increasing the deadline for agenda items and documents by an extra week (four weeks for agenda items, and three weeks for documents) in the next program year. The year after that, deadlines will again be increased, with the goal of six weeks in advance for items that require a decision from Interim Meeting; so that the monthly meetings of BYM have a full business cycle to discern where they stand on them before each meeting.

**I2024-15. Closing.** After announcements, the meeting closed with a brief period of worship at 3:55 pm.

**Attachment I2024-4  
Treasurer’s Report**

Today I am presenting and reporting on the unaudited financial statements of Baltimore Yearly

Meeting for the year ended December 31, 2023. These are the statements we give to our

auditors, bbd in Philadelphia, so they can prepare the final audited statements.

These statements consist of a Statement of Financial Position (or Balance Sheet) which shows our account balances as of 12/31/23 and a Statement of Activities which shows our revenues and expenditures for the entire year.

These statements show a strong financial picture for the Yearly Meeting.

Unrestricted

contributions increased over 2022 amounts even though we didn’t have a full time Development Director. Restricted contributions were up dramatically as Friends responded to the need for funds to move Camp Opequon to the Rolling Ridge property. Our investments also increased.

Balance Sheet

The balance sheet shows the unaudited balances in our various asset, liability, and net asset

accounts as of December 31, 2023. In our asset accounts, BYM shows total cash of \$231,489.

Because we are on the accrual basis of accounting, we show receivables which are amounts owed to us on December 31 but not yet collected. This included a \$50,000 donation which was owed but not received until January 2024. The property and equipment section includes a line item for "Projects in Progress." These are capital projects which were uncompleted at year end. They are mostly camp projects but also include upgrading our HVAC system at the office. Our investments total \$2,086,568. This is an increase of about 15% from the previous year. Total assets are about \$5.2 million.

The liabilities section only shows short-term liabilities. These are amounts owed within one\ year. BYM doesn't have any long-term liabilities.

Our unaudited total net assets (difference between total assets and total liabilities) on December 31, 2023, are \$5,055,467, which includes the 2023 surplus of \$186,306.

### Statement of Activities

The statement of activities shows the total revenue and expenditures for the year ended December 31, 2023. It is presented in five columns. The first column shows the unrestricted activity. The next three columns show restricted activity, and the fifth column shows the total of all activities. Most of our revenues and expenditures fall into the unrestricted or operating column.

Under revenues, BYM collected \$504,170 in apportionment, down about \$10,000 from the previous year. Our income from programs was just over \$1.5 million. In 2022, this total was just over \$1.6 million. Our total contribution income was \$639,191. This total includes unrestricted contributions of \$357,324 and restricted contributions of \$281,553. The unrestricted contribution total includes

about \$228,000 donated for the improvements to the Rolling Ridge property where Camp Opequon will be located this summer.

The released funds amount represents amounts taken from our restricted funds (such as camp capital, camp scholarship and education funds) and spent for their restricted purpose. This amount was just over \$205,000.

Total investment income was \$306,587 which includes unrealized gains of about \$174,000. Unrealized gains represent the increase in the market value of our investments for the year. In 2022, we had unrealized losses of over \$415,000 so this represents a dramatic swing from one year to the next. Total revenues were just under \$3 million.

The expenditures are listed next which total about \$2.8 million. Camp program expenditures total \$1,296,758. Camp property expenditures total \$553,623. The expenditures for the development program were about half of the 2022 amount since we did not have a full time Development Director.

The bottom line shows revenues exceeding expenditures by \$186,306. The unrestricted part of this was an excess of revenues over expenditures of \$110,333. This unrestricted number is preliminary due to the fact that the auditors always allocate a portion of our investment income to restricted activities. However, we had a strong year financially. Thanks to our staff for keeping track of all this and to our generous donors.

As a reminder, our 2022 audited financial statements show unrestricted net assets of \$1,116,872 on December 31, 2022.

Respectfully submitted,  
James Riley  
BYM Treasurer  
Hopewell Centre Meeting

Baltimore Yearly Meeting  
Balance Sheet  
As of 12/31/2023

	Current Year	
<b>Assets</b>		
<b>Current Assets</b>		
<b>Cash &amp; Cash Equivalents</b>		
Operating Account	206,980.00	1001
Payroll Acct	15,533.08	1002
Camp Property Manager	1,864.83	1004
Catoctin Caretakers	1,051.18	1005
Shiloh Caretakers Account	1,342.40	1006
Catoctin Directors	353.96	1007
Shiloh Directors Account	246.19	1008
Opequon Directors	1,260.70	1009
TA Directors Account	2,756.89	1010
Petty Cash	<u>100.00</u>	1050
<b>Total Cash &amp; Cash</b>	<b>231,489.23</b>	
<b>Accounts Receivable</b>		
Apportionment Receivable	15,478.25	1200
Student Loans Receivable	628.32	1300
Allowance for Doubtful	<span style="color: red;">(32,948.15)</span>	1302
Harford Friends School	40,000.00	1512
Staff Receivables	820.28	1590
Other Receivables	<u>50,837.88</u>	1599
<b>Total Accounts Receivable</b>	<b>74,816.58</b>	
<b>Prepaid Expenses</b>		
Other Prepaid Expenses	63,880.61	1710
Prepaid Rent	26,000.00	1711
Deposits	<u>3,065.00</u>	1715
<b>Total Prepaid Expenses</b>	<b><u>92,945.61</u></b>	
<b>Total Current Assets</b>	<b>399,251.42</b>	
<b>Long-term Assets</b>		
<b>Property &amp; Equipment</b>		
Land	1,106,495.65	2010
Land Improvements	377,407.96	2011
Buildings	1,947,374.89	2020
Leasehold Improvements	285,601.15	2030
Accum. Depr. Buildings &	<span style="color: red;">(1,338,616.31)</span>	2039
<b>Leasehold</b>		
Furniture, Fixtures &	272,801.55	2050
Accum. Depr. FF&E	<span style="color: red;">(227,795.66)</span>	2059
Vehicles	265,480.20	2060
Accum. Depr. Vehicles	<span style="color: red;">(205,305.81)</span>	2069
Projects in Progress	<u>238,800.26</u>	2900
<b>Total Property &amp; Equipment</b>	<b>2,722,243.88</b>	
<b>Long-term Investments</b>		
Friends Fiduciary	1,508,750.85	1110
Sandy Spring Bancorp	817.20	1111
Morgan Stanley Smith	<u>576,999.57</u>	1113
<b>Total Long-term</b>	<b><u>2,086,567.62</u></b>	
<b>Total Long-term Assets</b>	<b>4,808,811.50</b>	
<b>Total Assets</b>	<b><u>5,208,062.92</u></b>	

Baltimore Yearly Meeting  
Balance Sheet  
As of 12/31/2023

Liabilities

Short-term Liabilities

Accounts Payable

Account Payable	<u>66,597.48</u>	3000
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Total Accounts Payable	66,597.48	
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Deferred Revenue

Prepaid Donations	<u>10,000.00</u>	3131
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Total Deferred Revenue	10,000.00	
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Other Short-term Liabilities

Current Year

Wages Payable	51,660.10	3010
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Payroll Taxes Payable	9,255.31	3020
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Pension Payable	17,017.84	3030
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FSA Payable	<span style="color: red;">(1,934.53)</span>	3060
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Total Other Short-term	<u>75,998.72</u>	
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Total Short-term Liabilities	<u>152,596.20</u>	
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Total Liabilities	<u>152,596.20</u>	
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Net Assets

Beginning Net Assets

Net Assets

Net Assets	<u>4,869,160.79</u>	4099
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Total Net Assets	<u>4,869,160.79</u>	
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Total Beginning Net Assets	4,869,160.79	
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Current YTD Net Income

186,305.93

Total Current YTD Net Income	<u>186,305.93</u>	
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Total Net Assets	<u>5,055,466.72</u>	
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Total Liabilities and Net Assets	<u>5,208,062.92</u>	
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Baltimore Yearly Meeting  
Statement of Activities  
From 1/1/2023 Through 12/31/2023

	Unrestricted	Designated	Temp		Perm	Total
			Restricted	Restricted		
<b>Operating Revenue</b>						
<b>Apportionment Income</b>						
Apportionment	505,548.63	0.00	0.00	0.00	0.00	505,548.63
Apportionment Adjustments	(1,378.32)	0.00	0.00	0.00	0.00	(1,378.32)
<b>Total Apportionment Income</b>	<b>504,170.31</b>	<b>0.00</b>	<b>0.00</b>	<b>0.00</b>	<b>0.00</b>	<b>504,170.31</b>
Program Revenue	1,507,815.78	0.00	0.00	0.00	0.00	1,507,815.78
<b>Contributions</b>						
Contributions	357,313.65	0.00	10.00	0.00	0.00	357,323.65
In Kind Contributions	314.89	0.00	0.00	0.00	0.00	314.89
Bequests	0.00	0.00	0.00	0.00	0.00	0.00
Restricted Contributions	0.00	0.00	264,582.63	16,970.00	0.00	281,552.63
Grants Received	0.00	0.00	0.00	0.00	0.00	0.00
<b>Total Contributions</b>	<b>357,628.54</b>	<b>0.00</b>	<b>264,592.63</b>	<b>16,970.00</b>	<b>0.00</b>	<b>639,191.17</b>
<b>Revenue Released from Restriction</b>						
Released Funds	205,587.97	0.00	(205,587.97)	0.00	0.00	0.00
<b>Total Revenue Released from Restriction</b>	<b>205,587.97</b>	<b>0.00</b>	<b>(205,587.97)</b>	<b>0.00</b>	<b>0.00</b>	<b>0.00</b>
<b>Investment Income</b>						
Interest & Dividends	65,887.48	0.00	0.00	0.00	0.00	65,887.48
Unrealized Gain (Loss)	174,395.78	0.00	0.00	0.00	0.00	174,395.78
Realized Gains (Loss)	66,303.70	0.00	0.00	0.00	0.00	66,303.70
Change in value of CGA	0.00	0.00	0.00	0.00	0.00	0.00
<b>Total Investment Income</b>	<b>306,586.96</b>	<b>0.00</b>	<b>0.00</b>	<b>0.00</b>	<b>0.00</b>	<b>306,586.96</b>
<b>Property &amp; Vehicle Rental</b>						
Property Rental Income	14,213.75	0.00	0.00	0.00	0.00	14,213.75
Program Rental of Property	(200.00)	0.00	0.00	0.00	0.00	(200.00)
Vehicle Rental Income	1,186.38	0.00	0.00	0.00	0.00	1,186.38
<b>Total Property &amp; Vehicle Rental</b>	<b>15,200.13</b>	<b>0.00</b>	<b>0.00</b>	<b>0.00</b>	<b>0.00</b>	<b>15,200.13</b>
Gain(Loss) on Sale of Assets	0.00	0.00	0.00	0.00	0.00	0.00
<b>Revenue from Sale of Goods</b>						
Book Sales	1,363.60	0.00	0.00	0.00	0.00	1,363.60
Clothing Sales	919.36	0.00	0.00	0.00	0.00	919.36
Other Sales	0.00	0.00	0.00	0.00	0.00	0.00
Purchase for Resale	17.77	0.00	0.00	0.00	0.00	17.77
<b>Total Revenue from Sale of Goods</b>	<b>2,300.73</b>	<b>0.00</b>	<b>0.00</b>	<b>0.00</b>	<b>0.00</b>	<b>2,300.73</b>
Other Income	10,004.41	0.00	0.00	0.00	0.00	10,004.41
<b>Total Operating Revenue</b>	<b>2,909,294.83</b>	<b>0.00</b>	<b>59,004.66</b>	<b>16,970.00</b>	<b>2,985,269.49</b>	

Baltimore Yearly Meeting  
Statement of Activities  
From 1/1/2023 Through 12/31/2023

		Temp			Perm	Total
		Unrestricted	Designated	Restricted	Restricted	
Expenditures						
100	Admin	539,505.17	0.00	1.75	0.00	539,506.92
200	Camp Program Administration	341,304.93	0.00	0.00	0.00	341,304.93
210	Catoctin Program	247,238.71	0.00	0.00	0.00	247,238.71
220	Shiloh Program	195,065.62	0.00	0.00	0.00	195,065.62
230	Opequon Program	248,140.57	0.00	0.00	0.00	248,140.57
240	Teen Adventure Program	264,993.34	0.00	0.00	0.00	264,993.34
241	TA Bike Program	0.00	0.00	0.00	0.00	0.00
250	Camp Alumni Program	0.00	0.00	0.00	0.00	0.00
260	Outreach & Inclusion	109,264.89	0.00	0.00	0.00	109,264.89
270	Rolling Ridge	14.47	0.00	0.00	0.00	14.47
300	Camp Property Administration	236,666.24	0.00	0.00	0.00	236,666.24
310	Catoctin Property	111,674.08	0.00	0.00	0.00	111,674.08
320	Shiloh Property	91,054.23	0.00	0.00	0.00	91,054.23
330	Opequon Property	73,332.81	0.00	0.00	0.00	73,332.81
370	Rolling Ridge Property	40,895.27	0.00	0.00	0.00	40,895.27
410	Young Friends	0.00	0.00	0.00	0.00	0.00
415	Young Friends Exec.	0.00	0.00	0.00	0.00	0.00
420	Jr. Young Friends	0.00	0.00	0.00	0.00	0.00
430	Youth Programs Committee	0.00	0.00	0.00	0.00	0.00
440	Youth Secretary	92,615.72	0.00	0.00	0.00	92,615.72
501	Advancement & Outreach	0.00	0.00	0.00	0.00	0.00
502	Ministry & Pastoral Care	3,228.04	0.00	0.00	0.00	3,228.04
503	Peace & Social Concerns	507.00	0.00	0.00	0.00	507.00
504	Religious Education	0.00	0.00	0.00	0.00	0.00
505	Young Adult Friends	0.00	0.00	0.00	0.00	0.00
506	Unity With Nature	0.00	0.00	0.00	0.00	0.00
508	Interim Meeting	1,139.34	0.00	0.00	0.00	1,139.34
510	Stewardship & Finance	0.00	0.00	0.00	0.00	0.00
511	Trustees	7,023.88	0.00	0.00	0.00	7,023.88
513	Indian Affairs	1,583.55	0.00	0.00	0.00	1,583.55
514	Racism WG	3,067.49	0.00	0.00	0.00	3,067.49
515	Intervisitation	1,630.13	0.00	0.00	0.00	1,630.13
517	Faith & Practice Revision	0.00	0.00	0.00	0.00	0.00
518	Growing Diverse Leadership	3,000.00	0.00	0.00	0.00	3,000.00
519	Reparations Action Working Group	6,150.00	0.00	0.00	0.00	6,150.00
610	Annual Session	70,590.23	0.00	0.00	0.00	70,590.23
632	Spiritual Formation	22,674.10	0.00	0.00	0.00	22,674.10
633	Women's Retreat	3,008.58	0.00	0.00	0.00	3,008.58
635	Other BYM Programs	0.00	0.00	0.00	0.00	0.00
920	Development	<u>83,593.42</u>	<u>0.00</u>	<u>0.00</u>	<u>0.00</u>	<u>83,593.42</u>
	Total Expenditures	<u>2,798,961.81</u>	<u>0.00</u>	<u>1.75</u>	<u>0.00</u>	<u>2,798,963.56</u>
	Net Revenue over Expenditures	<u>110,333.02</u>	<u>0.00</u>	<u>59,002.91</u>	<u>16,970.00</u>	<u>186,305.93</u>



## **Attachment I2024-5**

### **Supervisory Committee Report**

Supervisory Committee seeks to support our General Secretary, Sarah Gillooly, and advocate for the needs of staff, with the understanding that supporting our general secretary goes hand in hand with supporting our staff and making sure they're able to do their jobs effectively.

There have been a number of personal challenges for BYM's staff this year, and Supervisory has supported Sarah in working with staff to manage these. We have been deeply appreciative of Sarah's grace under pressure, their commitment to fair and transparent labor practices, and their consistent recognition that our staff are humans with specific needs. Sarah has continued to bring their skills of pastoral care to their job in a variety of ways, and we are grateful for their grounded presence.

Each year, members of Supervisory Committee interview members of BYM's staff about their work and their roles in the yearly meeting. This year we also asked them specifically, "What would you like the yearly meeting to know?" We heard from staff that they appreciate the help and support of the committees they work with, and that there are tasks that fall to staff that would be helped by greater volunteer support. Staff who have been with the organization for a while have noticed that there are fewer volunteers and less volunteer time available to do work that does not decrease.

If your committee works with BYM staff, please consider the limits of their time, understanding that all our staff are deeply committed to the work of the yearly meeting and may stretch themselves beyond the boundaries of their jobs to see things get done. If your committee has projects under its care that rely on an individual highly motivated Friend, consider whether these projects may place a burden on staff when that individual Friend puts them down; consider if this is already happening. If you have skills or time you could offer to the yearly meeting as a volunteer outside of committee work, keep in mind that there are many places, particularly in the camping program, where those might be deeply appreciated. Often the jobs of our staff are made easier by simply having someone to ask for backup. We all know that many hands make light work.

At each of our meetings, Supervisory begins by reading BYM’s anti-racism queries, so that these inform our discernment. We are grateful to Sarah for regularly convening staff meetings about our commitments as an anti-racist organization, and we heard from staff that the reminders that the work of racial justice is constant and multi-faceted has been valuable. We also heard that this is an area where the yearly meeting as a whole can still grow, and that we should continue to consider how we support the work of making BYM “more Friendly and whole” through our programs and processes. All Friends are invited to consider the biases and assumptions that may prevent us from living into this work.

In 2024, as part of strengthening BYM’s support for staff, Supervisory Committee will undertake a review and revision of our Staff Handbook, which has not been substantially updated in a decade. We are committed to ensuring that staff have the resources they need to understand our policies and advocate for themselves.

The Co-clerks meet with Sarah monthly or as needed, in addition to bi-monthly Supervisory Committee meetings. Betsy and Becka have also been honored this year to have a role as site supervisors for Sarah’s work in their Supervised Ministry course at Earlham School of Religion, which is another lens through which we can understand Sarah’s work as General Secretary.

As part of our annual report each year, Supervisory shares BYM human resources costs for the current budget year. These details are below.

2024 Budget and Human Resources Costs

- Salaries \$787,234
- FICA \$60,223
- Benefits \$127,760
- Retirement \$47,234
- Total \$1,022,451

This is for 13 year-round staff. Of those 13 year-round staff: 10 are 1.0 FTE, 1 is 0.75 FTE, and 2 are 0.5 FTE. 45% of human resources costs are expended for 5 positions that support Yearly Meeting services and program and business administration. 55% is expended for 8 positions that administer the camping program and property, youth programs, and STRIDE.

Respectfully submitted,

Becka Haines Rosenberg and Betsy Tobin, co-clerks of Supervisory

**Attachment I2024-7**  
**General Secretary's Report**

Greetings from the desk of the General Secretary. I look forward to gathering with you, in body and in Spirit, at our Winter Interim Meeting on 23 3mo 2024. My report to you today is organized within the categories of responsibilities included in the job description for the General Secretary. As always, my door is open, and I look forward to hearing from you.

Responsibilities for the Staff

2023 Staff Annual Reviews will be complete next Friday. Annual Feedback Sessions with Supervisory Committee are already complete and reflected in the Supervisory Committee Annual Report.

The staff met for our annual retreat in December. We used our time together to revisit our shared agreements for the ways we would like to function as a team, to explore habits of white culture in the context of both Quakerism and non-profit organizations, and to explore some of the systemic challenges of our Yearly Meeting and how experience those as staff. We also enjoyed fellowship and worship sharing, and Friends noted that this time “all together” is invaluable.

The payroll system transition is complete. We were notified in the fall that our payroll provider was exiting the payroll business, and we were forcibly transitioned to a new provider in October. The transition is now complete and has, delightfully, created administrative efficiencies in the employee-facing tools such as timesheets and paystub access. However, this will be our first summer season on the new system – adding 150+ individuals into payroll each year is a big task. I am relieved to be able to delegate this to the new Camping Program Associate in 2024. Payroll, Benefits, and all HR functions came under the General Secretary after the elimination of the Associate General Secretary position.

Three vacancies have been successfully filled since our Fall Interim Meeting in November:

Nikki Holland has started as our new Development Manager, replacing Mary Braun who left BYM in February 2023.

Randy Mattern will begin as the Camping Program Associate the first week of May. This position was approved in 2023

We have extended an offer to a candidate for the Opequon Caretaker, a half-time role, which we expect to be accepted. We expect the new hire to begin in the role immediately.

Supervisory Committee and I have made significant progress on Undoing Racism Items of Redress. These items for redress were developed by Khalila Lomax, former STRIDE Coordinator, and myself in response to the racism Khalila experienced while working for BYM.

#### WORKING WITH COMPONENTS OF BYM

2023 Community Statistics will be collected over the new few months using the old form. Work to revise the form and create an online submission form have been delayed by other pressing priorities. The Administrative Associate, Lucy Azenga, will be working toward a new form for the collection of 2024 statistics in early 2025 .

The BYM 2023 Yearbook will go to the printer by the end of March. As reported to you the same time last year, the Yearbook – and its ambitious scope - is extremely difficult to produce without the assistance of an Associate General Secretary.

The updated Faith & Practice is available as a PDF on the BYM website and will be available on Kindle and paper copy by mid-April. Meetings will receive printed copies by mail. Additional copies will be available to order through Amazon PrintOnDemand.

The End of Life Working Group book, *A Tender Time*, is nearing publication. In collaboration with Patti Nesbitt, Lucy and I will be distributing 2 free copies to all BYM Meetings. Additional copies will be available through Pendle Hill, Kindle, Amazon, and additional Quaker booksellers. Sarah, Nikki, and Patti will be writing

an additional grant in April to support further printing and distribution costs beyond the original grant received from Friends Foundation for the Aging.

The post-holidays Committee Season is in full-swing. The busiest season for Committees is late winter through Annual Session in August. I am attending and supporting the following Committees:

1. Supervisory Committee, bi-monthly
2. Supervisory Clerks Check-In, bi-monthly
3. Presiding & Interim Clerks Check-In, bi-weekly
4. Stewardship & Finance Committee, monthly
5. Trustees Committee, bi-monthly
6. Program Committee, bi-monthly (new GenSec responsibility in 2021)
7. Development Committee, monthly (new GenSec responsibility 2023)
8. Other Committees as Requested (aprx. 1-2/month)

The database transition will be complete by the end of April. We began working on this in the winter of 2023. The transition was required learning our existing database, which is more than a decade old, was no longer being supported by its parent company. The new database will make it much easier to maintain Monthly Meeting committee clerking information, a task formerly done by the Associate General Secretary, and to maintain accurate donor records. In 2025, the new database will integrate with our bookkeeping software, creating efficiencies for Administration, Development, and Finance.

#### Fundraising & Managing Resources

Implementation of a new BYM Approved Driver Protocol is complete. After a change in our institutional insurance provider last year, BYM must now maintain our own list of approved drivers in compliance with the insurance requirements. Previously, the list was maintained for us by the insurance provider. Anyone who drives a BYM-owned vehicle or drives youth as part of a BYM program will be required to complete an annual background check and annual driving record

screening with the General Secretary, in addition to complying with the Trustees Driving Policy. If you have previously been an approved driver for BYM, you must complete a new screening before you can drive a BYM vehicle or program participants. Please contact me.

We have begun a quarterly Safety Committee Meeting to review safety and risk management across BYM programs. This committee is required by our new institutional insurance provider. In addition to discussing seasonal safety topics, the meeting is a place to review safety incidents to identify improvements to policies and process and to prevent similar incidents in the future. This is currently a staff-based meeting, with reports made to Supervisory Committee and other respective committees as incidents come up.

I have been a close partner in the Special Campaign for Opequon Quaker Camp. With assistance from Barbara Wille, Development Consultant, and the fabulous Special Campaign Committee, we have secured \$400,000 the \$700,000 goal to date. The campaign will officially launch – and make the push toward the final goal - at Annual Session.

Year End Financials look good – ending the year with a positive balance of over \$150,000 for 2 of my 3 years of tenure. BYM did pay out two staff severances in 2023 with the departure of the Development Director and STRIDE Coordinator, which pushed personnel costs over budget. A few other budget lines were over budget, which the General Secretary will explore with Stewardship & Finance as we build the 2025 budget.

The Clerk of Trustees and I are in the very early stages of exploring the possibility of relocating the BYM Office to a building on the property of one of our Quaker neighbors. The BYM Office is now 60 years old and will need some major maintenance over the next 5-10 years including a new roof, repair of dry rot, and drainage issues that are impacting the foundation. In addition, staff have continued to work a hybrid schedule since the pandemic, which leaves most of the office spaces unused for more days than they are occupied. In addition,

Supervisory Committee has been unable to staff a volunteer Building Maintenance Committee, which leaves the General Secretary responsible for all maintenance and repairs of the building and for arranging grounds care for the 2.8 acres. If either party is interested, selling the building and land to either of our neighbors – Friends House or Sandy Spring Friends School – would create income-generating revenue for BYM, maintain the donor intent for the land, and relocate staff to a smaller but more manageable space on the grounds of Sandy Spring Meeting, the school, or the retirement community. No decisions are on the immediate horizon, but the consideration feels worthwhile.

### Personal Reflections

Early this month, I fell at home, resulting in a mild-concussion. The doctor recommended complete rest for a minimum of 3 days, preferably a week – which simply wasn't possible given my responsibilities. I was able to take half-days for 3 days and stay off screens during that time and many Friends expressed their care and concern. However, the inability to take full, emergency time off was a wakeup call to me about the unsustainability of my service to BYM. I love my work and this community, and I hope to serve you for years to come. I worry that will not be possible unless we commit ourselves to Long-Term Planning that clarifies the priorities (and non-priorities) of the Yearly Meeting and reduces the complexity of our structures. Obviously, I cannot lead a strategic planning process when I cannot even find time to rest after a head injury. As many of our Committees, Monthly Meetings, and our Clerks similarly labor under a shortage of human capacity, I find myself wondering how might we, as a beloved body, free up the time and space to step back and consider what we want to do for one another and the world with the resources we have?

Yours in joyful service,  
Sarah G.

**Attachment I2024-8  
Procedure Change Concerning BYM Nominations to Sandy Spring Friends School  
Board of Trustee**

## Procedure Change Concerning BYM Nominations to SSFS Board of Trustees (Background)

The Sandy Spring Friends School's (SSFS) Committee on Trustees (COT) is responsible for nominating at-large members of the Board and for training and nurturing Board members. In September 2023 the General Secretary of the Baltimore Yearly Meeting, in an email exchange, asked Frank Massey (co-clerk of COT), "Why is BYM nominating SSFS Board members?" The General Secretary noted that BYM is the only North America Yearly Meeting nominating school board members. After that inquiry, and in consultation with the COT co-clerk, Frank had a Zoom conversation with the BYM Nominating Committee co-clerks. The co-clerks acknowledged that the committee has had difficulty finding nominees for the Board. The most likely source of nominees is the Sandy Spring Monthly Meeting, which itself is having a difficult time nominating SSFS Board members. The BYM Nominating co-clerks express support of the SSFS Board taking the responsibility of nominating four Quakers to the Board. After a review of the SSFS bylaws, it was determined that with a small revision of the bylaws, these nominees could come from yearly meetings beyond the BYM.

The COT co-clerks discussed this change, then spoke with the SSFS Board co-clerks, and after a time of discussion and discernment, it was agreed that the full COT would review and discern if the Committee would forward this to the Board. All acknowledged that this would allow the Board to nominate Board members from beyond BYM, including alumni and Quaker educators from across the United States. This would also free up a few spots on the Board for nominations to increase the Board's diversity. COT approved forwarding the proposal to the Board.

A written proposal for the change in the nomination process was emailed to the SSFS Board several days before the February Board meeting. The Board considered this during the executive session on 13 February 2024. After considering the potential advantages and disadvantages of this change, the Board approved forwarding this request to the Baltimore Yearly Meeting Interim Meeting.

Mary Nishioka & Frank Massey  
Co-Clerks Committee on Trustees  
Sandy Spring Friends School Trustees



## **Attachment I2024-10 Development Committee Report**

Development Committee is pleased to report that BYM exceeded our 2023 goals for unrestricted contributed income. Total contributed income \$748,359 as follows:

General Fund (from individuals, meetings, and grants): \$352,620 (goal: \$302,360)  
Camp Property Capital: \$ 34,109  
Barry Morley Scholarships: \$ 5,200  
Special Campaign for Rolling Ridge  
(gifts and pledges) \$356,430  
Total: \$748,359

We are thrilled with these results, and very grateful to all who donated last year. Our 2024 income goal for the General Fund is \$350,000. This year we hope to inspire even more individuals to donate to BYM, as well as to increase the level of foundation support.

Barbara Wille of Capacity Partners served as Interim Development Director in 2023, and is continuing in that role this year. She is also providing staff support for the Special Campaign for Rolling Ridge. Barbara works 2 days a week in these combined roles, and we are very grateful for her service. Nikki Holland is our new Development Manager who will be working full time to support all aspects of the Development Program. Welcome, Nikki!!

The committee is delighted that BYM has invested in a new database which has far greater fundraising capacity than the old one. To say the prior database was “a thorn in our side” is generous. We now expect easier and more robust reporting to support the analysis which drives fundraising strategy.

The Special Campaign for Rolling Ridge burst out of the gates last summer and took on a life of its own. A handful of Friends expressed their enthusiasm for this project by immediately donating or pledging gifts which brought us halfway to our campaign goal of \$700,000 by the end of 2023. To raise \$356,430 in less than five months is an extraordinary level of support, and confirms for us the importance of this project. That growing sum will allow work at camp to continue without drawing on yearly meeting reserves in the short term. The campaign

committee is up and running under the leadership of Arthur Boyd (Stony Run) and all Friends will be hearing more about the campaign this year.

Our committee remains small but active, with 4 appointed members, 3 active liaison members, and one co-opted member. 3 committee members are doing “double-duty” by serving simultaneously on the Rolling Ridge campaign committee. Meetings are well-attended and productive. We would welcome additional appointed members and are always glad to tell you about what’s involved in Development Committee work.

Barb Platt, clerk

## April 20, 2024 Called Interim Meeting

Held via Zoom

**I2024-16. Opening.** After a period of open worship, Clerk Thomas Webb (“T-Dubb”) read the land acknowledgement, honoring those who once cared for the land we now occupy. He introduced Deborah Haines, Alexandria, Recording Clerk, and Sarah Gillooly, General Secretary who will be the technical host, and explained the procedures we will be using today in this virtual space. He reminded us that we will be approaching today’s business in a spirit of worship, not to share our opinions, but to seek guidance from the Spirit. He asked that we speak only once, except when we wish to withdraw a previously expressed objection, or to ask a clarifying question.

Thomas Webb read the anti-racism queries that will guide our decision-making today.

He introduced the single agenda item for today’s meeting, which is a minute drafted by the Peace and Social Concerns Committee addressing the Israeli-Palestinian conflict. The draft was circulated with the link to today’s meeting.

**I2024-17. Call for a Cease-Fire in Gaza.** Barbara Bezdek, Homewood, presented on behalf of the Peace and Social Concerns Committee. She explained that there are two drafts under consideration today: one is quite short, and one includes more information about the situation in Gaza, and a more detailed description of our position. We may approve both versions, to be used as appropriate in reaching out to decision makers and the public, or choose to approve only one.

Barbara read the shorter version, and made sure that we all have access to a copy of it. It is inserted here:

As Quakers we believe in the sacred worth of each person and our historic Peace Testimony prompts us to stand against violence in all its forms. We grieve for the loss of each life, and with those in Israel and Palestine who are losing loved ones. We pray with those waiting for the return of loved ones and those living under siege and bombardment.

We join with many millions across the world to call for an immediate ceasefire and humanitarian access, an end to the catastrophic bombing of civilian Gaza, and action to create the conditions for a lasting peace.

Military action will not bring peace. History shows us that retaliatory violence is a failure (witness the wars of retribution in Iraq and Afghanistan). Violence only begets more violence. There are no winners and people are dying as a preventable humanitarian crisis deepens.

The many faith traditions represented in the region share a religious obligation to feed the hungry, care for the sick and wounded, and protect the most vulnerable from violence. We urge the combatants, our government, and the entire international community to respect the 4<sup>th</sup> Geneva Convention for the Protection of Civilians in War.

We also call on all of us – from national and international leaders to religious bodies, media and people in their communities whether impacted or removed from this war -- to firmly disavow dehumanizing anti-Palestinian and anti-Semitic rhetoric and approaches that deepen painful divisions and politicize the current crisis. Our conviction that peace will prevail on earth, as the scriptures of the great religions of the world have promised, requires this of each of us, for humanity to regain its footing amid such incredible violence and suffering. This is a time for strong moral resolve, spiritual fortitude, and immediate action.

We settled into worship.

Barbara then turned to the longer version. She read the one additional sentence in the first paragraph, and the three additional paragraphs that are not included in the shorter version. The entire text is inserted here:

As Quakers we believe in the sacred worth of each person and our historic Peace Testimony requires us to stand against violence in all its forms. We grieve for the loss of each life, and with those in Israel and Palestine who are losing loved ones. We pray with those waiting for the return of loved ones and those living under siege and bombardment. We

condemn the killing of civilians by Hamas, and the massive retaliation by the Israeli Defense Force on Gaza.

We join with many millions across the world to call for an immediate ceasefire and humanitarian access, an end to the catastrophic bombing of civilian Gaza, and action to take the steps necessary to create the conditions for a lasting peace.

We urge our government to halt the US enabling Israel's extraordinary violence against the people in Gaza, through the supply of weapons and by repeated vetoes of the UN calls for ceasefire. Our US participation not only escalates the build-up of hatred, it also escalates the potential for a wider war in the Middle East. We believe our government must call for an immediate ceasefire, immediate and adequate humanitarian aid, and immediate negotiations for a long-term peace. We insist that a ceasefire must be realized along with the return of all hostages and of Palestinian prisoners held in Israeli prisons on administrative detention.

We wish the U.S. had moved more quickly to support a strong UN resolution consistent with our concerns, and we recognize recent shifts in US approach: the Administration's decision allowing the March 25 resolution to pass, the executive order against violent Israeli West Bank settlers, pressing Israel to take energetic action against those settlers, directly increasing food and medical aide to Palestinian civilian, and efforts to persuade Israel not to undertake a major military action at Rafah. These are important steps to create the conditions for peace that lasts. Further military action will not bring peace. History shows us that retaliatory violence is a failure (witness the wars of retribution in Iraq and Afghanistan, and the long history of conflict that pre-dates the current war). Violence only begets more violence. There are no winners.

The Hamas attack on Israel on October 7 resulted in the death of over 1,300 Israelis, and Hamas took 240 civilian hostages into Gaza. The subsequent Israeli military attack on Gaza has killed 33,000 Palestinian as

of this writing, primarily women and children. Even this count omits those maimed or remaining under rubble. The very numbers obscure the humanity of each life extinguished, the displacement of more than one million Palestinians in Gaza, the utter destruction of homes, hospitals, towns. Israel's ongoing siege blocks access to water, food, fuel, electricity, and medicine to all people in Gaza. People are starving, thousands are injured, and most are ill due to the lack of drinkable water, adequate shelter and medicines. Overwhelmed medical facilities cannot help those in need. People are dying as a preventable humanitarian crisis deepens.

The many faith traditions represented in the region share a religious obligation to feed the hungry, care for the sick and wounded, and protect the most vulnerable from violence. This fundamental human obligation undergirds the moral authority of International Humanitarian Law. We urge the combatants, our government, and the entire international community to respect the 4<sup>th</sup> Geneva Convention for the Protection of Civilians in War.

We also call on all of us – from national and international leaders to religious bodies, media and people in their communities whether impacted or removed from this war -- to firmly disavow dehumanizing anti-Palestinian and anti-Semitic rhetoric and approaches that deepen painful divisions and politicize the current crisis. Our conviction that peace will prevail on earth, as the scriptures of the great religions of the world have promised, requires this of each of us, for humanity to regain its footing amid such incredible violence and suffering. This is a time for strong moral resolve, spiritual fortitude, and immediate action.

A Friend suggested that we approve the short minute, and make the additional material included in the longer version into a separate informational section that could be attached to the minute or made available separately. A Friend noted that a minute describing historical context will go out of date, while the short minute is prophetic and timeless. A Friend noted that the informational section could be regularly updated if it were made available online. Several Friends stressed the importance and impact of the deeply disturbing information included

in the longer minute. A Friend spoke in favor of the shorter version, because it is more likely to be read, and because it avoids accusatory language and is therefore a clearer expression of our witness for peace. We were reminded that there are very many reasons for us to grieve, including injustice and oppression here at home.

Clerk Thomas Webb asked us to consider how we might make the information in the longer version available, if we approve the shorter version as the statement of our witness for peace.

A Friend urged us to be bold in speaking the truth, in particular the truth that innocent children are being killed in Gaza, and this must stop. A Friend reminded us that we can help mediate conflict by working with both sides, but we cannot resolve conflict by imposing our own solution, no matter how deeply we believe in it.

Clerk Thomas Webb asked if we are in unity with the shorter minute, understanding that we will continue our discernment. Some Friends expressed the feeling that this does not go far enough. The Clerk explained that the longer version will be included in the record of this meeting, and that Peace and Social Concerns will be asked to keep the yearly meeting apprised concerning its further discernment.

Friends APPROVED the shorter version of the minute with this understanding.

Friends APPROVED asking the Peace and Social Concerns Committee to bring a report to the Yearly Meeting as soon as possible recommending a response to our government's support of military operations in defiance of international and United States law.

**12024-18. Closing.** The meeting closed at 3:20 pm, after a period of open worship.

Clerk Thomas Webb announced that the next Interim Meeting will be at Goose Creek on June 8. The revised minute being prepared by the Reproductive Justice Working Group was not ready for today's session, but will be presented in June.





## June 8, 2024 Interim Meeting

Held at Goose Creek Friends Meeting and via Zoom

**12024-19. Opening.** Friends gathered into worship at 12:25 pm. Clerk Tom Webb introduced the land acknowledgement honoring the indigenous peoples who once lived on the land Baltimore Yearly Meeting now uses.

Carolyn Unger welcomed us to Goose Creek and read the meeting's land acknowledgement. She spoke of the history of the meeting, which has been here since the seventeenth century.

Tom Webb introduced Deborah Haines, recording clerk, and the Friends providing technical support today. He explained the technology we will be using. He spoke of how we are gathered in worship today to discern how we are led by the Spirit. He read the anti-racism queries that frame our decision making. He reviewed the agenda.

**12024-20. Nominating Committee.** Debbi Sudduth, Goose Creek, presented the report. She reported the following resignations:

Mac Broussard, Roanoke meeting, from Indigenous Affairs Committee.

Keith Robinson, Williamsburg, from Manual of Procedures Committee.

Karen Hansen-Kuhn, Alexandria, from the Stewardship and Finance Committee.

She brought forward the nomination of Katie Caughlan, Sandy Spring, to serve on the Board of Friends House Retirement Community. She asked for approval with a single reading so that the Friends House Board can approve and appoint the new member at a called meeting in June or July. Friends APPROVED this nomination with a single reading.

**12024-21. Search Committee.** Meg Meyer, Stony Run, presented the following nominations:

Steph Bean, Adelphi, to continue for two more years as Clerk of the Yearly Meeting

Tom Webb, Young Adult Friends, to serve a two-year term as Clerk of Interim Meeting

Barbarie Hill, Charlottesville, to serve a two-year term as Recording Clerk of Yearly Meeting

Deborah Haines, Alexandria, to continue for two more years as Recording Clerk of Interim Meeting

Becka Haines Rosenberg, Alexandria, to continue for two more years on Supervisory Committee

Joan Liversidge, Sandy Spring, to continue for two more years on Supervisory Committee

Friends APPROVED Barbarie Hill, Charlottesville, as Recording Clerk of the Yearly Meeting with a single reading. The rest of these nominations will be brought to annual session for a second reading.

Meg noted that there are several vacancies on Nominating Committee, and asked Friends to bring forward the names of anyone they think might be willing to serve.

**12024-22. Naming Committee.** Gloria Victor-Dorr, Sandy Spring, brought forward the name of Josh Riley, Hopewell Centre, to serve a three-year term on Search Committee. She noted that three more members are needed. She asked Friends to consider if they would be willing to serve on the Naming Committee, since she is at this point the only member.

**12024-23. Treasurer's Report.** Jim Riley, Hopewell Centre, presented the report. He noted that our first quarter was strong, due in part to fundraising to support the move of Camp Opequon to Rolling Ridge. He reviewed the balance sheet (attached). Our total assets now stand at \$6.1 million.

He reviewed the Statement of Activities (attached) for the first three months of the year. Fundraising has kept pace with last year, and expenses are within budget. He noted that the audit should be completed soon. The full report is attached.

**12024-24. Stewardship & Finance Committee.** Linda Pardoe presented the current draft of the proposed Budget for 2025. Total expenses are tentatively projected at \$3.2 million, with a deficit of about \$9,000. These numbers will change as more information is incorporated. She noted that committees have increased their budgets in recent years, in large part to support our anti-racism work. She encouraged Friends who have questions to get in touch with her. The budget will be brought to annual session for approval. The full report is attached.

Sarah Gillooly, General Secretary, shared a graph showing the growth of the BYM budget year over year, and a series of pie charts breaking out various categories of income and expenditures. About half of our expenses go to support our camping program. Another third support year-round staff. About 60% of our income comes from the camping program. Apportionment accounts for 16% of income, and individual contributions for 13%. They noted that in 2019, we spent only about 9% of our budget on anti-racism concerns; this year we will spent 18%.

**12024-25. Reproductive Justice Working Group.** Eluned Schweitzer, Bethesda, presented the report. She noted that the people who raised concerns about the minute brought to interim meeting in March were concerned more with language than substance. The working group has met with them and incorporated their suggestions. She read the minute:

**BYM Reproductive Justice Working Group  
Minute on Reproductive Justice  
Approved by Working Group May 8, 2024**

Friends believe that God, or the Inner Light, dwells within each of us, and that by centering into stillness, we can individually and collectively listen to that inner voice and become clear about next steps to take. We support each person's right to seek and follow this inner voice and hold such leadings with loving concern for the individual.

The decision to have, or not have, children is an intimate, personal one, to be held lovingly in the presence of the Inner light. Baltimore Yearly Meeting supports each person's right to choose, following the leadings of the Inner Light as they apply to their particular life situation.

Through our process of discernment, the Baltimore Yearly Meeting of the Religious Society of Friends opposes laws that restrict access to contraception and abortion. We support the right of all persons to make decisions involving their own reproductive health. We believe in supporting those who make reproductive healthcare decisions that we might have made differently due to our own spiritual leadings, health and family circumstances. We respect those who hold religious views different from ours, and whose practice of religion differs from our own, as well as those who choose not to practice any religion and we oppose efforts to impose religious views on others.

We recognize that decisions regarding reproductive health are personal and may be difficult due to the person's life circumstances. These include decisions to prevent pregnancy, to become pregnant, to abort a pregnancy, or carry a pregnancy to term. We oppose those who spread false medical information regarding abortion and contraception.

We are aware that, in the United States, persons who are in the global majority are adversely affected more than others when laws are enacted that restrict access to contraception and abortion, and that they have higher rates of complications and death from pregnancy and delivery. We are conscious also of the appalling history of interference in these rights against people of color and other minorities. Our Testimony of Equality, and our leading to become an antiracist body urges us to address and heal these inequities.

We seek and advocate for a just society that allows access for all to the full range of reproductive healthcare, and for a society in which children are protected from abuse and oppression, and have adequate food, housing, healthcare and education.

Friends APPROVED the minute, with gratitude.

**12024-26. Presiding Clerk's Report.** Steph Bean, Adelphi, presented their report. They noted that annual session is fast approaching. They spoke of how we need to prepare in heart and mind for our coming together, which is a core part of our faith practice. We gather to discern where we are called, and to support each other, so that we can bring our witness to the world. Steph encouraged committees to submit their advance reports and agenda requests by the end of June, and to submit supporting documents by July 12.

**12024-27. Travel Expense Reimbursement Policy.** Linda Pardoe, Patapsco, presented a revised statement of the policy on behalf of the Stewardship and Finance Committee. She noted that the paragraph asking Friends to report their expenses even if they are not requesting reimbursement has been deleted.

### **Policy on BYM Representative Travel (Last update – May 5, 2024)**

The BYM Nominating Committee nominates persons to serve as BYM representatives to a number of organizations. BYM policy is to pay as funds allow for travel costs of BYM representatives for these purposes:

- To serve on Friends General Conference's governing body, the FGC Central Committee

- To participate as a BYM representative at meetings of Friend United Meeting (FUM)

- To participate as a BYM representative at meetings of Friends World Committee for Consultation (FWCC)

- To serve as nominated representatives to other outside organizations

There is a line item in the Operating Budget for Representative Travel. This line item is funded every year based on expected travel costs for the year. The Nominating Committee will advise the Stewardship & Finance Committee when a year's total travel costs for all representatives are expected to exceed \$5,000, such as in a year where BYM representatives will participate in an overseas meeting.

When BYM representatives plan travel for the above purposes:

Representatives should submit their travel budgets as soon as possible to the General Secretary. This will allow for adequate planning and budgeting for the travel fund.

Funds will be given based on several factors, including cost of travel, applicant's financial need, type of gathering and access to non-BYM funding.

Pilot this approach and re-evaluate the policy in 2 years. It is not certain how much travel will cost each year and travel costs will vary year-to-year.

Payment of travel costs should not be an obstacle for service. The goal is to cover the full cost of representative travel as the budget allows. Here are the policies for reimbursement from the Yearly Meeting:

Representative Travel expenses include registration, lodging, transportation, and food. Representatives are invited to seek modest arrangements. Conferences often offer housing options or suggestions that could serve as a guide for reasonable costs.

Friends are also encouraged to ask for support from their local meetings and other sources.

The policy will be implemented by the General Secretary.

A question was raised as to how this policy relates to the Intervisitation Working Group. It was explained that committees and working groups submit their own budget requests, which are not affected by this policy. The policy also does not either explicitly include or exclude travel expenses incurred by Friends who are not nominated as representatives to outside organizations, but are traveling under concern with a minute from the Yearly Meeting.

Friends APPROVED the Travel Expense Reimbursement Policy.

**12024-28. Development Committee.** Barb Platt, Sandy Spring, presented the report. She noted that contributions have been strong this year, but we have a long way to go. She asked Friends to consider becoming monthly donors. She introduced Nikki Holland, our new Development Manager. Nikki Holland explained that she will be arriving in the DC area in two weeks, and looks forward to meeting us in person.

Barb introduced Arthur Boyd, Stony Run, who spoke about the special campaign for Opequon Quaker Camp. He is excited about the progress of the campaign, and the energy evident during the work days where Friends have gathered to help prepare the site. He noted that we have reached 60% of the total goal for the campaign. The Development Committee is pleased to report that the campaign has not hurt unrestricted contributions, which are 25% ahead of last year. The full report is attached.

**12024-29. Manual of Procedure Committee.** Gloria Victor Dorr, Sandy Spring, presented the report. She reviewed the changes to the Manual of Procedure proposed by the committee, which are laid out in detail in a document circulated in advance of this meeting. She noted that these changes are needed to reflect current practice. The most substantive one involves a description of the Yearly Meeting's representation on the board of the Rolling Ridge Conservancy.

Tom Webb announced that the clerks will resolve a question raised by the Manual of Procedure Committee about the seasonal names we apply to the March and June sessions of Interim Meeting.

Friends APPROVED the proposed changes as a first reading. They will come to annual session for a second reading.

**12024-30. End of Life Working Group.** Patti Nesbitt, Sandy Spring, spoke of her leading to travel to other yearly meetings carrying her concern for how we care for those facing the end of life. Barb Platt, Sandy Spring, read the minute prepared by Sandy Spring Friends Meeting. Attached.

Friends APPROVED endorsing this minute on behalf of Baltimore Yearly Meeting, with deep appreciation for Patti Nesbitt's ministry.

**12024-31. Indigenous Affairs Committee.** Dellie James, Stony Run, reported. The Indigenous Affairs Committee is asking that BYM contribute \$10,000 to the Pawnee Nation for their language restoration program or whatever they judge to be their greatest need, as partial reparation for the Yearly Meeting's involvement in Indian Schools that helped to suppress Pawnee language and culture in the nineteenth century. She read the letter prepared by the IAC.

**Formal request from the Baltimore Yearly Meeting Indigenous Affairs  
Committee  
to the brought to the June 2024 Interim Meeting**

The Baltimore Indigenous Affairs Committee (IAC) respectfully requests that the Baltimore Yearly Meeting provide \$10,000 in 2024 to the Pawnee Nation. The funds are intended as the beginning of reparations to the Pawnee for Quaker, and specifically BYM, complicity in the intended assimilation of the Pawnee into the Eurocentric lifeways. This occurred more than a century ago, and though Friendly practices used to teach Native students were conducted with good intention, the practices harmed Native cultural cohesion.

We would like the BYM funds to be used to support the Pawnee language restoration program, however reparations should be used as the beneficiary decides to use them. The BYM money could come from undesignated, unrestricted reserve funds for 2024 or from any other funds, as determined by BYM administrators (clerks, employees, etc.).

This proposal has been approved by the IAC and is supported in principle by the BYM Reparations Action Working Group (RAWG). The RAWG supports the longer proposal shared with them earlier this Spring, though has not specifically approved the phrasing on this request.

In response to a question, Dellie explained that the Committee expects to ask for another contribution of \$10,000 in the 2025 budget. Marcy Seitel noted that the Reparations Action Working Group supports this proposal.

Tom Webb reminded us that Stewardship and Finance Committee has reviewed this proposal, and determined that the Yearly Meeting can afford to make the proposed payment at this time.

It was suggested that this concern be shared with all of our meetings, so that more Friends can become informed and involved. Sue Marcus spoke of her personal commitment to meet with the Pawnee to begin the work of reparations. Sarah Gillooly proposed that we do an evening Zoom session where Friends can hear about the history of our relationship with the Pawnee and the reasons for this form of reparations.



Friends approved asking IAC to prepare a video explaining this concern, to be circulated among monthly meetings prior to annual session. We approved asking the IAC to draft a letter of apology, to go with the payment when it is approved.

Friends agreed that we need to take steps to involve our monthly meetings before approving the requested payment of \$10,000, but we feel under the weight of this concern. We approved forwarding it to annual session as a matter that requires serious attention.

The meeting closed with a period of open worship at 4:05 pm.

### **Attachment I2024-23**

#### **Treasurer's Report**

Today I am reporting on BYM finances as of March 31, 2024. It is too early to draw any conclusions about how the year will end up. However, the first quarter finances were strong mainly due to the receipt of restricted contributions and program revenue. Here are a few items which I think are of particular interest.

The Balance Sheet gives us a snapshot of our assets, liabilities, and net assets as of March 31, 2024. Total cash is just over \$400 thousand. Cash is high this time of year due to camp registration fees received and not many camp expenses paid yet. Our investments had a total market value of \$2,238,000 on March 31. A year ago, our investments totaled a little over \$1.9 million. Total assets are just over \$6.1 million.

The rest of the Balance Sheet shows the liabilities and net assets. Total liabilities are just under \$600,000 and are all short-term meaning they are owed in one year or less. Net assets, including the current year-to-date net income of \$399,816, are \$5,522,201.

The Statement of Activities shows the revenues and expenditures for the first three months of the year. Apportionment income thus far is about \$117,000. The total budgeted amount for

apportionment income is \$562,000. Program revenue is about \$354,000. This is mostly from camp registration fees. Unrestricted contributions total about \$46,000. Restricted contributions total about \$174,000. This is higher than usual due to the funds collected to support the Camp Opequon/Rolling Ridge project. The unrealized gain on our investments for the first three months of the year is about \$91,000. Total revenue so far this year is about \$788,000. A year ago, the first quarter revenue was about \$650,000.

The expenditures total about \$388,000. Of that amount, \$109,786 are camp program expenses and \$122,610 are camp property expenses. We now see accounts for Rolling Ridge program and property expenditures on our financial statement. Net revenue over expenditures totals \$399,816. Of this amount, a little less than \$226,000 is unrestricted.

Our audit for 2023 is well under way and we expect to receive it earlier this year, perhaps sometime later this month. Our auditing firm in Philadelphia, previously called BBD, is now called Withum after being purchased by another firm. We are, however, working with the same people.

Respectfully submitted,  
James Riley  
BYM Treasurer  
Hopewell Centre Meeting

Baltimore Yearly Meeting  
Balance Sheet  
As of 3/31/2024

Current Year

Assets

Current Assets

Cash & Cash Equivalents

Operating Account	368,548.43	1001
Payroll Acct	17,901.63	1002
Camp Property Manager	7,309.58	1004
Catoctin Caretakers Account	1,880.28	1005
Shiloh Caretakers Account	1,771.38	1006
Catoctin Directors Account	353.96	1007
Shiloh Directors Account	246.19	1008
Opequon Directors Account	1,260.70	1009
TA Directors Account	2,656.33	1010
Petty Cash	<u>100.00</u>	1050

Total Cash & Cash Equivalents 402,028.48

Accounts Receivable

Apportionment Receivable	450,223.40	1200
Student Loans Receivable	628.32	1300
Allowance for Doubtful Accts	(32,948.15)	1302
Harford Friends School Note	40,000.00	1512
Staff Receivables	820.28	1590
Other Receivables	<u>51,000.00</u>	1599

Total Accounts Receivable 509,723.85

Prepaid Expenses

Other Prepaid Expenses	39,245.42	1710
Prepaid Rent	26,000.00	1711
Deposits	<u>3,065.00</u>	1715

Total Prepaid Expenses 68,310.42

Total Current Assets 980,062.75

Long-term Assets

Property & Equipment

Land	1,106,495.65	2010
Land Improvements	377,407.96	2011
Buildings	1,947,374.89	2020
Leasehold Improvements	285,601.15	2030
Accum. Depr. Buildings &	(1,367,308.99)	2039
Furniture, Fixtures &	272,801.55	2050
Accum. Depr. FF&E	(230,763.82)	2059

Baltimore Yearly Meeting  
Balance Sheet  
As of 3/31/2024

Current Year

Vehicles	265,480.20	2060
Accum. Depr. Vehicles	(211,771.98)	2069
Projects in Progress	<u>457,958.86</u>	2900
Total Property & Equipment	2,903,275.47	
Long-term Investments		
Friends Fiduciary	1,637,788.02	1110
Sandy Spring Bancorp Stock	817.20	1111
Morgan Stanley Smith Barney	<u>599,313.69</u>	1113
Total Long-term Investments	<u>2,237,918.91</u>	
Total Long-term Assets	<u>5,141,194.38</u>	
Total Assets	<u>6,121,257.13</u>	
Liabilities		
Short-term Liabilities		
Accounts Payable		
Account Payable	<u>107,741.80</u>	3000
Total Accounts Payable	107,741.80	
Deferred Revenue		
Prepaid Donations	7,907.00	3131
Deferred Apportionment	<u>434,745.15</u>	3200
Total Deferred Revenue	442,652.15	
Other Short-term Liabilities		
Wages Payable	32,297.60	3010
Payroll Taxes Payable	2,470.78	3020
Pension Payable	15,315.48	3030
FSA Payable	(1,422.03)	3060
Total Other Short-term Liabilities	<u>48,661.83</u>	
Total Short-term Liabilities	<u>599,055.78</u>	
Total Liabilities	<u>599,055.78</u>	
Net Assets		
Beginning Net Assets		
Net Assets	5,122,385.02	4099
Total Net Assets	<u>5,122,385.02</u>	
Total Beginning Net Assets	5,122,385.02	
Current YTD Net Income		
Total Current YTD Net Income	<u>399,816.33</u>	
Total Net Assets	<u>5,522,201.35</u>	
Total Liabilities and Net Assets	<u>6,121,257.13</u>	

Baltimore Yearly Meeting  
Statement of Activities  
From 1/1/2024 Through 3/31/2024

	Unrestricted	Designated	Temp Restricted	Perm Restricted	Total
Operating Revenue					
Apportionment Income					
Apportionment	117,138.67	0.00	0.00	0.00	117,138.67
Apportionment	<u>0.00</u>	<u>0.00</u>	<u>0.00</u>	<u>0.00</u>	<u>0.00</u>
Total	117,138.67	0.00	0.00	0.00	117,138.67
Program Revenue	353,796.02	0.00	0.00	0.00	353,796.02
Contributions					
Contributions	46,428.92	0.00	0.00	0.00	46,428.92
In Kind	0.00	0.00	0.00	0.00	0.00
Bequests	0.00	0.00	0.00	0.00	0.00
Restricted	0.00	0.00	174,153.38	105.00	174,258.38
Grants Received	<u>0.00</u>	<u>0.00</u>	<u>0.00</u>	<u>0.00</u>	<u>0.00</u>
Total Contributions	46,428.92	0.00	174,153.38	105.00	220,687.30
Revenue Released from					
Released Funds	<u>256.00</u>	<u>0.00</u>	<u>(256.00)</u>	<u>0.00</u>	<u>0.00</u>
Total Revenue	256.00	0.00	(256.00)	0.00	0.00
Investment Income					
Interest &	492.60	0.00	0.00	0.00	492.60
Unrealized Gain	91,548.32	0.00	0.00	0.00	91,548.32
Realized Gains	0.00	0.00	0.00	0.00	0.00
Change in value of	<u>0.00</u>	<u>0.00</u>	<u>0.00</u>	<u>0.00</u>	<u>0.00</u>
Total Investment	92,040.92	0.00	0.00	0.00	92,040.92
Property & Vehicle					
Property Rental	1,581.10	0.00	0.00	0.00	1,581.10
Program Rental of	0.00	0.00	0.00	0.00	0.00
Vehicle Rental	<u>0.00</u>	<u>0.00</u>	<u>0.00</u>	<u>0.00</u>	<u>0.00</u>
Total Property &	1,581.10	0.00	0.00	0.00	1,581.10
Gain(Loss) on Sale of	2,430.00	0.00	0.00	0.00	2,430.00
Revenue from Sale of					
Book Sales	50.00	0.00	0.00	0.00	50.00
Clothing Sales	92.12	0.00	0.00	0.00	92.12
Other Sales	0.00	0.00	0.00	0.00	0.00
Purchase for	<u>0.00</u>	<u>0.00</u>	<u>0.00</u>	<u>0.00</u>	<u>0.00</u>
Total Revenue from	142.12	0.00	0.00	0.00	142.12
Other Income	<u>0.00</u>	<u>0.00</u>	<u>0.00</u>	<u>0.00</u>	<u>0.00</u>
Total Operating	<u>613,813.75</u>	<u>0.00</u>	<u>173,897.38</u>	<u>105.00</u>	<u>787,816.13</u>

Baltimore Yearly Meeting  
Statement of Activities  
From 1/1/2024 Through 3/31/2024

Expenditures	Unrestricted	Designated	Temp		Perm	Total
			Restricted	Restricted		
Admin	88,648.25	0.00	0.00	0.00	0.00	88,648.25
Camp Program	101,598.51	0.00	0.00	0.00	0.00	101,598.51
Catoctin Program	0.00	0.00	0.00	0.00	0.00	0.00
Shiloh Program	0.00	0.00	0.00	0.00	0.00	0.00
Opequon Program	7,376.43	0.00	0.00	0.00	0.00	7,376.43
Teen Adventure	385.26	0.00	0.00	0.00	0.00	385.26
TA Bike Program	0.00	0.00	0.00	0.00	0.00	0.00
Camp Alumni	0.00	0.00	0.00	0.00	0.00	0.00
Outreach &	15,482.46	0.00	0.00	0.00	0.00	15,482.46
Rolling Ridge	425.77	0.00	0.00	0.00	0.00	425.77
Camp Property	36,152.90	0.00	0.00	0.00	0.00	36,152.90
Catoctin Property	26,786.34	0.00	0.00	0.00	0.00	26,786.34
Shiloh Property	20,953.54	0.00	0.00	0.00	0.00	20,953.54
Opequon Property	11,128.56	0.00	0.00	0.00	0.00	11,128.56
Rolling Ridge	27,588.81	0.00	0.00	0.00	0.00	27,588.81
Young Friends	0.00	0.00	0.00	0.00	0.00	0.00
Young Friends	0.00	0.00	0.00	0.00	0.00	0.00
Jr. Young Friends	0.00	0.00	0.00	0.00	0.00	0.00
Youth Programs	0.00	0.00	0.00	0.00	0.00	0.00
Youth Secretary	16,655.35	0.00	0.00	0.00	0.00	16,655.35
Advancement &	0.00	0.00	0.00	0.00	0.00	0.00
Ministry &	2,163.00	0.00	0.00	0.00	0.00	2,163.00
Peace & Social	644.00	0.00	0.00	0.00	0.00	644.00
Religious	0.00	0.00	0.00	0.00	0.00	0.00
Young Adult	0.00	0.00	0.00	0.00	0.00	0.00
Unity With Nature	0.00	0.00	0.00	0.00	0.00	0.00
Interim Meeting	0.00	0.00	0.00	0.00	0.00	0.00
Stewardship &	0.00	0.00	0.00	0.00	0.00	0.00
Trustees	0.00	0.00	0.00	0.00	0.00	0.00
Indian Affairs	256.00	0.00	0.00	0.00	0.00	256.00
Racism WG	2,500.00	0.00	0.00	0.00	0.00	2,500.00
Intervisitation	0.00	0.00	0.00	0.00	0.00	0.00
Faith & Practice	0.00	0.00	0.00	0.00	0.00	0.00
Growing Diverse	0.00	0.00	0.00	0.00	0.00	0.00
Reparations	0.00	0.00	0.00	0.00	0.00	0.00
Annual Session	0.00	0.00	0.00	0.00	0.00	0.00
Spiritual	0.00	0.00	0.00	0.00	0.00	0.00
Women's Retreat	0.00	0.00	0.00	0.00	0.00	0.00
Other BYM	0.00	0.00	0.00	0.00	0.00	0.00
Development	<u>29,254.62</u>	<u>0.00</u>	<u>0.00</u>	<u>0.00</u>	<u>0.00</u>	<u>29,254.62</u>
Total Expenditures	<u>387,999.80</u>	<u>0.00</u>	<u>0.00</u>	<u>0.00</u>	<u>0.00</u>	<u>387,999.80</u>
Net Revenue over Expenditures	<u>225,813.95</u>	<u>0.00</u>	<u>173,897.38</u>	<u>105.00</u>	<u>0.00</u>	<u>399,816.33</u>

## Attachment I2024-24 Stewardship & Finance Draft 2025 Budget

### BYM Full Budget Summary

	2022 Actual	2023 Actual	2024 Budget	2025 Budget
<b>Revenue</b>				
Total Contributed Revenue	\$533,702	\$358,324	\$350,000	\$375,000
Total Earned Revenue	\$1,667,246	\$1,525,317	\$1,881,985	\$1,983,726
Total Apportionment	\$514,572	\$504,170	\$562,352	\$540,000
Total Released Funds	\$322,181	\$205,588	\$161,000	\$230,391
Total Other Revenue	(\$353,898)	\$316,591	\$50,100	\$54,600
<b>Total Revenue</b>	<b>\$2,683,803</b>	<b>\$2,909,990</b>	<b>\$3,005,437</b>	<b>\$3,183,717</b>
<b>Expenses</b>				
Total Personnel	\$1,472,853	\$1,581,762	\$1,742,483	\$1,815,321
Total Professional Services	\$142,917	\$169,745	\$122,550	\$124,745
Total Administrative Operating Costs	\$301,786	\$267,969	\$316,032	\$343,216
Total Utilities & Physical Plant	\$173,852	\$176,938	\$157,580	\$191,621
Total Vehicles	\$67,540	\$57,242	\$92,900	\$73,700
Total Program Costs	\$322,229	\$375,717	\$390,075	\$443,380
Total Misc. Costs	\$11,568	\$6,179	\$12,850	\$6,300
Total Depreciation	\$125,119	\$165,600	\$158,403	\$194,900
<b>Total Expenses</b>	<b>\$2,617,863</b>	<b>\$2,801,151</b>	<b>\$2,992,873</b>	<b>\$3,193,183</b>
<b>Revenue Over Expenses</b>	<b>\$65,940</b>	<b>\$108,839</b>	<b>\$12,564</b>	<b>(\$9,466)</b>

**Expense Detail by Program/Committee**

	2022 Actuals	2023 Actuals	2024 Budget	2025 Budget	
<b>Program Expenses</b>					
Youth Programs	\$71,076	\$92,863	\$81,706	\$75,195	
STRIDE	\$94,935	\$109,030	\$87,076	\$87,815	
Development	\$164,547	\$83,350	\$138,732	\$154,018	
Annual Session	\$66,443	\$70,590	\$71,300	\$81,550	
Spiritual Formation	\$16,213	\$22,674	\$22,200	\$25,500	
Women's Retreat	\$219	\$3,009	\$0	\$0	1
BYM Camps	\$1,673,005	\$1,832,204	\$2,002,195	\$2,183,104	
<i>See BYM Camps Detail</i>					
General YM Program & Admin	\$509,585	\$546,260	\$541,478	\$535,401	2
<i>Personnel</i>	\$262,209	\$303,494	\$317,028	\$313,615	3
<i>Professional Services</i>	\$61,068	\$45,632	\$29,000	\$35,500	
<i>Administrative Operating Costs</i>	\$95,902	\$69,571	\$76,450	\$71,806	
<i>Utilities &amp; Physical Plant</i>	\$17,821	\$17,888	\$24,000	\$16,500	
<i>Vehicles</i>	\$288	\$1,124	\$0	\$1,000	
<i>Program Costs</i>	\$58,031	\$91,566	\$76,750	\$79,780	4
<i>Misc. Costs</i>	\$6,441	\$6,029	\$6,750	\$6,200	
<i>Depreciation</i>	\$7,825	\$10,956	\$11,500	\$11,000	
<b>Total Program Expenses</b>	<b>\$2,596,024</b>	<b>\$2,759,980</b>	<b>\$2,944,687</b>	<b>\$3,142,583</b>	
<b>Committee Expenses</b>					
	2022	2023	2024	2025	
Growing Diverse Ladership	\$0	\$3,000	\$1,000	\$8,000	
Faith & Practice	\$0	\$0	\$0	\$0	
Indian Affairs Committee	\$800	\$1,584	\$5,000	\$14,800	
Ministry & Pastoral Care	\$629	\$3,228	\$0	\$0	
Religious Ed		\$0	\$0	\$0	
Trustees	\$3,274	\$7,024	\$0	\$0	
Young Adult Friends	\$0	\$0	\$0	\$0	
Intervisitation Working Group	\$9,356	\$1,630	\$1,000	\$0	
Reparation Action Working Group	\$3,021	\$6,150	\$6,000	\$6,000	
Working Group on Racism	\$500	\$3,067	\$20,000	\$20,000	
Committee Overage Contingency	\$1,000	\$0	\$0	\$0	
Interim Meeting	\$1,258	\$1,139	\$0	\$1,000	
Unity with Nature	\$0	\$0	\$0	\$600	
Advancement & Outreach	\$0	\$0	\$0	\$200	
Other Program & Committee Exp	\$2,000	\$14,349	\$0	\$0	5
<b>Total Committee Expenses</b>	<b>\$21,839</b>	<b>\$41,171</b>	<b>\$33,000</b>	<b>\$50,600</b>	
<b>Total Expenses</b>	<b>\$2,617,863</b>	<b>\$2,801,151</b>	<b>\$2,977,687</b>	<b>\$3,193,183</b>	



## BYM Camps Detail

	2022 Actual	2023 Actual	2024 Budget	2025 Budget
<b>Revenue</b>				
Total Contributed Revenue	\$ 82,785	\$130,890	\$75,000	\$100,000
Total Earned Revenue	\$1,584,841	\$1,427,188	\$1,788,905	\$1,888,446
Total Released Funds	\$287,253	\$162,788	\$120,000	\$214,391
Total Other Revenue	\$4,600	\$0	\$100	\$42,600
<b>Total Revenue</b>	<b>\$1,959,479</b>	<b>\$1,720,866</b>	<b>\$1,984,005</b>	<b>\$2,245,437</b>
<b>Expenses</b>				
Total Personnel	\$950,804	\$1,081,302	\$1,173,970	\$1,258,988 6
Total Professional Services	\$66,082	\$58,960	\$84,150	\$75,745
Total Administrative Operating Costs	\$155,894	\$162,886	\$182,892	\$215,100
Total Utilities & Physical Plant	\$98,482	\$94,784	\$81,330	\$115,121
Total Vehicles	\$66,283	\$54,491	\$91,800	\$71,550
Total Program Costs	\$213,040	\$224,988	\$234,950	\$262,600
Total Misc. Costs	\$5,126	\$150	\$6,200	\$100
Total Depreciation	\$117,294	\$154,644	\$146,903	\$183,900
<b>Total Expenses</b>	<b>\$1,673,005</b>	<b>\$1,832,204</b>	<b>\$2,002,195</b>	<b>\$2,183,104</b>

## Budget Notes

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- 1 Future costs for Women's Retreat were not clear when putting the budget together. However, the program generally covers its costs through participant fees, so it can be added at a future date.
  
- 2 General YM Program/Admin includes the following: **core Yearly Meeting functions** (record keeping, archive maintenance, 3 Interim Meetings, inquiries from Monthly Meetings, Committee infrastructure & support); **administrative tasks** (accounting, bookkeeping, compliance/reporting, general inquiries); **communications & publications** (website, Yearbook, Faith & Practice, Weekly Announcements, Zoom accounts, Meeting Directory etc); **physical plant of the Yearly Meeting** office and durable equipment; **budgets for Educational Grants and Sue Turner Thomas Quaker Education Fund; special programming; technology, equipment, and staff time** required to execute on BYM events, programs, and committee projects; and **Contributions to Outside Organizations**
  
- 3 Admin Personnel costs include: General Secretary, Finance Manager, Administrative Associate
  
- 4 Includes BYM Educational Grants and Sue Thomas Turner Quaker Education Grants
  
- 5 Differential between 2023 expenses reconciled to the bank and an error in the reporting spreadsheets. Will be reconciled by Annual Session.
  
- 6 The BYM Camps Personnel line include: Year-Round Positions (Camp Program Manager, Camp Property Manager, Program Associate, Catoctin Camp Director, Catoctin Caretaker, Shiloh Caretaker, Opequon Caretaker) and all Seasonal Camp Staff

## **Attachment I2024-28**

### **Development Committee Report**

The BYM 2024 Development Program is going strong, with increased staffing and 2 active committees: the standing Development Committee which oversees annual giving to BYM, and the committee for the Special Campaign for Opequon Quaker Camp at Rolling Ridge. There is some overlap in membership (listed below). Nikki Holland began her full-time position as Development Manager in March, and Barbara Wille (Capacity Partners) has continued her work as Interim Development Director this spring. Barbara also works one day a week staffing the Special Campaign.

Nikki will continue to work remotely until late July; an early May visit to the office provided opportunities for in-person orientation and training. She has jumped right into writing and managing appeal mailings and grant proposals. She has assisted with the database transition to GiveSmart, and also oversees the monthly auto-donation program. In this role Nikki will be reaching out individually to all our Sustaining Quakers to be sure that your monthly gift is received and recorded properly in the new database. Please do return her call or reply to her email when you hear from her later this summer.

Income year to date is strong, running about 25% ahead of last year at the same time. We attribute this both to the generosity of Friends, and to the fact that we sent appeal letters earlier in the year. As of May 30, Friends have donated \$100,083 to the General Fund. Thank you to all who have given already this year. Additionally we have received \$3,250 in grant funding for the STRIDE program. Grant proposals are in process for STRIDE, and for the move of Opequon Quaker Camp to Rolling Ridge.

Thanks to many hands coming together for work weekends, and many inspiring gifts, Opequon Quaker Camp is about to welcome its first campers at the beautiful Rolling Ridge Conservancy site. Since March Interim Meeting, we have received nearly \$100,000 more in campaign contributions for a total of nearly \$450,000 toward the \$700,000 needed to fully build out the new facilities before summer 2025. By Annual Session the campaign will have printed materials to share with Friends, and perhaps a video for presentations later this year at Monthly Meetings and house gatherings. Watch your mailbox and inbox for news as the campaign progresses.

Our committee meetings are well-attended and productive. We especially appreciate the participation of the liaison members who add perspective and timely contextual information to our work. We would welcome additional appointed members and are always glad to tell you about what's involved in Development Committee work.

Barb Platt, clerk

*Development committee members:* Dave French, Gretchen Hall, Arthur Boyd, Barb Platt (clerk), Al Best (liaison from Camping Program Committee), Marion Ballard (liaison from Trustees), Chris Greeley (Liaison from Camp Property Management Committee), Catherine Tall (liaison from Stewardship and Finance), Victor Thuronyi (co-opted)

*Special Campaign committee members:* Arthur Boyd (clerk), Gretchen Hall, Victor Thuronyi, Al Best, Jon Nafziger.

## Attachment I2024-30

### End of Life Working Group Travel Minute for Friend Patti Nesbitt



**SANDY SPRING MONTHLY MEETING**  
OF THE RELIGIOUS SOCIETY OF FRIENDS  
1775 MEETING HOUSE ROAD  
SANDY SPRING, MARYLAND 20860  
301-774-9792  
e-mail: [office@sandyspring.org](mailto:office@sandyspring.org)  
web site: [www.sandyspring.org](http://www.sandyspring.org)

*The Sandy Spring Friends Meeting House*

May 6, 2024

Greetings from Sandy Spring Monthly Meeting of the Baltimore Yearly Meeting of the Religious Society of Friends,

Patti Nesbitt, a member of Sandy Spring Monthly Meeting, has opened to us her leading to travel among Friends with a concern for aging and dying Friends. Informed by her work in palliative care nursing and nurtured by her support committee, her ministry focuses on teaching, minimizing suffering, and being a Friendly Presence to companion others as they face death.

Her concern has long been recognized to be true and valued by Friends both in our meeting and beyond. Her service as a Friendly Presence in support committees for those facing terminal diagnoses is well acknowledged. Her accompaniment has helped many Friends open difficult conversations and face hard decisions.

Patti has actively served in local meetings and Baltimore Yearly Meeting for over 40 years. While serving as clerk of Baltimore Yearly Meeting's End of Life Working Group, she has co-authored a book called *A Tender Time: Quaker Voices on the End of Life*. She is now led to share her ministry in wider circles, facilitate workshops, and offer a listening heart as way opens.

Our Meeting unites with Patti's leading and trusts you will find her time amongst you fruitful, prayerful, and enriching. We send you our loving greetings, and commend her to your care and hospitality.

Sincerely yours in the Light,

Jonathon C. Glass  
Clerk, Sandy Spring Monthly Meeting

Approved by Ministry and Counsel Committee April 21, 2024  
Approved by Monthly Meeting May 5, 2024



# 2024 Annual Session Minutes

BALTIMORE YEARLY MEETING

OF THE RELIGIOUS SOCIETY OF FRIENDS

Held online and in-person at Hood College, Frederick, MD

Tuesday, July 30, 2024

**Y2024 -1 Opening Worship.** The Meeting opened with a period of silent worship.

**Y2024 -2 Welcome and Land Acknowledgement.** Presiding Clerk, Stephanie “Steph” Bean (Adelphi) welcomed Friends to the session, emphasizing that we look forward to meeting all regardless of location, status, identity, or state of being and hope to get to know each other better and to join together in community.

The Clerk read a land acknowledgement:

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

The Clerk invited Friends to name other peoples who call these lands home: Monocan, Susquehannock, Lenni Lenape, Haudenosaunee Confederacy of the Iroquois Nation, Anacostan, Nanticoke, and Nacotchtank.

The Clerk then introduced those assisting with this afternoon’s meeting: Presiding Clerk, Stephanie “Steph” Bean (Adelphi); Recording Clerk, Barbarie Hill (Charlottesville); Tech assistants, Carl Benson (Annapolis), Jason Eaby (Nottingham); Prayerful Presences, Sabrina McCarthy (FMW) (online), Melanie Gifford (Adelphi), and Dellie James (Stony Run); and Reading Clerk Gloria Victor-Dorr (Sandy Spring).

**Y2024-3 Antiracism queries.** To help us center our commitment to being an anti-racist faith community, the Reading Clerk read BYM’s anti-racism queries.

**Y2024-4 Welcoming Visitors and First Time Attenders.** The Clerk invited visitors and first-time attenders to introduce themselves. The following individuals did so: Megan Thomas (FCNL), Della Stanley-Green (Western Yearly Meeting and Director of the Quaker Leadership Center at Earlham) (online), Wayne Finegar (Sandy Spring and Director of Quaker House), and Lauren Brownlee (Bethesda and FCNL).

**Y2024-5 Welcome from the Program Committee.** Program Committee Clerk Linda Coates (Eastland Preparative of Little Britain) welcomed Friends to this Annual Session and introduced some of the members of the Program Committee and others whose work is making this gathering possible.

**Y2024-6 Report from Interim Meeting.** IM Clerk Tom “TDubbs” Webb (Young Adult Friends) shared a report on Interim Meeting’s work this year which was accepted. The written report will be included in the Yearbook under Annual Reports.

**Y2024-7 Report from the General Secretary.** Sarah Gillooly, our General Secretary, introduced the BYM staff and gave a brief report of the year’s activities, highlighting a few challenges.

**Y2024-8 Report of Nominating Committee.** Co-clerk Debby Sudduth (Goose Creek) presented the 1<sup>st</sup> reading of the slate of nominations which was accepted.

**Y2024-9 Report of Search Committee.** Clerk Meg Meyer (Stony Run) presented the 2<sup>nd</sup> reading of the slate of nominations which was approved. The written slate is attached.

**Y2024-10 Epistle Committee.** The Clerk reminded us of the valuable work done each year by the Epistle Committee and asked for volunteers or suggestions of those to serve on the committee for this year’s Annual Session. Linda Goldstein (Charlottesville) and Jim Webner (Stony Run) offered to serve. Friends approved the nominations.



Wednesday, July 31, 2024

**Y2024-11 Opening Worship.** The Meeting opened with a period of silent worship.

**Y2024-12 Welcome, Land Acknowledgement, and Anti-Racist Queries.** Presiding Clerk, Stephanie “Steph” Bean (Adelphi) welcomed Friends to the session, both those who attended yesterday and those who are at the annual meeting for the first time this morning.

The Clerk introduced those who are assisting with the morning meeting: Steph Bean (Adelphi), Presiding Clerk; Barbarie Hill (Charlottesville), Recording Clerk; Tech assistants Carl Benson (Annapolis) and Jason Eaby (Nottingham); Prayerful Presences, Donna Kolaetis (Menallen) and Sabrina McCarthy (Friends Meeting of Washington) (online).

The clerk read the land acknowledgement from the Indigenous Affairs Committee and the Anti-Racist Queries.

**Y2024-13 Queries for the day.** The Clerk read the following queries:

How does your life speak to the calling of the Spirit?

How are you led to respond to the call to affirm human dignity, root out prejudice and rejuvenate our culture of activism?

Whom do you admire whose life followed spiritual guidance? Tell a story about that person and why you have chosen them.

**Y2024-14 Welcoming Visitors and First Time Attenders.** The Clerk invited visitors and first-time attenders to introduce themselves. The following individuals did so: LaVida Davis (FCNL); Ghazal Chilan (Herndon); Nathan Kleban (Iowa City and Right Sharing of World Resources); Kimberly Benson (Friends Wilderness Center)

**Y2024-15 Treasurer’s Report.** Treasurer Jim Riley (Hopewell Centre) presented BYM financials through June of 2024 and a report on the draft 2023 audit, which were accepted. The written reports are attached or will be included in the Yearbook.

**Y2024-16 Stewardship and Finance Report.** Clerk Linda Pardoe (Patapsco) introduced the 1st reading of the proposed 2025 budget and the Plan of Apportionment. Written reports are attached. The Clerk pointed out that the capital budget is not yet ready and will be presented at an upcoming Interim Meeting. The Clerk also emphasized how our budget speaks to our deeply-held leadings. The 1<sup>st</sup> reading of the proposed budget was accepted.

**Y2024-17 Development Report.** Clerk Barb Platt (Sandy Spring) introduced members of the committee, and Nikki Holland, our new Development Manager. Barb also read a minute of appreciation to Barbara Willey, who has served with distinction as special consultant to the development program, and then presented a report on the status of our development program. The report was accepted, and the written report will be included in the Yearbook under Annual Reports.

**Y2024-18 Manual of Procedure.** Clerk Gloria Victor-Dorr (Sandy Spring) shared a summary of the changes to the manual which have already been accepted by the Interim Meeting. The changes were approved, and a written summary of the changes is attached.

Thursday, August 1, 2024

**Y2024-19 Opening Worship.** The Meeting opened with a period of silent worship.

**Y2024-20 Welcome.** Presiding Clerk, Stephanie “Steph” Bean (Adelphi) welcomed Friends to the session.

The Clerk introduced those who are assisting with the morning meeting: Steph Bean (Adelphi), Presiding Clerk; Barbarie Hill (Charlottesville), Recording Clerk; Gloria Victor-Dorr (Sandy Spring), Reading Clerk; Tech assistants Carl Benson (Annapolis), Jason Eaby (Nottingham); Prayerful Presences, Melanie Gifford (Adelphi) and Sabrina McCarthy (Friends Meeting of Washington) (online).

**Y2024-21 Anti-Racist Queries.** The Reading Clerk read the Anti-Racist Queries that help us center our commitment to being an anti-racist faith community.

**Y2024-22 Welcoming Visitors and First Time Attenders.** The Clerk invited visitors and first-time attenders to introduce themselves. The following individuals did so: Ainsley Bruton (AFSC), Rania Maayeh (Ramallah Friends School), Ruth Ann Purchase (Lenape Indian Tribe of Delaware), Simon Purchase James (FGC Adult Young Friends), Kelly Kellum (General Secretary of Friends United Meeting), Sara Gada (Friends Publishing), Francisco Burgos (Pendle Hill).

**Y2024-23 Traveling Minute.** The Reading Clerk read a traveling minute for Simon Purchase James who will be traveling held under the care of Adult Young Friends of Friends General Conference with a Music Ministry in the 2025 calendar year and looks forward to visiting with Friends across the country and the world.

**Y2024-24 Land Acknowledgement.** The Clerk asked that we reflect on the indigenous peoples whose home was the land we now use and reminded us that in March of 2022, our Interim Meeting approved a minute in support of a Truth and Healing Commission for Native Peoples that included several queries, two of which were read:

Is there a different Indigenous cause, such as reparations or land-back, that I will pursue?

In view of my own concerns and of the many other cares and sufferings in the world, how prepared, how willing am I to be called to “preach truth and do righteousness” in unity with these much-abused people?

**Y2024-25 Indigenous Affairs.** Sue Marcus (Alexandria) read a Proposal for Reparations to the Pawnee Nation. The written proposal is attached. Concerns were expressed that we acknowledge the harm inflicted by our Quaker ancestors and that we offer our reparations funds to be used as desired by those affected by that harm. We understand that this one step is not enough. We are also mindful that our reparation action does not mean that those who receive its benefits will immediately become our friends, but we are eager to know more about how to build relationships over time. The proposal was approved, with some Friends standing aside. However, we recognize that there are further steps we must take to mitigate ancestral harm. Friends expressed much gratitude for all the work that has been done to bring this proposal to us.

**Y2024-26 Ramallah Friends School.** Rania Maayeh brought us a report from Ramallah Friends School and described the situation in the West Bank and Gaza, particularly as it is affecting the school community. Rania shared stories of great suffering and of the resilience of faculty and staff. Rania also requested support and asked us to work for justice, including advocating for ceasefire. Friends expressed gratitude for her personal sharing.

**Y2024-27 Camping Program.** The Clerk reported that Friends met on Wednesday afternoon to hear about the summer so far at BYM summer camps from Brian Massey, Camp Program Manager; the work that’s been completed and still to be done at the new site of Opequon Quaker Camp from David Hunter, Camp Property Manager; and the progress that’s been made on the fundraising campaign for the new camp property at Rolling Ridge from Arthur Boyd, co-clerk of Development Committee. Friends received these reports with gratitude for the ongoing ministry of our camping program.

Friday, August 2, 2024

**Y2024-28 Opening Worship.** The Meeting opened with a period of silent worship.

**Y2024-29 Welcome, Land Acknowledgement, and Anti-Racist Queries.** Presiding Clerk, Stephanie “Steph” Bean (Adelphi) welcomed Friends to the session.

The Clerk introduced those who are assisting with the morning meeting: Steph Bean (Adelphi), Presiding Clerk; Barbarie Hill (Charlottesville), Recording Clerk; Gloria Victor-Dorr (Sandy Spring), Reading Clerk; Tech assistants Carl Benson (Annapolis), Dave Diller (Adelphi), and Jason Eaby (Nottingham); Prayerful Presences, Linda Goldstein (Charlottesville), Peter Richman (Sandy Spring), and Sabrina McCarthy (Friends Meeting of Washington) (online).

The clerk acknowledged the many native peoples on whose land the meetings and camps of BYM are now located.

The Reading Clerk read the Anti-Racist Queries.

**Y2024-31 Daily Queries.** The Clerk read the queries for today:

How does our faith respond to today’s world?

Are we encountering the Divine in our history and in the struggles that our communities face?

Draw or imagine a time when the Divine seemed to be leading you to do something good. What was it?

**Y2024-30 Welcoming Visitors and First-Time Attenders.** The Clerk invited visitors and first-time attenders to introduce themselves. The following individuals did so: Peter Richman (Sandy Spring), Jack Schuler (Midlothian), Marsha Ormsby (Annapolis).

**Y2024-31 Roll Call of Meetings.** The Clerk recognized our worshiping community beginning with Young Friends and then Young Adult Friends. With the help of a map of the area covered by BYM, the Clerk recognized those who identify primarily with Quaker schools in our region and those who identify the BYM camps as their primary affiliation. The Clerk then called the names of the

individual Meetings comprising Baltimore Yearly Meeting, and Friends stood or raised their hands online when their community was called. The Clerk also recognized Friends from Baltimore Friends Church.

**Y2024 -32 Junior Yearly Meeting.** Junior Yearly Meeting Clerk Erik Hansen (Sandy Spring) reminded us that we are all part of JYM by being here and creating a safe community for all. Erik shared that we have 14 friends enrolled in JYM and JYF this year. Erik thanked all the people who have made JYM possible now and in the past, especially the teachers who have helped with the week’s activities: Nancy Moore, Ana Phillips, Genevieve Oei, Darcy Lane, Brian Holland, Ruth Fitz, Deborah Haines, Lily Valdez-Lane, Margaret Fisher, Melanie Gifford, Alex Arbor, Ellen Aginteanu, Carol Seddon, Donna Williams, and Meghan Goldman.

**Y2024-33 Spiritual State of the Meeting Report.** Co-Clerks of Ministry and Pastoral Care Greg Robb (Friends Meeting of Washington) and Eileen Stanzione (Patapsco) shared the report, emphasizing that many meetings share concerns for growth and for carrying their Light into local communities as well as the wider world. Another focal point for meetings is the work which is being done to move toward becoming anti-racist communities. The report was accepted with gratitude, and a written report will be included in the Yearbook.

**Y2024-35 Reparations Action Working Group.** Co-clerk Marcy Seitel introduced the members of the Working Group and shared a report of their work, inviting Friends to join with them. This annual report will be included in the Yearbook under Annual Reports.

**Y2024-36 Rising Concern.** Phil Caroom (Annapolis), member of the Peace and Social Concerns Committee, presented the 1<sup>st</sup> draft of a minute arising from the report we heard yesterday from Rania Maayeh of Ramallah Friends School and a subsequent interest group which discussed the expanding war in the Middle East. These events spurred Friends to create the draft of a minute calling for actions leading to a cessation of hostilities and for policies supporting both Israelis and Palestinians to build a future together. Those who wish to discuss this concern further will meet later today.

**Y2024-37 Travel Minute.** The Reading Clerk read a travel minute from Right Sharing of World Resources for Nathan Kleban (Iowa City Meeting of Iowa Yearly Meeting (Conservative)). Nathan shared a greeting and invited Friends to attend this afternoon's workshop to learn more about Right Sharing of World Resources.

**Y2024-38 Reports from other Quaker Organizations.**

Ainsley Bruton of AFSC shared some updates from AFSC's current work and invited Friends to become involved.

Wayne Finegar of Quaker House explained that their work is to heal the damage done to individuals by war and militarism, and their job is to put themselves out of business. In the meantime, Wayne reminded us that all meetings Y2024-39 and individuals are called to join with Quaker House in the work of ending wars.

Jason Eaby, representative to FWCC, reported that the Section of the Americas' recent capital campaign was successful. Jason also informed us that he will be leaving tomorrow for the worldwide plenary where he will be supporting the tech work needed to host an online gathering of Friends all over the world.

## Saturday, August 3, 2024

**Y2024-39 Opening Worship.** The Meeting opened with a period of silent worship.

**Y2024-40 Welcome, Land Acknowledgement, and Anti-Racist Queries.** Presiding Clerk, Stephanie “Steph” Bean (Adelphi) welcomed Friends to the session.

The Clerk introduced those who are assisting with the morning meeting: Steph Bean (Adelphi), Presiding Clerk; Barbarie Hill (Charlottesville), Recording Clerk; Gloria Victor-Dorr (Sandy Spring), Reading Clerk; Tech assistants Carl Benson (Annapolis) and Dave Diller (Adelphi); Prayerful Presences, Judith Goedeke (Adelphi), Sara Burr (Homewood) and Sabrina McCarthy (Friends Meeting of Washington) (online).

The clerk acknowledged the many native peoples on whose land the meetings and camps of BYM are now located.

The Reading Clerk read the Anti-Racist Queries.

**Y2024-41 Epistle Committee.** Linda Goldstein (Charlottesville) presented the 1<sup>st</sup> reading of the 2024 BYM epistle. The draft epistle was accepted and will be completed for presentation at our last Meeting for Business. Friends were invited to send comments and suggestions to the Epistle Committee.

**Y2024-42 Nominating Committee.** Co-Clerk Debby Sudduth (Goose Creek) presented the 2<sup>nd</sup> reading of the slate of nominations. The nominations were approved, with a few changes approved at their first reading so that those nominated may begin their work in a timely way. The slate will be included in the Yearbook as the approved Committee Membership 2024-2025 [See *Resources for Working Together*]

**Y2024-43 JYF Epistle.** Bianca Azenga (BYM) read the Junior Young Friends epistle, highlighting the fact that each day started with a business meeting during which they reviewed expectations, including “Don’t be a jerk.” Their week here included games and activities that were fun and helped them get to be friends. The epistle was accepted with joyful gratitude.



**Y2024-44 Budget.** Clerk of Stewardship and Finance Linda Pardoe (Patapsco) presented the 2nd reading of the 2025 operating budget which was unchanged from the 1<sup>st</sup> reading. The operating budget was approved, and the written budget will be included as the Approved Budget in the 2024 Yearbook. The capital budget will be brought to Interim Meeting in the fall. Friends expressed an ongoing concern that we need to adequately fund our staff to do the work we need and ask them to do. This concern will be addressed in future budgeting discussions, led by the Supervisory and Stewardship and Finance Committees. The plan for apportionment was also approved, and the written plan will be included in the Yearbook.

**Y2024-45 Vision Statement.** The Reading Clerk read the BYM Vision Statement approved at Annual Session in 2011 and amended in 2016. The written statement is attached.

**Y2024-46 Rising Concern.** Peace and Social Concerns Committee has developed a statement seeking to deter the U.S. government from participating in the expanding war in the Middle East which was read during our business session yesterday. The Clerk expressed concern that good process would include a fuller representation of our community than are here with us and suggested that we might share more widely with our individual meetings before acting, perhaps at a timely called Interim Meeting. Although individual meetings might endorse this statement, Friends felt strongly that there is an imminent threat that calls for an immediate response at the Yearly Meeting level. Phil Caroom (Annapolis), member of Peace and Social Concerns, gave us the real-time context of the situation in the Middle East and read a revised minute.

*BYM Friends call on the U.S. Government to reevaluate and immediately halt military support for Israel. Any renewed aid should be conditioned on Israel's agreement to the following, and the U.S. also should push for other nations and nonstate actors to support the following:*

*an immediate ceasefire and an end to the horrific siege of Gaza;  
an immediate exchange of all hostages and prisoners;*

*immediate access for international humanitarian aid and rebuilding for the millions of Palestinians in dire need in Gaza and the West Bank; and a cessation of all regional military attacks.*

*Long term, international peace negotiations should begin to enable Palestinians and Israelis to build a shared future based on equality, security, and the rule of law.*

The Clerk requested that we hold over a decision on this minute until tomorrow's business so that Friends can read the minute on the Middle East that was approved at a called Interim Meeting in April and resolve some further issues. We will send a message about this pending decision to the YM email list today, including the text of the minute approved at Interim Meeting as well as the minute proposed here and encouraging Friends to participate in tomorrow's business to ensure the widest possible participation in the decision.

## Sunday, August 4, 2024

**Y2024-47 Opening Worship.** The Meeting opened with a period of silent worship.

**Y2024-48 Welcome, Land Acknowledgement, and Anti-Racist Queries.** Presiding Clerk, Stephanie “Steph” Bean (Adelphi) welcomed Friends to the session.

The Clerk introduced those who are assisting with the morning meeting: Steph Bean (Adelphi), Presiding Clerk; Barbarie Hill (Charlottesville), Recording Clerk; Gloria Victor-Dorr (Sandy Spring), Reading Clerk; Tech assistants Carl Benson (Annapolis), Dave Diller (Adelphi), and Jason Eaby (Nottingham); Prayerful Presences, Barbara Thomas (Annapolis), John Meyer (Friends Meeting of Washington), and Sabrina McCarthy (Friends Meeting of Washington) (online).

The clerk acknowledged the many native peoples on whose land the meetings and camps of BYM are now located.

The Reading Clerk read the Anti-Racist Queries to help us center our commitment to be an anti-racist community.

**Y2024-49 Rising Concern.** Phil Caroom (Annapolis), member of the Peace and Social Concerns presented the minute with minor amendments:

*BYM Friends call on the U.S. Government to reevaluate and immediately halt military support for Israel. Any renewed aid should be conditioned on Israel’s agreement to the following, and the U.S. also should push for other nations and their allies to support the following:*

*an immediate ceasefire and an end to the horrific siege of Gaza;  
an immediate exchange of all hostages and prisoners;  
immediate access for international humanitarian aid and rebuilding  
for the millions of Palestinians in dire need in Gaza and the West  
Bank; and  
a cessation of all regional military attacks.*

*Long term, international peace negotiations should begin to enable Palestinians and Israelis to build a shared future based on equality, security, the rule of law, and respect for the lives and dignity of all people.*

Friends offered several concerns regarding wording as well as the impact of the minute, but we understand that perfection is often the enemy of the good. We were also reminded that we are called to faithfulness and with that in mind, Friends approved the minute with one Friend standing aside.

**Y2024-50 Young Friends Epistle.** Kai Beauvois-Ransome (Stony Run) read the YF epistle that covered the entire year of their activities together. They met several times at various local meetings to share activities, discussions, and food that was mostly edible. YF expressed gratitude for the support they received for these gatherings and the opportunity to build their community.

**Y2024-51 Epistle Committee.** Linda Goldstein (Charlottesville) presented the 2<sup>nd</sup> reading of the 2024 BYM epistle. Friends suggested a few additions, and the amended epistle was approved with gratitude. The written epistle will be included in the YEarbook.

**Y2024-52 Program Committee and Registration Report.** Clerk Linda Coates (Eastland) presented a report covering the committee's activities through the year that led to the gathering of the Annual Session for all of us to enjoy. The written report is attached. Registration for this year's Annual Session was 241 including 74 commuters, 17 children, and 6 young friends, plus 24 registered as online only. The Clerk expressed gratitude to the committee members and all the volunteers who helped make these sessions possible. The report was received with much gratitude.

# Attachments, Annual Session 2024

## **Attachment Y2024-9 Report of Search Committee.**

July 2024

Nominations to be approved:

Steph Bean (Adelphi) to serve a two year term as Clerk of Yearly Meeting

Tom Webb (Young Adult Friends) to serve a two year term as Clerk of Interim Meeting

Deborah Haines (Alexandria) to serve a two year term as Recording Clerk of Interim Meeting

Becka Haines Rosenberg (Alexandria) to serve a two year term on Supervisory Committee

Joan Liversidge (Sandy Spring) to serve a two year term on Supervisory Committee

Susan Griffin (Friends Meeting of Washington) to serve a two year term on Supervisory Committee

Greg Robb (Friends Meeting of Washington) to serve a three year term on Nominating Committee

Margaret Fisher (Herndon) to serve a three year term on Nominating Committee One additional individual is needed for Nominating Committee

## **Attachment Y2024-15**

### **Treasurer's Report.**

Today I am reporting on BYM finances as of June 30, 2024. This marks the halfway point in our fiscal year. Lots of camp payments have been collected with most of the camp expenditures still to come. Also, we have received increased contributions, both unrestricted and temporarily restricted, mostly for the move of Camp Opequon to the Rolling Ridge site.

First, we will look at the Statement of Financial Position or Balance Sheet. This report gives us a snapshot of our assets, liabilities, and net assets as of June 30, 2024. In the asset section, our total cash is about \$950,000. Our property and equipment, net of depreciation, stands at just over \$2.9 million. Our investments had a total market value of \$2,272,141 on June 30. A year ago, this total was about \$2,017,000. Our total assets are valued at just over \$6.5 million.

There is nothing unusual in the liabilities section which totals just over \$450,000.

Total net assets is the difference between our total assets and our total liabilities. Total net assets on June 30, including year to date net income of \$969,959, equal \$6,092,344.

The Statement of Activities or Income Statement shows the revenues and expenditures for the first six months of the year. It shows the activity in our unrestricted and restricted funds. Apportionment income is just over \$215,000, which is similar to last year at this time. Program revenue is \$1,435,568. This is mostly from camp registration fees. Even though this is slightly higher than last year at this time, it is off budget some. We will closely monitor camping expenditures and will have a better picture of how the camping program did in the fall.

Unrestricted contributions total about \$116,000 and restricted contributions total a little over \$178,000. This is higher than usual due to the strong response to our appeal for support for the move from the previous Camp Opequon site to the Rolling Ridge site. Investment income of \$128,000 is mainly comprised of interest and dividends received and the unrealized gain on our investments Total revenue

so far this year is \$2,082,139.

The expenditures are all in the unrestricted column and total a little over \$1,112,000. You can see the various camp related expense categories. The camping program expenses total about \$279,000. The camp property expenses total about \$382,000. One change here from this report a year ago is that we now are reporting camp program and property expenditures for the Rolling Ridge site.

Net revenue over expenditures totals \$969,959. This includes the temporarily restricted amount of \$175,000. I cannot draw any conclusions about 2024 yet since there is so much financially still to come.

Respectfully submitted,  
James Riley  
BYM Treasurer  
Hopewell Centre Meeting

**Baltimore Yearly Meeting**  
Balance Sheet  
As of 6/30/2024

	Current Year	
<b>Assets</b>		
<b>Current Assets</b>		
Cash & Cash Equivalents		
Operating Account	918,225.50	1001
Payroll Acct	17,901.63	1002
Camp Property Manager	7,309.58	1004
Catoctin Caretakers Account	1,880.28	1005
Shiloh Caretakers Account	1,771.38	1006
Catoctin Directors Account	353.96	1007
Shiloh Directors Account	246.19	1008
Opequon Directors Account	1,260.70	1009
TA Directors Account	2,656.33	1010
Petty Cash	100.00	1050
Total Cash & Cash Equivalents	951,705.55	
Accounts Receivable		
Apportionment Receivable	352,278.06	1200
Student Loans Receivable	628.32	1300
Allowance for Doubtful Accts	(32,948.15)	1302
Harford Friends School Note	40,000.00	1512
Staff Receivables	820.28	1590
Total Accounts Receivable	360,778.51	
Prepaid Expenses		
Other Prepaid Expenses	6,800.00	1710
Prepaid Rent	26,000.00	1711
Deposits	2,200.00	1715
Total Prepaid Expenses	35,000.00	
Total Current Assets	1,347,484.06	
<b>Long-term Assets</b>		
Property & Equipment		
Land	1,106,495.65	2010
Land Improvements	377,407.96	2011
Buildings	1,947,374.89	2020
Leasehold Improvements	285,601.15	2030
Accum. Depr. Buildings & Leasehold	(1,396,001.67)	2039
Furniture, Fixtures & Equipment	272,801.55	2050
Accum. Depr. FF&E	(233,731.98)	2059
Vehicles	253,356.93	2060
Accum. Depr. Vehicles	(208,943.64)	2069
Projects in Progress	523,582.89	2900
Total Property & Equipment	2,927,943.73	
Long-term Investments		
Friends Fiduciary	1,653,092.35	1110
Sandy Spring Bancorp Stock	817.20	1111
Morgan Stanley Smith Barney	618,231.15	1113
Total Long-term Investments	2,272,140.70	
Total Long-term Assets	5,200,084.43	
Total Assets	6,547,568.49	
<b>Liabilities</b>		
<b>Short-term Liabilities</b>		
Accounts Payable		
Account Payable	76,881.74	3000
Total Accounts Payable	76,881.74	
Deferred Revenue		
Prepaid Donations	384.50	3131
Deferred Apportionment	336,799.81	3200
Total Deferred Revenue	337,184.31	

Date: 7/17/24 10:33:27 PM



**Baltimore Yearly Meeting**

Balance Sheet

As of 6/30/2024

	<u>Current Year</u>	
Other Short-term Liabilities		
Wages Payable	32,297.60	3010
Payroll Taxes Payable	2,470.78	3020
Pension Payable	8,492.01	3030
FSA Payable	<u>(2,101.67)</u>	3060
Total Other Short-term Liabilities	<u>41,158.72</u>	
Total Short-term Liabilities	<u>455,224.77</u>	
Total Liabilities	<u>455,224.77</u>	
Net Assets		
Beginning Net Assets		
Net Assets		
Net Assets	<u>5,122,385.02</u>	4099
Total Net Assets	<u>5,122,385.02</u>	
Total Beginning Net Assets	5,122,385.02	
Current YTD Net Income		
Current YTD Net Income	<u>969,958.70</u>	
Total Current YTD Net Income	<u>969,958.70</u>	
Total Net Assets	<u>6,092,343.72</u>	
Total Liabilities and Net Assets	<u><u>6,547,568.49</u></u>	

**Baltimore Yearly Meeting**  
Statement of Activities  
From 1/1/2024 Through 6/30/2024

	Unrestricted	Designated	Temp Restricted	Perm Restricted	Total
<b>Operating Revenue</b>					
<b>Apportionment Income</b>					
5100	Apportionment	215,084.01	0.00	0.00	215,084.01
5101	Apportionment Adjustments	0.00	0.00	0.00	0.00
	Total Apportionment Income	215,084.01	0.00	0.00	215,084.01
	Program Revenue	1,435,568.28	0.00	0.00	1,435,568.28
<b>Contributions</b>					
5001	Contributions	116,493.57	0.00	0.00	116,493.57
5005	In Kind Contributions	258.10	0.00	0.00	258.10
5020	Bequests	0.00	0.00	0.00	0.00
5052	Restricted Contributions	0.00	0.00	178,124.91	178,684.91
5055	Grants Received	0.00	0.00	0.00	0.00
	Total Contributions	116,751.67	0.00	178,124.91	295,436.58
<b>Revenue Released from Restriction</b>					
5090	Released Funds	3,056.00	0.00	(3,056.00)	0.00
	Total Revenue Released from Restriction	3,056.00	0.00	(3,056.00)	0.00
<b>Investment Income</b>					
5801	Interest & Dividends	33,103.43	0.00	0.00	33,103.43
5802	Unrealized Gain (Loss)	94,816.39	0.00	0.00	94,816.39
5803	Realized Gains (Loss)	0.00	0.00	0.00	0.00
5804	Change in value of CGA	0.00	0.00	0.00	0.00
	Total Investment Income	127,919.82	0.00	0.00	127,919.82
<b>Property &amp; Vehicle Rental</b>					
5500	Property Rental Income	2,837.25	0.00	0.00	2,837.25
5550	Program Rental of Property	0.00	0.00	0.00	0.00
5600	Vehicle Rental Income	0.00	0.00	0.00	0.00
	Total Property & Vehicle Rental	2,837.25	0.00	0.00	2,837.25
	Gain(Loss) on Sale of Assets	2,601.24	0.00	0.00	2,601.24
<b>Revenue from Sale of Goods</b>					
5340	Book Sales	90.00	0.00	0.00	90.00
5350	Clothing Sales	205.79	0.00	0.00	205.79
5390	Other Sales	0.00	0.00	0.00	0.00
5395	Purchase for Resale	0.00	0.00	0.00	0.00
	Total Revenue from Sale of Goods	295.79	0.00	0.00	295.79
	Other Income	2,396.41	0.00	0.00	2,396.41
	Total Operating Revenue	1,906,510.47	0.00	175,068.91	2,082,139.38

**Baltimore Yearly Meeting**  
Statement of Activities  
From 1/1/2024 Through 6/30/2024

	Unrestricted	Designated	Temp Restricted	Perm Restricted	Total
<b>Total Revenue</b>	<b>1,906,510.47</b>	<b>0.00</b>	<b>175,068.91</b>	<b>560.00</b>	<b>2,082,139.38</b>
<b>Expenditures</b>					
100 Admin	307,018.67	0.00	0.00	0.00	307,018.67
200 Camp Program Administration	126,897.59	0.00	0.00	0.50	126,898.09
210 Catoctin Program	29,739.75	0.00	0.00	0.00	29,739.75
220 Shiloh Program	36,881.45	0.00	0.00	0.00	36,881.45
230 Opequon Program	7,376.43	0.00	0.00	0.00	7,376.43
240 Teen Adventure Program	40,964.02	0.00	0.00	0.00	40,964.02
241 TA Bike Program	0.00	0.00	0.00	0.00	0.00
250 Camp Alumni Program	0.00	0.00	0.00	0.00	0.00
260 Outreach & Inclusion	37,129.34	0.00	0.00	0.00	37,129.34
270 Rolling Ridge	51,986.30	0.00	0.00	0.00	51,986.30
300 Camp Property Administration	101,655.23	0.00	0.52	0.00	101,655.75
310 Catoctin Property	60,180.86	0.00	0.00	0.00	60,180.86
320 Shiloh Property	72,274.35	0.00	0.00	0.00	72,274.35
330 Opequon Property	22,853.05	0.00	0.00	0.00	22,853.05
370 Rolling Ridge Property	73,335.28	0.00	0.00	0.00	73,335.28
410 Young Friends	0.00	0.00	0.00	0.00	0.00
415 Young Friends Exec.	0.00	0.00	0.00	0.00	0.00
420 Jr. Young Friends	0.00	0.00	0.00	0.00	0.00
430 Youth Programs Committee	0.00	0.00	0.00	0.00	0.00
440 Youth Secretary	38,515.41	0.00	0.00	0.00	38,515.41
501 Advancement & Outreach	0.00	0.00	0.00	0.00	0.00
502 Ministry & Pastoral Care	8,522.50	0.00	0.00	0.00	8,522.50
503 Peace & Social Concerns	644.00	0.00	0.00	0.00	644.00
504 Religious Education	0.00	0.00	0.00	0.00	0.00
505 Young Adult Friends	0.00	0.00	0.00	0.00	0.00
506 Unity With Nature	0.00	0.00	0.00	0.00	0.00
508 Interim Meeting	0.00	0.00	0.00	0.00	0.00
510 Stewardship & Finance	0.00	0.00	0.00	0.00	0.00
511 Trustees	0.00	0.00	0.00	0.00	0.00
513 Indian Affairs	256.00	0.00	0.00	0.00	256.00
514 Racism WG	3,000.00	0.00	0.00	0.00	3,000.00
515 Intervisitation	0.00	0.00	0.00	0.00	0.00
517 Faith & Practice Revision	0.00	0.00	0.00	0.00	0.00
518 Growing Diverse Leadership	1,300.00	0.00	0.00	0.00	1,300.00
519 Reparations Action Working Group	3,256.00	0.00	0.00	0.00	3,256.00

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**Baltimore Yearly Meeting**  
Statement of Activities  
From 1/1/2024 Through 6/30/2024

	Unrestricted	Designated	Temp Restricted	Perm Restricted	Total
610 Annual Session	315.36	0.00	0.00	0.00	315.36
632 Spiritual Formation	14,548.77	0.00	0.00	0.00	14,548.77
633 Women's Retreat	0.00	0.00	0.00	0.00	0.00
635 Other BYM Programs	0.00	0.00	0.00	0.00	0.00
920 Development	73,529.30	0.00	0.00	0.00	73,529.30
<b>Total Expenditures</b>	<b>1,112,179.66</b>	<b>0.00</b>	<b>0.52</b>	<b>0.50</b>	<b>1,112,180.68</b>
<b>Net Revenue over Expenditures</b>	<b>794,330.81</b>	<b>0.00</b>	<b>175,068.39</b>	<b>559.50</b>	<b>969,958.70</b>

## Y2024-16

### Operating Budget 2025, First Reading

#### BYM Full Budget Summary

	2022 Actual	2023 Actual	2024 Budget	2025 Budget
<b>Revenue</b>				
Total Contributed Revenue	\$533,702	\$358,324	\$350,000	\$375,000
Total Earned Revenue	\$1,667,246	\$1,525,317	\$1,881,985	\$1,983,726
Total Apportionment	\$514,572	\$504,170	\$562,352	\$540,000
Total Released Funds	\$322,181	\$205,588	\$161,000	\$230,391
Total Other Revenue	(\$353,898)	\$316,591	\$50,100	\$54,600
<b>Total Revenue</b>	<b>\$2,683,803</b>	<b>\$2,909,990</b>	<b>\$3,005,437</b>	<b>\$3,183,717</b>
<b>Expenses</b>				
Total Personnel	\$1,472,853	\$1,581,762	\$1,742,483	\$1,815,321
Total Professional Services	\$142,917	\$169,745	\$122,550	\$124,745
Total Administrative Operating Costs	\$301,786	\$267,969	\$316,032	\$343,216
Total Utilities & Physical Plant	\$173,852	\$176,938	\$157,580	\$191,621
Total Vehicles	\$67,540	\$57,242	\$92,900	\$73,700
Total Program Costs	\$322,229	\$375,717	\$390,075	\$443,380
Total Misc. Costs	\$11,568	\$6,179	\$12,850	\$6,300
Total Depreciation	\$125,119	\$165,600	\$158,403	\$194,900
<b>Total Expenses</b>	<b>\$2,617,863</b>	<b>\$2,801,151</b>	<b>\$2,992,873</b>	<b>\$3,193,183</b>
<b>Revenue Over Expenses</b>	<b>\$65,940</b>	<b>\$108,839</b>	<b>\$12,564</b>	<b>(\$9,466)</b>

## Expense Detail by Program/Committee

	2022 Actuals	2023 Actuals	2024 Budget	2025 Budget
<b>Program Expenses</b>				
Youth Programs	\$71,076	\$92,863	\$81,706	\$75,195
STRIDE	\$94,935	\$109,030	\$87,076	\$87,815
Development	\$164,547	\$83,350	\$138,732	\$154,018
Annual Session	\$66,443	\$70,590	\$71,300	\$81,550
Spiritual Formation	\$16,213	\$22,674	\$22,200	\$25,500
Women's Retreat	\$219	\$3,009	\$0	\$0
BYM Camps	\$1,673,005	\$1,832,204	\$2,002,195	\$2,183,104
<i>See BYM Camps Detail</i>				
General YM Program & Admin	\$509,585	\$546,260	\$541,478	\$535,401
<i>Personnel</i>	\$262,209	\$303,494	\$317,028	\$313,615
<i>Professional Services</i>	\$61,068	\$45,632	\$29,000	\$35,500
<i>Administrative Operating Costs</i>	\$95,902	\$69,571	\$76,450	\$71,806
<i>Utilities &amp; Physical Plant</i>	\$17,821	\$17,888	\$24,000	\$16,500
<i>Vehicles</i>	\$288	\$1,124	\$0	\$1,000
<i>Program Costs</i>	\$58,031	\$91,566	\$76,750	\$79,780
<i>Misc. Costs</i>	\$6,441	\$6,029	\$6,750	\$6,200
<i>Depreciation</i>	\$7,825	\$10,956	\$11,500	\$11,000
<b>Total Program Expenses</b>	<b>\$2,596,024</b>	<b>\$2,759,980</b>	<b>\$2,944,687</b>	<b>\$3,142,583</b>
<b>Committee Expenses</b>				
	2022	2023	2024	2025
Growing Diverse Leadership	\$0	\$3,000	\$1,000	\$8,000
Faith & Practice	\$0	\$0	\$0	\$0
Indian Affairs Committee	\$800	\$1,584	\$5,000	\$14,800
Ministry & Pastoral Care	\$629	\$3,228	\$0	\$0
Religious Ed		\$0	\$0	\$0
Trustees	\$3,274	\$7,024	\$0	\$0
Young Adult Friends	\$0	\$0	\$0	\$0
Intervisitation Working Group	\$9,356	\$1,630	\$1,000	\$0
Reparation Action Working Group	\$3,021	\$6,150	\$6,000	\$6,000
Working Group on Racism	\$500	\$3,067	\$20,000	\$20,000
Committee Overage Contingency	\$1,000	\$0	\$0	\$0
Interim Meeting	\$1,258	\$1,139	\$0	\$1,000
Unity with Nature	\$0	\$0	\$0	\$600
Advancement & Outreach	\$0	\$0	\$0	\$200
Other Program & Committee Exp	\$2,000	\$14,349	\$0	\$0
<b>Total Committee Expenses</b>	<b>\$21,839</b>	<b>\$41,171</b>	<b>\$33,000</b>	<b>\$50,600</b>
<b>Total Expenses</b>	<b>\$2,617,863</b>	<b>\$2,801,151</b>	<b>\$2,977,687</b>	<b>\$3,193,183</b>

## BYM Camps Detail

	2022 Actual	2023 Actual	2024 Budget	2025 Budget
<b>Revenue</b>				
Total Contributed Revenue	\$ 82,785	\$130,890	\$75,000	\$100,000
Total Earned Revenue	\$1,584,841	\$1,427,188	\$1,788,905	\$1,888,446
Total Released Funds	\$287,253	\$162,788	\$120,000	\$214,391
Total Other Revenue	\$4,600	\$0	\$100	\$42,600
<b>Total Revenue</b>	<b>\$1,959,479</b>	<b>\$1,720,866</b>	<b>\$1,984,005</b>	<b>\$2,245,437</b>
<b>Expenses</b>				
Total Personnel	\$950,804	\$1,081,302	\$1,173,970	\$1,258,988
Total Professional Services	\$66,082	\$58,960	\$84,150	\$75,745
Total Administrative Operating Costs	\$155,894	\$162,886	\$182,892	\$215,100
Total Utilities & Physical Plant	\$98,482	\$94,784	\$81,330	\$115,121
Total Vehicles	\$66,283	\$54,491	\$91,800	\$71,550
Total Program Costs	\$213,040	\$224,988	\$234,950	\$262,600
Total Misc. Costs	\$5,126	\$150	\$6,200	\$100
Total Depreciation	\$117,294	\$154,644	\$146,903	\$183,900
<b>Total Expenses</b>	<b>\$1,673,005</b>	<b>\$1,832,204</b>	<b>\$2,002,195</b>	<b>\$2,183,104</b>

## Budget Notes

- Future costs for Women's Retreat were not clear when putting the budget together. However, the program generally covers its costs through participant fees, so it can be added at a future date.
- General YM Program/Admin includes the following: **core Yearly Meeting functions** (record keeping, archive maintenance, 3 Interim Meetings, inquiries from Monthly Meetings, Committee infrastructure & support); **administrative tasks** (accounting, bookkeeping, compliance/reporting, general inquiries); **communications & publications** (website, Yearbook, Faith & Practice, Weekly Announcements, Zoom accounts, Meeting Directory etc); **physical plant of the Yearly Meeting** office and durable equipment; **budgets for Educational Grants and Sue Turner Thomas Quaker Education Fund; special programming; technology, equipment, and staff time** required to execute on BYM events, programs, and committee projects; and **Contributions to Outside Organizations**
- Admin Personnel costs include: General Secretary, Finance Manager, Administrative Associate
- Includes BYM Educational Grants and Sue Thomas Turner Quaker Education Grants
- Differential between 2023 expenses reconciled to the bank and an error in the reporting spreadsheets. Will be reconciled by Annual Session.
- The BYM Camps Personnel line include: Year-Round Positions (Camp Program Manager, Camp Property Manager, Program Associate, Catoctin Camp Director, Catoctin Caretaker, Shiloh Caretaker, Opequon Caretaker) and all Seasonal Camp Staff

## **Y2024-25 Indigenous Affairs Committee Proposal for Reparations to the Pawnee Nation.**

Summary: The history of Baltimore Yearly meeting (BYM) is linked to that of the Pawnee Nation. Friends from BYM established a school for Pawnee children. One purpose of the school was assimilating Pawnee children into the dominant white, Eurocentric culture of the U.S. Part of the educational process was teaching them English, resulting in the near extinction of their Native language. We have the opportunity to provide a measure of restorative justice by providing funds to the Pawnee Nation's language program. We are following a spiritual leading in submitting this request. We deeply believe it is the right thing to do.

### **Proposal**

BYM will commit \$10,000 each year for 2024 and 2025 to the Pawnee Nation's language restoration program as direct reparations to a group harmed by ancestral members of BYM. These reparations would be limited to two years, with no further donations planned. After that, we will proceed as way opens.

Reparations are actions pursued because of harms done and are intended to help right injustice. Because of this causality, it is not truly a gift or donation.

Reparations should be used as the *beneficiary* decides to use them.

Submitted to Indigenous Affairs Committee Baltimore Yearly of the Religious Society of Friends for consideration during Annual Session 2024. Supported by the BYM Reparations Action Working group and several Meetings

## **Y2024-45 BYM Vision Statement**

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

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.

# Annual Reports

## Spiritual State of the Meeting

### Overview

Reading the reports from Monthly meetings this year was a joy. We would like to dedicate this report to the young Friend from Adelphi Monthly Meeting, who told his mother, after last year's annual session, "I'm a Quaker."

The reports we received from Quakers in the mid-Atlantic region are full of hope, energy and good ideas. Our meetings are thriving and strong, asking themselves tough questions about how to get stronger and not satisfied with where things are.

The reports are chock full of ideas that other meetings might borrow to strengthen and build larger, more vibrant, beloved communities.

Our meetings remain centered in silent worship, drawing strength and listening for guidance from the Spirit.

### Arising from the Reports We Received

It was a year of growth and exploration for our Monthly Meetings. Many felt the need to write their own queries to reflect on their experiences and subsequently produced reports of self-reflection and insight.

Throughout BYM, meetings reported their meetings were experiencing unexpected growth. A concern that weaves through the reports is whether we are doing enough to welcome new attendees into our meetings.

**Goose Creek Friends Meeting** reported they felt “more needs to be done so newcomers know us better.”

**Homewood Friends Meeting** called for a “recalibration” of outreach. “We can’t do that unless we wrap our arms around each other,” the report concluded.

One can detect a surprising theme from our reports: looking outward. Many Friends are wondering if our meetings are doing a good enough job explaining who we are.

**State College Friends Meeting** said we are hiding our light under a bushel: Friends wanted to do a better job of communicating to others who we are and what we believe. Too often, Friends have to insist on what they are not: the Quaker Oats man, the Amish, or some other spiritual tradition, like the Shakers, that passed long ago. Instead of asserting what we are not, we need to state, more clearly and more passionately, our testimonies and commitments. We suggested a number of ways to take this opportunity:

More t-shirts that say, “This is what a Quaker looks like.”

A podcast devoted to living the Quaker life in our embattled world.

A “Bring a Friend to Friends Meeting Day.”

Meetings continued to discuss and adjust how they deploy video conferencing during meetings for worship. After much discernment, Langley Hill Friends Meeting has adopted a rotating schedule so that some meetings remain non-hybrid.

Friends from Valley Friends Meeting and State College Friends Meeting said they feel a deep concern with the complex issues of Climate Change and challenged us to address the subject in next year’s SOS Queries.

Arising from our Queries

Report on your meeting's Meeting for Worship with a Concern for Business.

Generally, monthly meetings viewed their MWCB as Spirit-led. There was almost universal wish that more Friends attend the meetings. There seemed to be a gulf between "the usual suspects" who regularly attend MWCB and other members.

Discussions were reported to be difficult at business meetings, according to the reports. Financial issues, in particular, caused divisions between Friends.

**Homewood Friends reported:**

"Yet we are strong enough as a community to also experience contentious meetings for business, recognizing that faithfulness to the Light is a challenge. Through disunity, the truth and the Light can reveal themselves. Worship is a safe place for the Light to instruct. It is not always a warm Light. Sometimes the Light is terribly harsh and helps us look at difficult things."

How does your meeting practice the Quaker peace testimony?

War in the Mideast and Europe, rumors of wider war, and the reality of stark political divides at home has had a profound impact on our meetings this year. There was a broad concern about where the world is headed.

**Friends at Sandy Spring Friends Meeting put it well:**

We feel a deep and abiding concern and even worry for the future of our meeting, for the Religious Society of Friends, and for spiritual life in the world as a whole. We cannot know what spiritual nurture future generations will desire from our community. We are anxious and together seek a centered quiet.

Discussions of politics spilled into our worship and many meetings grappled with political messages. Meetings reported that their members pondered whether they were doing enough to make clear their commitment to the peace testimony. It was widely felt that peace begins at home and many families in our communities do not experience this peace. Friends at Williamsburg Friends

Meeting shared a quote that Friends “should shine the light in the corner of the world where you live.”

#### Diversity and Anti-racist work

It was heartening to hear Monthly Meetings see anti-racism work is a spiritual concern. Meetings expressed a wish that their meetings could be more diverse. They are looking for ways to build ties to the Black residents of their communities and be helpful when needed.

**Maury River Friends Meeting** discussed being alert to an instance where found a way to lend a hand.

During 2023, Peace and Justice began to look into an issue of environmental racism in our neighboring town of Glasgow. Persistent flooding there is disproportionately affecting neighborhoods that are predominantly African American. Working through Rockbridge Conservation—and local leaders in Glasgow, a knowledgeable Maury River member has been helping to write effective grants that can provide resources to remedy the flooding problem.

**The Carlisle Quaker Meeting** reported it was a big deal when a recent program on the Underground Railroad filled its meetinghouse to capacity and attracted a large number of Black neighbors.

A Friend commented that this event was a “big deal” for us – eye-opening evidence that we can connect to the community to the extent of filling our building. Our involvement with friends in Mt. Holly Springs (a small nearby community) who are seeking to restore a historically Black church associated with the Underground Railroad has helped that group make the case for additional funding from a state agency.

Attached to our report is an addendum with a brief description of what each of our Monthly Meetings said about their anti-racism work.

Does your meeting suffer from the arrogance of certainty?

Friends welcomed this query and said it was something they should ask themselves regularly. Some Friends said they would be shocked if their meeting didn't experience this arrogance and there was a general call for need for vigilance.

**Dunnings Creek Monthly Meeting** said it well:

We asked ourselves about the arrogance of certainty. Friends asked, "Doesn't everybody have subtle prejudices, and sometimes not so subtle?" When there are difficult discussions, it is easier to NOT see "that of God" in others. We have been making an effort to notice the prejudices we see in ourselves. One Friend reminded us that we might take care and beware of the "holier than thou" trap when in meeting we talk of other religious groups. It would be good to tenderly alert that to each other when we see it. A sense of humor is a priceless gem.

Intriguing ideas

Here are some innovations that we want to learn more about:

Dunnings Creek - "Still Listening Series"

Blacksburg Friends Meeting holding a "sensitive topics forum"

Homewood Friends Meeting naming the persons who have died each week by homicide in Baltimore City.

York Friends Meeting setting up a writing table for cards for absent Friends

**Closing Thought**

We close our report with beautiful words from the Goose Creek Quaker Meeting. When we gathered in the Meeting House to talk about the spiritual state of our meeting during the past year, one Friend said it all in a few words, "The love we have for each other is our foundation." May we move forward in that love, guided by the Inward Light.

**Addendum I—BYM Committees and Working Groups**

How Spirit moved through BYM Committees and Working Groups, BYM Spiritual State of Meeting report

### **Growing Diverse Leadership**

Spirit moved through the work of GDL this year helping them focus on finding ways to get Young Friends more involved in the Yearly Meeting. The plan is to hold a Young Adult Gathering sometime next year. This work was a catalyst to bring the committee together. The committee became more engaged, and felt that it was doing important work.

### **Stewardship and Finance**

Stewardship and Finance has established a variety of Best Practices. They read the antiracism queries and ask themselves how they apply. They meet at a regular time and place with a “great clerk” who keeps the agenda, manages the time, and follows up with both their tasks and tasks undertaken by others, all while keeping the meetings spirit-centered. We started a new procedure inviting committees who are making budget requests, including Reparations Action Working Group and Working Group on Racism to speak at the annual Apportionment and Budget meeting so their insights can be more widely shared with the meeting community

### **Friends Helping Friends**

Spirit moved through the committee helping them discover that going out to talk to Monthly Meetings was an excellent way to communicate. There had been a struggle previously as Friends felt that reaching out to the FHF group was a sign that they were weak. In the Monthly Meetings, FHF explained that we all will have conflict in our lives unless we move to isolate. Working on a conflict is saying that “I care enough about you that I want to work with you.” Working on it gets people to a deeper place.

### **STRIDE**

There is no committee or working group at this time. Rachael Carter, STRIDE Program Coordinator, will be giving a yearly report during the fall interim session.

### **Working Group on Racism**

During this past year we arranged for Crossroads Antiracism Organizing and Training to spend a day and a half with Friends throughout the Yearly Meeting who are engaged in this work to develop more of the skills, understanding, and spiritual grounding they need. We have also arranged for funding for BYM Global Majority Friends in their efforts to heal from racist trauma they experience.

WGR Friends are greatly heartened by the growing efforts of others in the Yearly Meeting, both individuals and local Meetings, to help BYM become a truly antiracist faith community. We work especially closely with the Growing Diverse Leadership Committee and the Reparations Action Working Group. We also contribute as invited to the antiracist efforts of Strengthening Transformative Relationships in Diverse Environments, the Ministry and Pastoral Care Committee.

### **End of Life Working Group**

The End-of-Life Working Group's book *A Tender Time: Quaker Voices on the End of Life* was published by BYM in June 2024. It is the culmination of years of work revising and greatly expanding the 2018 Langley Hill booklet on death and dying. With guidance and editorial support from EOLWG, Patti Nesbitt (Sandy Spring) and Kristin Zimet (Hopewell Centre) compiled a unique collection of Quaker voices, both historical and contemporary. An open-hearted primer from a Quaker perspective, the book explores many practical, legal, emotional, and spiritual aspects of the end of life. Writing this book has been a collaborative and spirit led process that has touched the hearts of all involved.

Pendle Hill has scheduled three seminars in the Fall 2024 around the book's topics and a First Monday lecture in January 2025. More activities are requested by various meetings throughout the yearly meeting and beyond.

### **Peace and Social Concerns**

A member of the committee said, "The Spirit moved among us (this past year). We listen to each other. Didn't always have the same idea but there was no conflict. Everyone on the committee had a lot of experience and had valuable insights. There was Agape on our committee this year.

There were two Working Groups: Ceasefire and Reproductive Justice. Both groups sent minutes to Interim Meeting. In April, they held a working day for Peace committees from all the Monthly Meetings. They worked with Quaker Voice of Maryland. They worked on prison reform. They worked on six pieces of legislation in the Maryland Assembly; 3 passed.

### **Ministry and Pastoral Care**

A positive thing the committee did this year was to open dialogue on anti-racism with BYM groups like Working Group on Racism, Reparations, STRIDE, and the Global Majority. The discussions felt Spirit-led and good relationships have been formed.



The committee was delighted with our retreat with Clinton on Trust Circles. Coffee hours have been a tool to help Monthly Meetings share their initiatives and concerns. Themes arising from coffee hours and from Annual Session last year have included anti-racism efforts, overly frequent speakers, and working with Working Groups under our care.

### **Addendum II – anti-racism Monthly Meeting highlights**

2023 BYM Spiritual State of Meeting Report, Meetings discussion of their anti-racism work

Adelphi Friends Meeting: In many ways, Adelphi leads the way for BYM on anti-racism work. Adelphians' journeyed toward anti-racism with help from the Change Group, Peace and Social Concerns Committee, 2 small change groups, Friday film discussions, book clubs, and individual activism.

Annapolis Friends Meeting: Came together for a session on "Journeying toward Justice and Repair" with Lynda Davis to help us deepen our understanding of Quaker roots through learning and reflection.

Blacksburg Friends Meeting: Had a *Sensitive Topics Discussion* about reparations. Several members attend the local Dialogue on Race group.

Carlisle Quaker Meeting: Held a program on the Underground Railroad and worked on restoring a historically Black church in Mt. Holly Springs.

Charlottesville Friends Meeting: Assisted with meals preparation for unhoused women with a local non-profit. Read anti-racism queries quarterly.

Deer Creek Friends Meeting: Has a reciprocal relationship with Hosanna AME Church, supporting their efforts to restore a museum

Dunnings Creek Friends Meeting: Making an effort to educate themselves and invited musicians from other countries and people of other faiths to the meeting for fellowship and reducing prejudice

Frederick Friends Meeting: Change Group’s readings on racism and potential solutions.

Friends Meeting of Washington: Anti-racism has become a core concern for the Meeting as a whole, nurtured by the Committee on Ministry and Worship. Strengthened participation in the Black-led Washington Interfaith Network

Herndon Friends Meeting: Ant-Racism Working Group working with the town to change the historical marker on property to note the building’s history as a segregated library.

Homewood Friends Meeting: A new Dismantling Racism Working Group has begun to offer activities. Worked with Stony Run Meeting and the Lillie Carroll Jackson Museum to sponsor a talk with Charles Chavis, director of African and African American Studies at George Mason University.

Hopewell Center Friends Meeting: Attended activities of the local AME Church and hosted an interfaith unity picnic.

Little Falls Friends Meeting: The meeting recognizes it could be doing more to facilitate learning about and recognizing the individual implicit biases of members.

Mattaponi Friends Meeting: The meeting said that the believe that there is “that of God in all” is the remedy for healing the systemic racism in our culture

Maury River Friends Meeting: The meeting’s Peace and Social Justice Committee worked to help a Black neighborhood in Glasgow that has suffered disproportionately from persistent flooding.

Midlothian Friends Meeting: The meeting’s Racial Justice Study Group provided new ways to look at race relations

Patapsco Friends Meeting: The meeting’s Change Group offered a variety of presentations and book studies to have difficult conversations about racism.

Patuxent Friend Meeting: Wrote a minute to send to the local school board in opposition to an effort by Calvert County Public Schools to remove language acknowledging white privilege and the legacy of racism.

Richmond Friends Meeting: An ad-hoc committee on race and racism “examined harmful ingrained cultural approaches in powerful sessions, while lifting up the rich contributions and joys of racial diversity. We struggled, and continue to struggle, with the boundaries of our own experiences.”

Roanoke Lynchburg Friends Meeting: The Meeting works closely with the local chapter of the NAACP and the Roanoke City Police Department and plays a central role in Groceries Not Guns, a gun buyback program.

Sandy Spring Friends Meeting: The Change Group hosted a Juneteenth Celebration with the local United Methodist Church. The group worked on how it could be more effective in facilitating change at the Meeting.

Shepherdstown Friends Meeting: The Meeting supports and participates in a monthly Vigil for Racial Justice in Martinsburg

State College Friends Meeting: The meeting’s Climate Justice Working Group presented a Climate Racism slideshow at the Upper Susquehanna Quarter Fall Family Gathering last September.

Stony Run Friends Meeting: The Library Committee worked to broaden the collection of works that explore LGBTQIA+ and anti-racism themes.

Takoma Park Preparative Meeting: Members participate in Adelphi Friends Meeting’s anti-racism efforts.

Williamsburg Friends Meeting: The Meeting hopes in 2024 to return to discussions on racism that were previously held during the pandemic.

# Annual Reports of Committees

## Advancement & Outreach Committee

Members: Levi Goren, Jim Citro, Steve Morse (co-clerk), Maggie Detar-Lavallee (co-clerk)

This report covers the period from July 2023 through June 2024.

The work of the committee over the past year falls into three major areas: (1) *Jesus' Friends*; (2) a focus on the role of vocal ministry to support A&O objectives; and (3) the activities of the new working group on how to be welcoming to persons in the trans and non-binary communities.

This August marks the second full year for *Jesus' Friends*. Our goal is to provide opportunities for Friends to express their faith using Christian and Biblical language. A calendar of events is published each month, and includes dates and contact information for such activities as worship sharing, Bible Study, discussion groups, and meetings for worship. We plan to have a "birthday party" at Annual Session to look back over the past year, and forward to the year to come; all are welcome. As of June 2024, there are about 45 people on the *JF* mailing list.

We continue to look for effective ways to present to monthly meetings the wealth of material gathered and organized by Victor Thuronyi.

Beginning at the October meeting of A&O, a major focus has been on how best to strengthen vocal ministry to support A&O. Efforts in this direction include: attending a workshop at PYM; meeting with leadership from M&PC for co-ordination and new ideas; scheduling and planning a two-hour workshop at Annual Session (led by Jim Citro). A dry-run of the workshop was held on May 12 and was very well attended and well received.

Our committee has held the new BYM working group on welcoming trans and nonbinary friends under its care. That working group will be submitting its own report. We plan to continue this fruitful relationship.

Our committee has a small but consistent attendance of four people. We would benefit from additional perspectives and experiences. We thank the Nominating

Committee for its work to address this ongoing problem. Not mentioned in the above discussion is: work on the budget; attending a five-week FGC workshop; and planning for a face-to-face retreat in the early fall to welcome new members, worship together, and fellowship.

Respectfully submitted: Maggie Detar-Lavallee and Steve Morse, co-clerks

## Camping Program Committee

See Camping Program Manager Annual Staff Report (Interim Meeting October 2023)

## Camping Property Committee

See Camping Property Manager Annual Staff Report (Interim Meeting October 2023)

## Development Committee

The Development Committee is that group of volunteers within BYM that works to grow the financial capacity of BYM to do its many ministries.

One year ago the Development Committee report highlighted the transitions among staff and committee, and the upcoming opportunity and challenge of raising more than half a million dollars to move Opequon Quaker Camp to a vacant camp property on the Rolling Ridge Conservancy.

Since last year's report we have welcomed new members to the Development Committee, and hired a new full-time Development Manager, Nikki Holland. We have continued our work with our consultant Barbara Wille, who has served as part time staff for the Special Campaign for OPC, as well as guiding the overall development program. And, thanks to strong support across BYM, we have raised a lot of money to support both daily BYM operations and the Special Campaign for Opequon Quaker Camp.

So, with all these transitions and hard work, how are we doing on contributed income?

## **2023 income**

General Fund (from individuals, meetings, and grants): \$352,620 (budget goal: \$302,360)

Camp Property Capital: \$ 34,109

Barry Morley Scholarship: \$5,200

Special Campaign for Rolling Ridge

(gifts and pledges): \$ 356,430

TOTAL contributed income: \$748,359

## **2024 income to date**

Income year to date is strong. At the end of June (latest figures available at time of report) we were running about 25% ahead of last year at the same time. We attribute this both to the generosity of Friends, and to the fact that we sent appeal letters earlier in the year. Thank you to all who have given already this year. In addition to individual donations, we have received \$3,250 in grant funding for the STRIDE program. Grant proposals are in process for STRIDE, and for the move of Opequon Quaker Camp to Rolling Ridge.

For the 2025 calendar year budget, we believe \$375,000 is an achievable goal for contributed income. This does not include restricted gifts for camp capital projects or the Special Campaign.

## **Special Campaign for Opequon Quaker Camp at Rolling Ridge**

Opequon Quaker Camp welcomed its first campers this summer at the beautiful Rolling Ridge Conservancy site. Many, many hands, hearts, and dollars made the camp move a reality, in a very short time frame. BYM Friends have provided an extraordinary level of support, contributing \$513,000 in pledges and gifts by mid-July, towards the campaign goal of \$700,000. Your BYM fundraisers are eager to “put the icing on the cake” of this campaign as we invite all Friends to contribute the final \$187,000 needed to reach the goal. Look for special displays and information at Annual Session; and watch your postal and email boxes as well for more information about how to give.

The Special Campaign committee has met monthly to develop and review strategy. Between meetings, committee members have drafted campaign documents, taken on individual tasks, met individually with potential donors and made presentations by invitation to Monthly Meetings.

## **Our Work Together**

At our June meeting we approved this minute of appreciation for Barbara Wille:

The BYM Development Committee expresses its deep appreciation to Barbara Wille, who has served in a consulting capacity as the BYM Interim Development Director for 18 months. During her tenure, her expertise, creativity, and commitment to fundraising principles has elevated our development program in significant ways. Barbara's highly effective and productive work has sustained our annual giving, as well as established and maintained our growing capital campaign. We are pleased she will continue as a consultant to the Special Campaign, and we thank her for her tremendous efforts on behalf of Baltimore Yearly Meeting.

As we have reported at Interim Meetings in the last year, committee meetings are well-attended and productive, with robust participation by all. We would welcome additional appointed members and are always glad to tell you about what's involved in Development Committee work. Currently 4 Friends serve as appointed members of the committee, 4 are liaisons with other BYM committees, and one is co-opted. The Development Committee focuses on oversight of the annual giving program. The separate Special Campaign committee has been meeting regularly since September, with some overlap with the Development Committee membership.

Development committee members: Arthur Boyd, Dave French, Gretchen Hall, Barb Platt (clerk), Al Best (liaison from Camping Program Committee), Marion Ballard (liaison from Trustees), Chris Greeley (Liaison from Camp Property Management Committee), Catherine Tall (liaison from Stewardship and Finance), Victor Thuronyi (co-opted)

Special Campaign committee members: Al Best, Arthur Boyd (clerk), Gretchen Hall, Jon Nafziger, Victor Thuronyi

## **Educational Grants Committee**

No report received - 2022, 2023, 2024

## Faith & Practice Committee

No report received - 2024

## Growing Diverse Leadership Committee

### **Introduction**

The Growing Diverse Leadership Committee (GDLC) is pleased to present its annual report to the Baltimore Yearly Meeting (BYM). This year, we dedicated ourselves to cultivating a more inclusive and engaged BYM community. Our focus areas included fostering leadership development for Young Adult Friends (YAFs), advocating for a more authentic Faith and Practice, and promoting anti-racism initiatives.

### **Welcoming New Leadership and Seeking Diversity**

The committee welcomed Michael Wallace as its new clerk as well as Katie Bliss as a new committee member. The committee continues to strive for greater diversity, particularly with the inclusion representation from the Young Adult Friends (YAF) community. To achieve this goal, we formally requested the Nominating Committee to prioritize finding a Young Adult Friend member to join us for the upcoming year.

### **Empowering Young Adult Friends**

A central focus this year was on increasing Young Adult Friends engagement with BYM. Young Adult Friends are both the present and the future of our faith community, and their voices and leadership are essential. We are actively seeking a YAF representative for the committee and are gauging interest among Young Adult Friends for a YAF Gathering in 2025. This gathering will foster fellowship, explore the needs and interests of YAF's, and identify ways in which BYM can better listen to their concerns and provide a supportive and nurturing community. This in turn, may provide a way open for further leadership development within the Yearly Meeting.

### **Reconciling the Past, Shaping the Future: Faith and Practice Update**

The GDLC participated in revising the prejudice and discrimination section of the Faith and Practice document. Upon review, we identified a crucial issue: the existing historical narrative was inadequate and even inaccurate. This flawed foundation made it difficult to fully address prejudice and discrimination in a



meaningful way. Accordingly, we proposed a comprehensive revision of the history section. This revision will serve as a cornerstone for the entire document, ensuring it aligns with the Quaker spirit and provide a platform for our own truth and reconciliation about our Quaker past and present.

### **Juneteenth: Honoring the Past, Continuing the Conversation**

In recognition of Juneteenth, the GDLC compiled information about Juneteenth festivities and celebrations throughout the BYM region. The weblinks for these events were featured in the BYM bulletin in late May and early June with the aim of sparking educational conversations and ongoing commitment to anti-racism initiatives within BYM.

### **Rejuvenating Our Anti-Racist Queries Through Shared Practice**

During the annual meeting, the GDLC will facilitate a workshop titled "In What Ways are Our Anti-racist Queries Transforming your Worship Community?" These queries may start to become too routine and lose their power to guide discerning actions. To address this, the workshop will foster a space for Friends to share how the anti-racist queries are being utilized in their meetings, worship communities, and committees. Through open discussion, we will explore how these queries influenced decisions, discussions, and discernments. Ultimately, the workshop aims to assess whether the queries are effectively creating a more inclusive and welcoming BYM community.

### **Supporting RAWG and STRIDE**

The GDLC continues to provide support to both the Reparations Action Working Group (RAWG) and the Strengthening Transformative Relationships in Diverse Environment program through cross-committee participation and liaison representation on the Camping Program Committee.

### **Looking Ahead**

The GDLC is energized to carry this momentum forward in 2025. Our priorities include: • Ensuring the success of the 2025 Young Adult Friends Gathering • Advocating for the revised Faith and Practice document • Developing new workshops and resources to further BYM's anti-racism efforts We remain committed to fostering a thriving and diverse BYM, where leadership skills are cultivated across generations, and the needs of all Friends are met. We encourage your continued feedback and suggestions. Please feel free to contact us at [gdl@bymrsf.org](mailto:gdl@bymrsf.org) to share your ideas on promoting diverse leadership within BYM.

## **Thank You**

The GDLC extends its sincere gratitude to the BYM for its ongoing support. We look forward to a year of collaboration and progress toward a more just, inclusive, and vibrant BYM community.

## **Indigenous Affairs Committee**

Our committee has welcomed three new members this year who invigorate our old committee with fresh ideas.

### **Two Events with an Indigenous Organization**

In September the intertribal American Indian Society of DC (AISDC) held a picnic attended by Sue Marcus and past members Nancy & Jana McIntyre and Pat Powers. The Society presented Pat with a certificate of appreciation for our committee's long-term support. Framed, the certificate is in the BYM office.

In December, our committee secured Sandy Spring Monthly Meeting's Community House as the site for AISDC's annual Christmas Bazaar. The committee and the AISDC are grateful to Sandy Spring Meeting volunteers for warmly welcoming our Native guests. Quaker and public attendance was good and Society members said it was their best bazaar ever. Signs made by Sandy Spring member Tom Harvey attracted the public. Afterward there was a lively Society potluck with drumming, songs, prayers, and dancing. Dellie James co-hosted with AISDC's Tracey Pitcock.

### **Talk by Indigenous Leader**

At the 2023 Annual Session workshop, we heard from Chief Donna Wolf Mother Abbott, of the Nause-Waiwash Band of Indians who live on the Eastern Shore, about their history, heritage and present-day activities to help clean up the waterways in the Cambridge area, including Blackwater National Wildlife Refuge. Chief Donna was well received and invited everyone to the bands 31st annual Pow Wow which was held in September. She stayed and had dinner with members of the committee. Others in BYM said they were pleased that she was recruited to speak.

### **New Communication Projects/Activities**

Information Dissemination: We started a newsletter featuring information and interesting facts on Native issues called Indigenous Affairs Quarterly (IAQ) that will be sent by email to contacts at Monthly Meetings. The editor is Susannah Rose. If you want to be put on the email list, contact her at [susanhillsrose@gmail.com](mailto:susanhillsrose@gmail.com). We hope the contacts will share the newsletter with their Meetings.

Information Updating: Our committee received BYM funding for two projects to benefit Meetings and the general public. One project will gather information to update a comprehensive 2009 statistics and demographics report. It will be geared to the lay person. Among the topics are facts about Native health, education, housing, employment and infrastructure. We hope to engage a Native researcher in this work.

Creation of Audio-Visual resource: The other project is to develop an audio-visual educational production (approximately 10 minutes) focused on the BYM region. We hope it could be shown to interested Monthly Meetings to provide education about local Natives. While the committee has made two slide shows, a committee member has to be there to speak. A stand-alone vehicle is needed for First Day Schools or adult education. Most items now available are National and issue specific. We hope to use a Native videographer or reviewer familiar with local tribes.

Coordination Among BYM Groups: Pat Powers suggested reaching out to other committees who might be interested in hearing about our activities and in doing more in the world rather than just within BYM. A preliminary conversation might identify common concerns or ways to cooperate on joint activities. She and Bob Rhudy (Patapsco Meeting) contacted other BYM committees including the Working Group on Racism, Unity with Nature, Peace & Social Justice, Reparations Action Working Group, and Camp Property. There was an initial zoom call in May. Pat also prepared a questionnaire to learn more about the interests and experience of BYM members but received few returns. Many suggested that the questionnaire be posted online.

### **Ongoing Major Activity**

Indian Boarding Schools Developments: Our committee is responding to revelations about the scandalous Indian boarding school operations (1819-1969). First, we track research, developments and media exposes. Dan Cole is the

committee liaison to Paula Palmer’s research network. The U.S. Department of Interior has documented the cultural assimilation and destruction of culture that Indigenous peoples suffered through the forced removal and relocation of their children. It released a major study in 2022 which found that the federal Indian boarding school system consisted of 408 federal schools across 37 states or then territories, including 21 in Alaska and 7 in Hawaii. The National Native American Boarding School Healing Coalition (NABS) has identified 15 Quaker-run schools. Haverford and Swarthmore have opened their archives to NABS researchers. Second, we actively support the Truth and Healing Commission on Indian Boarding School Policies in the U.S. Act. Legislation is pending in Congress. Third, we are raising money for a small act of redress.

**BYM Involvement:** This year, the Committee researched exactly what Quakers did in the past and under what auspices. When President Grant started his Peace program, he assigned the existing Indian agencies in the Northern Superintendency to Hicksite Friends (and the Central Superintendency to Orthodox Friends). Samuel Janney from Goose Creek Meeting was made Superintendent. Other individuals and families from Baltimore Yearly Meeting went to Nebraska to work with the Great Nemaha, Pawnee, Omaha, Otoe, Santee Sioux, and Winnebago tribes. Providing education was one of their responsibilities. Volunteers spent considerable time with the Pawnee tribe for which BYM had exclusive jurisdiction. They established and built the Pawnee Agency School, but Pawnee families were reluctant to send their children. Then the federal government required that students be in boarding school for at least nine months a year. Quakers insisted the students speak only English. It is this history that contemporary BYM Friends are facing and addressing.

**Reparation:** After discernment, our committee decided to request that BYM provide monetary reparations for a 2-year period, totaling \$20,000. This proposal will be brought to the Spring Interim Meeting. It has already received support from the Reparations Action Working Group. We think that the BYM funds will be used towards the Pawnee language restoration program, though we believe that money decisions must be guided by the receiver (Pawnee Nation) not the provider (BYM). Sue Marcus reached out to Herb Adson, Culture Director for the Pawnee Nation, who was pleasantly surprised to hear from us.

## **Budget**

Current Year:

2024 Indigenous Speaker – Annual Session \$ 400

Audio-Visual education project (1st year) 2000

Indigenous statistical update (1st year) 2000

Association of American Indian Affairs 200

total \$5,000

(The Pawnee project is not part of IAC's budget since it is a BYM reparation rather than a committee activity)

### **Other Committee Activities**

Transition to Indigenous Peoples Day: Pocahontas Project – Richmond, Va  
Executive Director Rick Tatnall asked us to support bills before the Virginia and Maryland legislatures to change the name of Columbus Day to Indigenous Peoples Day. We sent general letters to both bodies but neither state brought the bill to the floor for a vote. We decided to award the last of our historic fund money (\$256) to the Pocahontas Project for this action.

### **Individual Activities**

Our members keep busy with activities like these: being active with the Society of American Indian Government Employees (for example by helping with their annual conference); laying wreaths on Native graves at Carlisle, (which several of our members took part in this year, joined by members of Philadelphia Yearly Meeting); going to local Pow Wows; supporting Native organizations; and educating ourselves on policy issues at the federal and state level through online Native websites.

In February 2024, Pat and Martha Catlin spoke about committee activities past and present at a Sandy Spring Meeting forum on “Beyond Acknowledgement.” Martha published a print book entitled *As They Were Led: Quakerly Steps and Missteps Toward Native Justice, 1795-1940*. Pat picked up the recent history in an e-book entitled: *Respect and Justice For Indigenous Peoples: A Quaker Advocacy Group's Experience Recounted (1941 – 2000)*. Both can be purchased on Amazon; the printed book is available through Pendle Hill or FGC Quakerbooks.

## **Interim Meeting**

Friends gathered together to conduct the business of the Yearly Meeting four times this year; three times for regular sessions in November, March, and June,

and once for a called meeting in April. Over the course of these sessions, Friends came to unity on things such as BYM's position on reproductive health, a new policy concerning reimbursement for representative travel, a reparations payment to the Equal Justice Initiative, the nomination of a new Recording Clerk for Annual Session, and our desire to see a cessation of armed conflict between Israel and Palestine.

We also labored over, but were unable to reach unity on a proposal from the Indigenous Affairs Committee for a reparations payment to be made to the Pawnee Nation Language Restoration Program to help mend the harm that BYM caused by our involvement in Indian Boarding Schools. The Friends present agreed that the cause is worthy, and that we greatly wanted to see it done; but were uneasy with taking such a large step toward repairing that relationship off the floor of the larger annual session gathering.

This year, Interim Meeting was hosted by York Friends Meeting in November, Bethesda Friends Meeting in March, and Goose Creek Meeting in June. Our Called Interim Meeting in April was held virtually. I (and all the BYM staff), are grateful for the tender hospitality that we were offered at all three meetings, and want to also thank Heidelberg United Church of Christ for providing us with a space to conduct our hybrid worship in York. While there remain some teething issues to be worked out, Friends appreciated the option to take part in the business of the Yearly Meeting without having to spend hours in the car; and we will be working on improving the hybrid experience in the next year.

Spiritually, it has felt to me like we have struggled with how to respond to Friends who do not proceed down the path of discernment at the pace we as individuals are traveling. Some of us see our Friends disappearing off into the distance ahead of us and feel fear and anxiety over being left behind. Some of us see Friends unable to match our pace and feel frustration and anger at being held back from a destination that seems just around the next corner. Some of us are somewhere in between, and feel the strain of trying to bridge the gap. While this tension is most evident when our attention is focused on our journey toward becoming an anti-racist faith community, it is always present; and it is important for us to be aware of and to name it when we notice it at work in our discernment.

We have also struggled with how to address microaggressions and missteps that Friends make as we labor together to find the way forward. It has seemed to me that we are not yet adept at balancing our desire to advocate for the members of our community who are harmed by these words or actions with our wish to support Friends who are still unlearning the racist behavior they have been taught. It is clear to me that we as a corporate body have not yet come to an understanding of what it looks like to do both of those things; to say to one Friend: 'We see the harm that has been done to you and will work to see it healed,' and to another: 'We see that you did not wish to do harm and will help you learn how not to cause it again.'

Despite these challenges, overall, I have felt that we have been deeply enriched by the Spirit's presence in our worship this year. Despite the tensions that we still labor with, Friends still approached the business of the Yearly Meeting with a joyous desire to see how the Spirit will move among us. I have witnessed Friends negotiate both spiritual and mundane stumbling-blocks with grace and good humor, offer up their most tender and fragile concerns for us to examine; and been humbled by the strength of the ministry we have been entrusted to us. - Tom Webb, Clerk of Interim Meeting

## Manual of Procedure Committee

See Minutes from Annual Session 2024

## Ministry & Pastoral Care Committee

The Ministry and Pastoral Care Committee, according to the Baltimore Yearly Meeting Manual of Procedure, is concerned with deepening the spiritual life of the Baltimore Yearly Meeting and of its constituent Local Meetings. The committee carries an active concern for calling forth and nurturing the gifts of the Spirit in the Yearly Meeting. The committee encourages and supports Local Meetings as they recognize, publicly affirm, and practically support those individuals who exercise their gifts in faithful ministry and service. The committee works with problems when they arise in the Local Meetings. They have worked

closely with Friends Helping Friends Working Group; they have referred to us and vice versa.

Below is a list of activities of the Ministry and Pastoral Care committee this year:

**Anti-Racism Queries:** The committee began each of its meetings by considering the Baltimore Yearly Meeting anti-racism queries.

**Annual Session and the Spiritual State of the Meeting Report Preparation:** The committee helped organize the 2024 Baltimore Yearly Meeting Annual Session. We wrote the Spiritual State of the Meeting queries and guidelines for the Local Meetings; sent them out; and compiled the responses into the Spiritual State of the Meeting report. As we did last year, we extended the scope of inquiry. We asked BYM committees about their spiritual states. This information is in Addendum I. We created Addendum II to list the anti-racism efforts of the Monthly Meetings and the Working Groups.

**Anti-racism work:** The committee opened a dialogue on anti-racism with BYM groups like The Working Group on Racism, Reparations, STRIDE, and the Global Majority Caucus. The discussions felt Spirit-led and good relationships have been formed. The committee was delighted with our retreat with Clinton Pettus on Trust Circles. Coffee Hours have been a tool to help Monthly Meetings share their initiatives and concerns. Themes arising from the Coffee Hours and from Annual Session last year have included anti-racism efforts.

**Working Group Liaisons:** Ministry and Pastoral Care Committee is responsible for and has liaisons with a variety of Working Groups. They are Intervisitation; Pastoral Care, Spiritual Formation; End of Life Working Group; Friends Supporting Friends Working Group; the Women’s Retreat Working Group; and the Working Group on Racism.

Intervisitation has a gathering during the evenings of Annual Session. Pastoral Care Working Group is inactive at this time, but there is a hope that we will reform the group. Spiritual Formation is planning on two retreats—one in the Fall from 9/20 to 9/23 and one in the Spring of 2025 from May 2<sup>nd</sup> to May 4<sup>th</sup>. The End-of-Life Working Group’s book *A Tender Time: Quaker Voices on the End of Life* by Patti Nesbitt and Kristin Zimet was published by BYM in June 2024. Patti, Kristin, and Eileen Stanzione will be giving a variety of workshops sponsored by Pendle Hill based on the book as well as other End-of-Life topics. As mentioned



above, we have worked closely with Friends Helping Friends. The Women's Retreat has focused on their Retreats, and during this upcoming year, they are considering having a weekend retreat, which was the usual custom prior to the pandemic. The Working Group on Racism has been clerked by David Etheridge for many years. He is stepping down from the Clerkship. The committee has been very active: gathering information from the many Change Groups in the Yearly Meeting as well as providing anti-racism training and racial trauma healing. We will greatly miss David Etheridge; he has been a devoted and consistent support of our Yearly Meeting's anti-racism efforts, and has offered a monthly Working Group meeting that is outstanding and proactive.

**Listening Sessions:** The committee, with the Stewardship and Finance committee, set up a joint intervisitation group to hold gatherings with regional groups of Local Meetings. We made information available about the Yearly Meeting, specifically about our two committees' roles, and also listened to the Local Meetings about their needs.

**Coffee Hours:** Coffee Hours have been a tool to help Monthly Meetings share their initiatives and concerns. Themes arising from Coffee Hours and from Annual Session last year have included anti-racism efforts, overly frequent speakers, Monthly Meetings coping with loss of members, diminishing revenue, and not enough Friends to do the necessary work; e.g., populating the committees. Our most recent Coffee Hour on July 9<sup>th</sup>, dealt with friends' experiences with preparing the Spiritual State of the Meeting reports as well as other topics that arose. We hope to continue the Coffee Hour in the future.

**Ministry and Pastoral Care Committee Workshops/Retreats:** During the 2023 Annual Session, we led a workshop on "2022 Spiritual State of the Meeting Reflections: Nurturing, Welcoming, and Loving Communities." This workshop's intention was to address two of the spiritual State of the Meeting queries. As it evolved during the course of the workshop, our discussion centered solely on the anti-racism query and we had an excellent, self-disclosing conversation which some found to be meaningful and quite healing.

As mentioned previously, we were captivated by Clinton Pettus' Workshop on Trust Circles. It was helpful and informative.

At this year's Annual Session, we are having a workshop on issues related to the Spiritual State of the Meeting as well as some of the topics we discussed at our most recent Coffee Hour.

**Looking Forward:** Our co-clerks, Greg Robb, and Eileen Stanzione, will be stepping down. Eileen will remain on the committee; but, Greg will not. They will be replaced by Martin Melville and Peirce Hammond, our new co-clerks. We will continue conversing about deepening the spiritual life of our Yearly Meeting as well as the issues that arise in the upcoming year.

Eileen Stanzione and Greg Robb, co-clerks of Ministry and Pastoral Care.  
7/18/2024

## Nominating Committee

Nominating committee is responsible for inviting F/friends to participate in the work of the Yearly Meeting's 18 standing committees. We also nominate to 14 outside organizations and Boards. We reach out via email, texts and phone calls to hundreds of friends during each nominating cycle. Our committee has observed that it is becoming more challenging to find friends willing and able to serve. The Religious Society of Friends is not immune to the fact that fewer and fewer people are seeking out organized religion as a part of their lives. The religiously unaffiliated or the "nones" now make up the largest religious group in the US <https://www.npr.org/2024/01/24/1226371734/religious-nones-are-now-the-largest-single-group-in-the-u-s>)

Atop this challenge in our communities, Friends are finding that they face many impediments to committee service - whether it be health concerns, life transitions or feeling overly committed. Sometimes we ask the same weary Quakers again and again. Our work is becoming harder. One consideration that may be helpful is for committees to review their numbers requirements. We have a list of the desired number of members for each committee – sometimes the desired number is 14 or more. We ask committees to consider whether this is a realistic number and if it serves you in your work.

We strive to not just staff committees, but to recognize and nurture gifts. Nominating committee does much listening. We work with committee clerks, assessing their committee's functioning and needs. We seek approval for prospects from clerks and our own committee before reaching out. In addition,

we reach out to all meetings prior to the nomination season, asking for recommendations of F/friends who might be willing to serve.

Committee meetings begin with reflection on our anti-racism queries, something which is very central to the work we do in reaching out to friends. We try to be mindful of reaching out to those who are not adequately represented in our Yearly meeting committees.

## Peace & Social Concerns Committee

**Networking Day.** A principal PSSC project this year was Networking Day, held April 6 virtually. As in recent prior years, the PSSCs original idea--with planning which began prior to the outbreak of the Israel - Gaza War-- would have offered four separate workshops in person including

- Quakers' discernment and actions towards racial justice and reparations;
- Activism for peace and justice across generations;
- How conditions in our prisons impact those beyond the walls;
- Climate change: With elections and slow progress, how Friends can help move the needle in the right direction.

However, as the spring date for Networking Day approached, Friends perceived limited enthusiasm for these traditional topics and a shared great urgency among Friends from many Meetings who hoped to persuade U.S. leaders to act in opposition to the still unfolding tragic war in Gaza. PSSC Friends also agreed that a second urgent topic might involve support for the national Quaker Call to Action as to safeguarding the fall election that could be offered in future months.

After much discussion, PSSC Friends decided to change 2024's Networking Day to a virtual one that would attract the maximum number of Friends to hear about Kingian strategies of nonviolence generally and about the war in Gaza particularly. We also planned to offer an election-related virtual workshop in the fall. 40 attended the revised Networking Day. Philadelphia Yearly Meeting Quaker activist and social justice facilitator Dwight Dunston presented the Kingian principles of non-violence, and Guilford College professor and Quaker Max Carter, who visits

Palestine regularly, discussed the evolving situation and complexities in the region. Although not officially part of PSCC, several BYM Friends later also arranged a virtual meeting with staff members of the U.S. Senate Foreign Relations Committee, chaired by one of Maryland's U.S. Senators, Ben Cardin.

**Ceasefire Minutes.** PSCC members felt the need to prepare a Minute urging an immediate ceasefire in Gaza, the return of Israeli hostages and the release of Palestinians held without charge in Israel. After revisions and updating, Member Barbara Bezdek drafted two versions, one of greater length for Quakers, and a shorter version that Quakers could use with legislators and the media. Interim Meeting accepted the shorter version. Both versions are attached. The short version has been presented to both county and city government officials in Frederick as part of a request for a ceasefire resolution.

**Working Groups.** PSCC has three working groups under its care: Quaker Voice of Maryland (QVM), clerked by Molly Finch; Reproductive Justice Working Group (RJWG), co-clerked by Sharon Stout and Katherine Cole; and the Working Group on War and Militarism, co-clerked by Richard Capron and Stan Becker.

QVM is an all volunteer effort representing Quakers across Maryland, with a focus on legislation that Quakers across the state support. This year's legislative effort in the Maryland State Assembly urged support for climate justice, criminal justice reform, housing equity and water quality. Three of the six bills QVM supported passed this year.

The Ombudsman bill establishing oversight of prison conditions passed, which QVM supported with Maryland Alliance for Justice Reform (MAJR). Clean Water Now bill brought back the citizen right to sue polluters that had been lost at the Federal level. QVM also supported the Renters Rights and Stabilization Act (HB693). Since it often takes at least three years for a good bill to pass in Maryland, QVM is thinking through how to support bills for a sufficiently long term. QVM has been considering how it can stay present with implementation of bills it helped pass.

RJWG, co-clerks Katherine Cole and Sharon Stout, met monthly over the last year. They prepared a minute for BYM on abortion and reproductive justice. (This was the first minute on the subject since 1979, when BYM approved three minutes). RJWG took a draft to the Fall Interim meeting for a first reading. Objections were raised so some revised wording included in the minute was brought to the March/Spring Interim meeting -- and after committee members communicated with all who had shared their concerns, the minute was again revised and brought to the June interim meeting when it was approved.

RJWG proposed a workshop for the Annual Meeting session. Four speakers will offer a hybrid workshop on abortion, reproductive justice, and the rapidly-evolving law in this area. RJWG is compiling a list of organizations that individuals and Monthly Meetings may support to help safeguard legal rights and help redress social and economic inequities in access to care. RJWG members have expressed their concerns in published Letters to the Editor (Atlanta Journal-Constitution, National Catholic Reporter, and Washington Post) and on social media.

The Working Group on War and Militarism met monthly from September through February. The group followed a “journal club” format on alternate months, and reported on actions and issues in the intervening months. Journal articles presenting various perspectives, mostly on the threat of nuclear war, gave the group material for reflection. After a summary presentation of the article, Friends were given the opportunity to speak from the silence, as led by the Spirit.

Reports on actions focused on the Back from the Brink Campaign and promoting the Treaty for the Non-Proliferation of Nuclear Weapons. Several members have been actively promoting these concerns. Time was also given to reflect on the wars in Ukraine and Gaza and the urgency of finding non-violent ways to end these conflicts.

In March of 2024, due to a drop in attendance at monthly meetings, group members decided to pause meetings for six months and discern where Spirit may be leading their work.

The Peace and Social Concerns Committee welcomed two new members this year: Charlie Goedeke and Susan Williams.

Respectfully submitted,  
Suzanne O’Hatnick and Annette Breiling, Co-clerks

Committee Members: Barbara Bezdek, Phil Caroom, Bob Rhudy, Richard Capron, Charles Goedeke, Susan Williams and Working Group clerks (and co-clerks), Sharon Stout, Molly Finch and Stan Becker.

## Program Committee

No report received - 2024

## Religious Education Committee

No report received - 2024

## Search Committee

See Attachment Y2024-9

## Stewardship & Finance Committee

No report received - 2024

## Sue Thomas Turner Quaker Education Fund

In 2024 the Sue Thomas Turner Quaker Education Fund received 5 requests from schools for a total of \$4900. The committee carefully considered the requests and distributed \$4,900 in 5 full grants for uses consistent with the purpose of the fund. The recipients were:

<b>Friends Meeting School, MD</b>	\$900	send two teachers to FCE's Educators New to Quakerism program
<b>Friends School Mullica Hill, NJ</b>	\$900	two faculty members to attend Educators New to Quakerism workshop at Pendle Hill
<b>Lansdowne Friends School, PA</b>	\$900	send two teachers to FCE's Educators New to Quakerism program
<b>West Chester Friends School, PA</b>	\$1,000	support monthly Quakerism lessons using Faith & Play stories; staff time and books
<b>William Penn Charter School, PA</b>	\$1,200	recruit, train college graduates of color with sessions on Quaker Faith & Practice

The committee expects to meet in March 2025 to consider requests. Request deadline will be MARCH 1, 2025. Emailed requests are preferred, paper are also accepted. Please do not apply for purposes that occur before mid-May so you can be sure to receive grant funding in time.

Rosalind Zuses, Clerk

## Supervisory Committee

See Interim Meeting Minutes (Spring/March 2024)

## Trustees Committee

**Summary:** The Trustees are responsible for BYM's legal and investment activities, including:

- Monitor BYM's overall financial health and resources,
- Oversee BYM's investments to preserve and protect them,
- Monitor the Yearly Meeting's insurance needs and policies, and
- Arrange for the audit of BYM's financial statements for the year just ended.

The Trustees believe the Yearly Meeting is in good financial condition, and has effective and responsible leadership. The Yearly Meeting's financial resources have been buoyed in 2023 and early 2024 by a favorable stock market. BYM has been blessed with generous gifts from donors, especially for the new camp

facilities at the Rolling Ridge Conservancy. Simplified financial reporting has improved information flows within the organization. We continue to invest for the future, and we benefit from the support of our monthly meetings and active membership.

**Members of the Trustees:** Nine Friends serve as BYM Trustees, and have been meeting every other month in 2023-24. Seven Trustees are nominated and approved by the BYM membership. These include Marion Ballard (Bethesda), Dante Bucci (FMW), Tom Farquhar (Sandy Spring), Clerk Rich Liversidge (Sandy Spring), Tacy Roby (Bethesda), Rich Thayer (Charlottesville), and Victor Thuronyi (Adelphi). The Presiding Clerk Steph Bean (Adelphi) and Treasurer Jim Riley (Hopewell Center) serve ex-officio. Rich Liversidge and Dante Bucci step down at the end of the 2024 Annual Session. We look forward to the approval of two nominees at Annual Session.

Trustee participation on the board of the Rolling Ridge Conservancy has helped the Trustees better understand BYM’s obligations and responsibilities to preserve and maintain Rolling Ridge as an environmentally sound community resource into the future. Looking ahead, we expect to participate in RRC Board discussions regarding land and forest management and functioning consistent with the RRC environmental easement held by the Appalachian Trail Conservancy.

**BYM’s Financial Condition:** Monitoring the Yearly Meeting’s financial condition and investing BYM’s financial assets are core responsibilities of the Trustees. BYM’s financial condition is strong, as reflected in our year-end financial statements. This strong base lets the Yearly Meeting develop and restructure our programs to build for the future. The generosity of Camping Program donors and the restructured fee structures for both camps and Annual Session have increased and broadened participation in our activities while covering operating costs.

**BYM’s Investments:** A Trustees’ Investment Committee oversees BYM’s investments in two portfolios. One portfolio is a balanced fund of the Friends Fiduciary Corporation (FFC) (75% of total investments) that is managed by several advisory firms. FFC is a balanced fund with a mix of equities (large-cap, small-cap,



international, utilities, and emerging markets) and bonds. The FFC portfolio fund has distributed 4% of the 3-year average year-end balance to BYM.

The second portfolio is a smaller portfolio of mutual and index funds managed by Morgan Stanley Wealth Management (MSWM) (25%). In 2018, the Trustees and MSWM restructured this portfolio to include a mix of large-cap, small-cap, emerging market, and international investment index funds and exchange-traded funds (ETFs). Both portfolios are managed following Socially Responsible Investment (SRI) and Environmental, Social and Governmental (ESG) procedures. BYM's combined portfolio recovered from a Covid-period low of \$1.3 million in mid-2020 to a present market value of \$2.1 million, up about 60%. A degree of price volatility returned in 2023 and 2024, but gains have continued through mid-year 2024. The Trustees are discussing the pros and cons of combining the two portfolios to improve flexibility and fund management. Those discussions are expected to continue at least through 2024. BYM's Investment Policy Statement was last updated in 2021 and will be reevaluated in 2024-25.

**BYM's Reserves:** The Trustees monitor BYM's Unrestricted Reserves to assure the availability of funds for program purposes. This helps protect the Yearly Meeting's financial condition. The Trustees have a policy to recommend setting aside from Unrestricted Reserves an amount equal to 25% of the incoming budgeted operating expenses for contingencies. This serves as a buffer for any reductions in program revenues or investment market values, and other unforeseen risks.

**Audit of BYM's Financial Statements:** Our auditors have just completed the draft audit of BYM's financial statements, and it is being reviewed by the Treasurer and the Trustees. When the audit is final, it will be included in BYM's Yearbook.

**BYM's Insurance Coverage.** The Trustees and the General Secretary periodically review and revise the insurances carried by BYM to protect our assets, staff, programs, and any liabilities.

**Friends Burial Grounds:** Trustee Tom Farquhar has continued the work of identifying and tending burial ground properties under our care. Ownership of

several burial grounds reverted to BYM when meetings were laid down. Progress continues for several of these properties as the maintenance and repair needs and the clarity of ownership are addressed.

**Liaison Activities:** Trustees liaise with certain other committees. These include the Camp Property Committee and the Development Committee. The Treasurer is an ex-officio member of the Stewardship and Finance Committee. During Annual Session, the Trustees meet with the Stewardship and Finance Committee about areas of mutual interest.

**Youth Safety Policy (YSP):** BYM, our staff and our volunteers value the children in our care and do everything we can to keep them safe. BYM’s Youth Safety Policy has been in place for over 20 years. The YSP Working Group is convened by a BYM Trustee. It seasons and broadens the scope of our youth safety policy as needed. Last year, the policy was updated to include any intentional emotional, physical, or sexual abuse of our youth through social media. Recommendations are brought forward to the Trustees, and then to the Yearly Meeting.

## Unity with Nature Committee

No report received - 2022, 2023, 2024

## Young Adult Friends Committee

Inactive - 2022, 2023, 2024

## Youth Programs Committee

The Youth Program Committee is charged with supporting the Yearly Meetings programs for middle and high school aged youth. We work with the Youth Program Manager, Lexi “Sunshine” Klein and the JYF assistant, Ana Phillips to ensure that youth conferences have Friendly Adult Mentors (FAMs) available, that logistic and safety concerns are addressed and that our Youth have the opportunity to experience supportive Quaker Fellowship throughout the year.

Every year, BYM Youth Programs offer opportunities for youth to meet for weekend gatherings in a spirit of caring, trust and love. Junior Young Friends (ages 11-14) and Young Friends (ages 14-18) attend workshops, play games, follow a Quaker business process and build community as they gather in meetinghouses all over our yearly meeting throughout the school year.

In the 23-24 school year, we held 9 conferences at Goose Creek, Catoctin, Adelphi, Sandy Spring, State College, Monongalia, Alexandria, Patuxent and Herndon.

For Young Friends (YF) the average attendance was 17, down by 2 from last school year.

For Junior Young Friends (JYF) the average attendance was 12, up by 4 from last school year.

We had 121 participants total over the year with 42 distinct participants.

We had YFs and JYFs come from the following meetings/communities: Adelphi, Bethesda, Catoctin, FMW, Frederick, Goose Creek, Gunpowder, Herndon, Homewood, Maury River, Opequon, Sandy Spring, Sandy Spring Friends School, Shiloh, Stony Run and Teen adventure. While most of our attendants come from Quaker Meetings, schools or camps – this is not a requirement for participation. If you have young people in your life or your Meeting – consider this an invitation to talk to them about BYM Youth Programs and consider how you can help them take part.

It would not be possible to host these conferences without the support of other adults in the BYM community. Friendly Adult Mentors (FAMs) are essential to helping create safe and loving spaces for our young people to work, plan, and grow together. JYF conferences are structured by the Adults – the Youth Program Manager and the JYF assistant plan and create the programming for those conferences in consultation with the participants. The YF conferences practice self-governance. They have a Nuts and Bolts committee that plans their conferences with the support of the Youth Programs Manager. This Committee also deals with issues that arise in their community.

For the past school year, we had 23 FAMs total over the year with 11 distinct FAMs volunteering

We are grateful for the support of :

Dave French served 7 times  
Becka Haines Rosenberg served 4 times  
Chip Train served 3 times  
Dylan Phillips served 2 times.

Like many other BYM programs, our pool of volunteers is shrinking. One of the tasks of the Youth Programs Committee is to offer more FAM trainings and figure out ways for more adults to plug in and support our programming. We are grateful for those adults who have steadfastly volunteered over this past year.

Our committee is also supported by the volunteers who serve on the Youth Program Committee. We strive to meet 4 times a year and continue to discuss how to sustain and support our current youth programming and possible future endeavors. We welcome your support and feel free to contact us or the nominating committee if you would like to join us.

Respectfully submitted,  
Carol Seddon  
Co clerk – Youth Programs Committee

# Annual Reports of Working Groups

## End of Life Working Group

The End of Life Working Group's book *A Tender Time: Quaker Voices on the End of Life* was published by BYM in June 2024. It is the culmination of years of work revising and greatly expanding the 2018 Langley Hill booklet on death and dying. With guidance and editorial support from EOLWG, Patti Nesbitt (Sandy Spring) and Kristin Zimet (Hopewell Centre) compiled a unique collection of Quaker voices, both historical and contemporary. An open-hearted primer from a Quaker perspective, the book explores many practical, legal, emotional, and spiritual aspects of the end of life. Writing this book has been a collaborative and spirit led process that has touched the hearts of all involved.

The authors reviewed *Faith and Practices* from at least eight yearly meetings and interviewed countless Friends across three continents. Poignant examples of Friends aging and dying well, without fear, give testimonies of multiple ways that Love guides us through to the end. Several reviewers mentioned they wish they had this earlier for their own family. It was called "comprehensive in its breadth and probing in its depth," and "optimistic and upbeat." A pastoral care professor at Earlham School of Religion suggested the book was "not just for Quakers: it is spiritually wise, clinically sound, and exceedingly pragmatic."

Our book has been distributed to all monthly meetings in BYM, all yearly meetings, and all Quaker retirement communities in this country. Grants from the Friends Foundation on Aging have allowed a larger print run to reach this wide audience. Additional copies are available for sale from Pendle Hill, FGC QuakerBooks, and common commercial outlets.

At Annual Sessions 2023, our 3 workshops stimulated First Day programs at Sandy Spring and Charlottesville. Both meetings created their own EOL care groups that have been said to be life-changing for participants. A sampler workshop was offered at FGC Gathering July 2024.

Annual Sessions 2024 will include a book event and a workshop focused on encouraging wide use of the book's resources and inviting additional Friends to pick up this ministry in their own meetings. We are discerning our next way

forward – is it time to lay down the WG since the book has completed its major goal, or is there something else we are called to do?

Pendle Hill has scheduled three seminars in the Fall 2024 around the book's topics and a First Monday lecture in January 2025. More activities are requested by various meetings throughout the yearly meeting and beyond.

The working group includes Lisa Allen (Midlothian), Patricia LaNoue (Stony Run), Patti Nesbitt (Sandy Spring), Bob Rhudy (Patapsco), Frances Schutz (Charlottesville), Eileen Stanzione (Patapsco), John Surr (Charlottesville), and Kristin Zimet (Hopewell Centre.) Several of us carry this ministry in our hearts and will continue to be available as way opens.

Patti Nesbitt, clerk  
End of Life Working Group

## Friends Supporting Friends in Conflict Working Group

The mission of the Friends Supporting Friends Working Group is to provide helpful services to Meetings, individuals, and entities within Baltimore Yearly Meeting who are experiencing communication problems, disagreements, and conflicts. The Friends Supporting Friends Working Group continues to meet regularly and to reach out to Meetings in BYM to let them know of our availability.

The Working Group has provided assistance to several Meetings of BYM this year. We have found often that deep listening can be very helpful to Meetings. In addition to the Working Group, there is a Directory of individuals in the Yearly Meeting who have skills in communication, mediation, facilitation, deep listening and other areas which can be helpful for specific situations. When a situation is presented to the Working Group, we ask appropriate people on the Directory to respond.

A number of us in the working group and on the directory participated in a training session on the Circle Process given by Leaf Seligman in February by Zoom. This was a great introduction to the Circle Process which can be very useful to Meetings, we think. We are continuing to expand our knowledge of this and related circle/group processes.

Several of us are in the process of visiting individual Meetings to get the insights of Friends on how our group could be most helpful to them, and what processes they have found to be helpful to them in the past when conflicts/issues arise. We are finding this interaction meaningful.

We have just recently designed a new announcement for the BYM announcement send-outs and sent it for the first time this month. We were pleased for this announcement to be able to partner with Clinton and Kathryn Pettus to include information about their organization, Friends for the Future, Inc. which helps individuals and groups, including Meetings and school committees, find ways to build, repair and strengthen relationships through active listening, interpersonal mindfulness and other strategies.

A session will be offered by our group again at Annual Session and we are happy to talk to anyone who is interested in finding out more or in asking our group for consultation.

Bob Rhudy and Ramona Buck, Co-Clerks

## Intervisitation Working Group

No report received - 2022, 2023, 2024

## Reparations Action Working Group

*How are BYM Friends led to witness for peace and repair in a world torn by inequality? How can we take in all the harms of racism and find our path to do what is ours to make things better for those who suffer the harms of racism?* These are some of the queries that guide the Reparations Action Working Group (RAWG).

We are nurtured and inspired by the work in BYM Monthly Meetings and in other Yearly Meetings. Friends have found very different paths to address some aspects of reparations, in truth-telling and otherwise working for a more economically and socially just society. We want to support these efforts by letting everyone know how other Meetings are led so they can join in this work. We added links to more resources for anyone interested in learning about reparations and taking

action. Feel free to send us other meaningful resources you have found and let us know what your Meeting is doing. We encourage Friends to learn from our webpage and talk with us and with one another. We are glad to support any ideas and initiatives you may have in mind.

We began the past year with an Annual Session Reparations workshop. The workshop brought Friends with expertise in issues around Reparations, and also brought out tensions that Friends feel about making repairs in relation to racism. During the workshop we understood that our words can be hurtful, even if it is not our intention.

This year, we shared work with many other BYM committees. We also have continued to pursue our leading to establish a fund for retrospective and restorative justice; discerning the best logistics for this has taken a while. The BYM Staff and Trustees Committee made it clear that such a fund cannot readily be housed within BYM at this time. With advice from other Friends, we also have explored options to establish a fund outside the Yearly Meeting.

Since the fund we envision remains in the planning stages, RAWG requested that BYM share our material resources via a donation to a national organization that supports truth-telling and memorializes the Black lives lost in lynchings and other state sanctioned violence. RAWG first worked with the Stewardship and Finance Committee and BYM Staff to discuss this request, and then brought the request forward for all of BYM at the Fall Interim Meeting. BYM approved sending \$2,000 to the *National Memorial for Peace and Justice*. BYM has added its voice to those who are committed to a full and truthful telling of United States history.

This spring, Faith and Practice Committee (FPC) contacted the three BYM entities that focus on antiracism, Working Group on Racism, Growing Diverse Leadership Committee, and RAWG, for guidance in revising the Faith and Practice sections that focus on prejudice and discrimination. Over the course of five meetings, RAWG and other Friends urged that we clarify the words we use to discuss racism, and to be open to both the negative and positive actions Friends have pursued as we seek our way forward.

Also this spring, the Indigenous Affairs Committee (IAC) shared with RAWG its plans to request that BYM funds to support a recently-established Pawnee Language Restoration Program for the Pawnee Nation, in Oklahoma, to address



the harm that BYM Quakers directly took part in during the late 1800's. This is the first time that we know of that BYM has been asked to make institutional reparations for a specific historical situation that brought harm. RAWG provided a letter of support for this request and will encourage BYM Friends' support for this request.

Working on the fund and other initiatives brings us to a big question: Can we, as BYM, support a faith witness for repair of the deep inequalities of racism and the harms that result? When we share our resources as individuals, no one knows we are Friends. RAWG believes that we can be more effective and work better with others if we put our financial and other resources together and create a more public spiritual and community witness for this important peacemaking. A fund would be one important way to realize this goal, and there are other paths as well.

Seeking repair of the harms of racism creates a path to peace and a strengthening of our community, and especially our Beloved Community that was envisioned by Martin Luther King and other social justice and religious leaders. We find this work deeply spiritual. In our regular meetings, we both share what we are learning and resources we find helpful, and we share our ministry with one other. We support one another in this faith journey. As a BYM Working Group, we hold space for reparations in our Yearly Meeting and Monthly Meetings that are not yet convinced about the importance of reparations. We welcome the participation of more Friends who, like us, are led to pursue this work.

## Right Relationship with Animals Working Group

No report received, 2024, 2023, 2024

## Spiritual Formation Program Working Group

The Spiritual Formation Working Group (SFWG) continues to care for the Baltimore Yearly Meeting (BYM) Spiritual Formation Program (SFP) in partnership with the BYM staff and the many Friends who participate in the program's annual retreats, local meeting groups, and the monthly program offered via the Zoom videoconferencing platform. In all its manifestations, the SFP continues to grow and connect more Friends to the experiences of personal spiritual deepening in, with, and for community.

During the 2023-24 program year, we offered our fall and spring retreats at the beautiful Claggett Center in Adamstown, Maryland. Our September retreat drew 29 Friends from 10 local meetings. In May, we welcomed 47 Friends from 16 local meetings for a weekend of worship, personal reflection, sharing in spiritual friendship, singing, and time in the beautiful natural setting. We gathered for our closing session in the circling Elm Dance, choreographed by Anastasia Geng and carried through Joanna Macy's "Work that Reconnects." The dance and its accompanying song connected us as spiritual beings honoring interdependence, healing, and resiliency. At retreats, and in other program experiences, we seek a widening array of voices and experiences that deepen our understanding of Spirit and how Spirit manifests in our own and others' lives.

Beyond these twice-annual retreats, the number of local meetings hosting year-long monthly programs expanded. Herndon Friends began a new program, while Homewood Friends renewed their program. We also visited with Deer Creek Friends at their invitation. Members of the SFWG help local meetings to start their programs through information sessions and mini-retreats, which can be offered in-person or via Zoom at the meeting's request. As we close this program year, we are welcoming Midlothian Friends to the SFP. Friends from Sacramento Friends Meeting (Pacific Yearly Meeting) also reached out to us after learning about the SFP and will be launching their local program in September with our support.

In May, we celebrated the close of the third year of our monthly program offered via Zoom to Friends across—and beyond—the geographic reach of BYM. Just over 30 Friends connected with one another through this program format, enjoying monthly fellowship as a "large group" and a second time each month in smaller spiritual friendship groups. This program format continues to meet a great need among Friends who are geographically isolated or whose meetings cannot support a local group. We will continue to offer this format in the coming year.

We have a vibrant working group caring for the SFP, drawing upon the gifts of many Friends who sustain this ministry. We continue to welcome other Friends to join in this ministry to help support the program's ongoing evolution. The program connects us in our deepening lives in community, honoring differences and lifting up that which unites us. In all this work and learning, we are grateful for the support we receive from the General Secretary and the entire staff of Baltimore Yearly Meeting.

## Women's Retreat Working Group

No report received - 2024

## Working Group on Civil & Human Rights of Transgender and Non-Binary People

No report received - 2022, 2023, 2024

## Working Group on Firearms

No report received-2022, 2023, 2024

## Working Group on Militarism & War

No report received - 2022, 2023, 2024

## Working Group on Racism

### **Major activities**

Anti-Racism Training and Racial Trauma Healing. The Yearly Meeting allocated \$20,000 in its 2023 budget to the WGR for antiracism training and racial trauma healing. Of that amount the WGR has allocated \$10,000 for racial trauma healing work and the other \$10,000 for antiracism training.

The BYM Global Majority Caucus designed racial trauma healing work, which began with a workshop in late July 2023. Individual

Global Majority Friends were then supported financially in participating in racial trauma healing work that met their individual needs.

The Working Group arranged for Crossroads Antiracism Organizing and Training to conduct two workshops in September and October 2023 to support Friends currently doing antiracism work in their local Meetings.

In 2024 Global Majority Friends will focus primarily on assisting BIPOC Friends to attend the Friends General Conference in Philadelphia this year.

The Working Group is providing funds to local Meetings to pay honoraria for anti-racism presentations to local Meeting Friends.

The Working Group will also sponsor an introduction to antiracism workshop for interested Friends throughout the Yearly Meeting.

The 2023 BYM Annual Session Workshops. The Working Group sponsored three workshops for the 2023 Annual Session. David Etheridge and Peirce Hammond continued to facilitate a “Connecting Local Meetings” session on efforts to lower racial barriers in local Meetings. Sabrina McCarthy and Ellen Cronin facilitated a Mini-Spiritual Formation Retreat – Anti-Racism as a Core Spiritual Practice. Carol Marujo and Tad Jose led a workshop on Quaker Faith and Political Action.

Workshops for 2024 BYM Annual Session. The Working Group is doing two workshops for the 2024 Annual Session. One will be a Connecting Local Meetings session led by David Etheridge of Friends Meeting of Washington and Peirce Hammond of Bethesda Friend Meeting. It will provide Friends from local Meetings throughout the Yearly Meeting the opportunity to share their experiences and challenges in addressing issues of racism within their Meetings. Friends will be able to participate either in person or via Zoom. The other workshop will be titled “Antiracism as a Spiritual Practice” and led by Barbara Bezdek of Homewood Friends Meeting and Beth Haw of Williamsburg Friends.

Racial Justice Change Groups and Related Activities. Much of the Working Group's focus has been on encouraging and supporting racial justice Change Groups within local Meetings. Some Meetings have established or are working on establishing formal Change Groups. That process itself has occasioned a focus on racial dynamics within those local Meetings. Other Meetings have done racial justice work by forming trust circles or in other ways that do not involve creating a Change Group. The WGR serves as a clearinghouse, soliciting updates on local antiracism activities shared three times a year to facilitate exchange of information and inspiration as to what may be possible.

### **Within the Working Group on Racism**

Before doing other business, the Working Group makes time at its monthly meetings for Friends to share their recent experiences with respect to racism. Friends share books, articles, films, and presentations on the topic of racism that have come to their attention as well as personal experiences. Friends feel it is an invaluable component of WGR meetings.

### **Communications within BYM**

The Working Group is under the care of the BYM Ministry and Pastoral Care Committee. The clerk of the WGR keeps that committee updated on Working Group activities and concerns and consults with the committee on WGR work. Several Working Group members participate actively on GDL and the Reparations Action Working Group (RAWG). The WGR Clerk is a member of the GDL Committee. A RAWG Co-clerk is a member of the WGR.

The Working Group maintains a list of Monthly Meeting liaisons who receive a monthly item for their newsletters or other means of dissemination. It also maintains a Google group for distributing information about WGR work and resources related to racial justice to about 175 interested Friends.

### **WGR Leadership in 2025**

Both David Etheridge, the WGR clerk, and Elizabeth DuVerlie, the WGR recording clerk have decided to lay down their clerking responsibilities by the end of 2024. We are beginning to search for new clerks.

## Working Group on Refugees, Immigration, & Sanctuary

No report received - 2022, 2023, 2024

## Working Group on Reproductive Rights

See Peace & Social Concerns Committee Annual Report

## Working Group on Welcoming Transgender & Non-binary Friends

See Advancement & Outreach Committee Annual Report

# Affiliated Organizations & Reports

## Listing of Affiliated Organizations

American Friends Service Committee Corporation  
Friends Committee on National Legislation  
Friends General Conference  
Friends House Retirement Community  
Friends Meeting School  
Friends Peace Teams  
Friends United Meeting  
Friends Wilderness Center  
Friends World Committee for Consultation  
Interfaith Action for Human Rights  
Miles White Beneficial Society of Baltimore City  
Prisoner Visitation and Support  
Quaker Earthcare Witness  
Quaker House  
Quaker Religious Education Coalition  
Right Sharing of World Resources

## Reports from Affiliated Organizations

Annual Reports from Affiliated Organizations can be found on the websites or in the archives of each organization. If you have any difficulty accessing annual reports from organizations affiliated with Baltimore Yearly Meeting, please contact the General Secretary.

# Resources for Working Together

## Calendar of Key Yearly Meeting Dates

2024 - 2025

Sept 22-24	<b>Spiritual Formation Fall Retreat</b> <i>Claggett Center, Adamstown, MD</i>
Oct 4-6	<b>Young Friends Con</b> <i>Homewood Friends Meeting</i>
Nov 9	<b>Interim Meeting</b> <i>Location TBD</i> <i>Agenda items due October 4</i> <i>Supporting docs due October 18</i>
Nov 22-24	<b>Young Friends Con</b> <i>Menallen Friends Meeting</i>
Jan 1	<b>Winter Interchange Deadline</b>
Jan 16	<b>BYM Camps Registration Opens</b> <i><a href="http://www.bymcamps.org">www.bymcamps.org</a></i>
Jan 15	<b>Annual Data Requests Sent to Monthly Meetings</b>
Jan TBD	<b>Jr Young Friends Con</b>
Feb 14-16	<b>Young Friends Con</b>



Feb 28	<b>Budget Requests Due</b>
March 24	<b>Spring Interchange Deadline</b>
March 22	<b>Interim Meeting</b> <i>Location TBD</i> <i>Agenda items due Feb 14</i> <i>Supporting docs due Feb 28</i>
March 28-30	<b>Young Friends Con</b>
March 30	<b>Annual Data Requests Due to BYM Office</b>
April TBD	<b>Budget &amp; Apportionment Meeting</b> <i>Held Online</i>
April 15	<b>Spiritual State of the Meeting Reports Due</b>
May 2-4	<b>Spiritual Formation Spring Retreat</b> <i>Shepherd's Spring, Sharpsburg, MD</i>
May TBD	<b>Jr Young Friends Con</b>
May 16-18	<b>Young Friends Graduation Con</b>
June 21	<b>Interim Meeting</b> <i>Location TBD</i> <i>Agenda items due May 16</i> <i>Supporting docs due May 30</i>
June 14	<b>BYM Camp Staff Arrive</b>
June 28	<b>BYM Camps Begin</b>

- Jul 29-Aug 3    **Annual Sessions, *tentative***  
Hood College  
*Agenda items due June 21*  
*Supporting docs due July 7*
- Aug 18 - 22    **Staff Sabbath Week**
- Sept 2          **Fall Interchange Deadline**

# Committee and Working Group Membership

## Committee Membership

As Approved at Annual Session, August 2024

### **ADVANCEMENT AND OUTREACH COMMITTEE**

*AandO@bym-rfs.org*

Levi Goren (Richmond)	2019-2025
Jim Citro (Patapsco)	2022-2025
Damaris Kifude (Stony Run)	2020-2026
Madeline Mirasol (York)	2024-2027
Katherine Cole (Herndon)	2024-2027
Erinn Mansour (Patapsco)	2024-2027
Magge DeTar-Lavallee (W'burg)	2021-2027
Steve Morse (Langley Hill)	2021-2027

### **CAMP PROPERTY MANAGEMENT COMMITTEE**

*CPMC@bym-rsf.org*

Chris DeWilde (Catocin)	2019-2025
Anne Honn (Sandy Spring)	2019-2025
Rick Honn (Sandy Spring)	2019-2025
Lamar Matthew (York)	2019-2025
Chris Greeley (Stony Run)	2022-2025
Rick Post (Langley Hill)	2020-2026
Greg Tobin (Frederick)	2020-2026
Kevin O'Reilly (BYM Camps)	2023-2026
Nathan Shroyer (Annapolis)	2023-2026
Blaine Keener (Stony Run)	2024-2027
Jackie Kosbob (Goose Creek)	2024-2027

### **CAMPING PROGRAM COMMITTEE**

*CPC@bym-rfs.org*

Jennifer Collins-Foley (Annap.)	2019-2025
Anna Best (Richmond)	2019-2025
Joe Coates (Eastland)	2022-2025
Jamie DeMarco (Homewood)	2022-2025
Don Crawford (BYM Camps)	2020-2026
Karen Daniel (Frederick)	2020-2026
Nikki Richards (YAF)	2020-2026
Sara Acuff (BYM Camps)	2023-2026

Betsy Boynton (Alexandria)	2023-2026
Carley Richards (YAF)	2023-2026
Amanda Wessel (BYM Camps)	2023-2026
Al Best (Richmond)	2023-2026
Linda Garretson (Sandy Spring)	2021-2027
Kary Haun (Hopewell Centre)	2021-2027
Kim Manrique (BYM Camps)	2024-2027
Hannah Brown (Homewood)	2024-2027
Olivia Chalkley (BYM Camps)	2024-2027
Cory Joseph (Goose Creek)	2024-2027

### **DEVELOPMENT COMMITTEE**

*Develop@bym-rsf.org*

Arthur Boyd (Stony Run)	2022-2025
Barb Platt (Sandy Spring)	2022-2025
Gretchen Hall (Alexandria)	2020-2026
Dave French (Menallen)	2023-2026
Gloria Victor-Dorr (SSpring)	2024-2027

### **EDUCATIONAL GRANTS COMMITTEE**

*EdGrants@bym-rsf.org*

Katie Caughlan (Sandy Spring)	2019-2025
Lauren Brownlee (Bethesda)	2022-2025
Anita Drever (Takoma Park)	2022-2025
Sujata Massey (Stony Run)	2022-2025
Travis Reyes (Alexandria)	2022-2025
Joanna Fitzick (Homewood)	2024-2027

### **FAITH AND PRACTICE COMMITTEE**

*FandP@bym-rfs.org*

Jim Fussell (Langley Hill)	2019-2025
Ann Riggs (Annapolis)	2019-2025
Linda Goldstein (Charlottesville)	2022-2025
Dave Fitz (York)	2022-2025
Ann Marie Moriarty (Adelphi)	2020-2026
Katherine Pettus (Stony Run)	2023-2026
Paul Jacob (FMW)	2024-2027

### **GROWING DIVERSE LEADERSHIP COMMITTEE**

*GDL@bym-rsf.org*

David Etheridge (FMW)	2019-2025
St.Clair Allmond (Richmond)	2019-2025

Chester McCoy (Adelphi) 2022-2025  
Michael Wallace (Bethesda) 2022-2025  
Katie Bliss (Frederick) 2023-2026  
Andrea Miotto (Patapsco) 2024-2027

#### **INDIGENOUS AFFAIRS COMMITTEE**

*IndianAffairs@bym-rsf.org*

Abbey Compton (Herndon) 2019-2025  
Sharon Stout (Adelphi) 2020-2026  
Bill Mims (Langley Hill) 2023-2026  
Susannah Rose (Patapsco) 2023-2026  
Steve Tatum (Blacksburg) 2023-2026  
John Meyer (FMW) 2024-2027  
Betty Smallwood (Adelphi) 2024-2027  
Stuart Green (Patapsco) 2024-2027  
Darcy Lane (Sandy Spring) 2024-2027  
Eric Nelson (Alexandria) 2024-2027

#### **MANUAL OF PROCEDURE COMMITTEE**

*MoP@bym-rsf.org*

Arthur David Olson (TkPk) 2024-2027  
Julie Odlund (Frederick) 2024-2027  
Kathy Funkhouser (Frederick) 2024-2027

#### **MINISTRY AND PASTORAL CARE COMMITTEE**

*MandPC@bym-rsf.org*

Barbara Thomas (Annapolis) 2022-2025  
Martin Melville (State College) 2020-2026  
Eileen Stanzione (Patapsco) 2020-2026  
Jerry Coates (Eastland) 2023-2026  
Peirce Hammond (Bethesda) 2023-2026  
Paul Isayi (Stony Run) 2021-2027  
Otis Kenny (Roanoke) 2024-2027  
Karen Lockett (Frederick) 2024-2027  
Kevin Olive (Homewood) 2024-2027

#### **NOMINATING COMMITTEE**

*nominating@bym-rsf.org*

Karie Firoozmand (Stony Run) 2019-2025  
Becca Gardner (Deer Creek) 2022-2025  
Debbie Sudduth (Goose Creek) 2020-2026  
Ramona Buck (Patapsco) 2023-2026

Donna Williams (Langley Hill)	2023-2026
Donna Kolaetis (Menallen)	2023-2026
Breyette Lorntz (C'Ville)	2023-2026
Greg Robb (FMW)	2024-2027
Margaret Fisher (FMW)	2024-2027

### **NUTS AND BOLTS COMMITTEE OF YOUNG FRIENDS**

*NBC@bym-rsf.org*

TBD

### **PEACE AND SOCIAL CONCERNS COMMITTEE**

*PandSC@bym-rsf.org*

Bob Rhudy (Patapsco)	2019-2025
Barbara Bezdek (Homewood)	2020-2026
Phil Caroom (Annapolis)	2020-2026
Charlie Goedeke (Adelphi)	2023-2026
Annette Breiling (Frederick)	2021-2027
Richard Capron (Maury River)	2021-2027
Suzanne O'Hatnick (Stony Run)	2021-2027
Louisa Davis (Homewood)	2024-2027
Watler Brown (Langley Hill)	2024-2027
Dat Du Thinh (Frederick)	2024-2027
Susan Williams (Dunn. Creek)	2024-2027

### **ANNUAL SESSION PROGRAM COMMITTEE**

*Program@bym-rsf.org*

Linda Coates (Eastland)	2019-2025
Cy Devries (State College)	2022-2025
Peg Hansen (State College)	2022-2025
Ellen Arginteanu (Richmond)	2023-2026
Janet Eaby (Nottingham)	2023-2026
Sabrina McCarthy (FMW)	2023-2026
Bill Parker (FMW)	2023-2026
Mary Jane Foley (Williamsburg)	2024-2027
Brian Holland (FMW)	2024-2027

### **RELIGIOUS EDUCATION COMMITTEE**

*REcommittee@bym-rsf.org*

Erik Hanson (Sandy Spring)	2022-2025
Nancy Moore (Stony Run)	2022-2025
Alison Prudner (Floyd)	2022-2025
Anne Delorey (Langley Hill)	2023-2026

Meghan Goldman (Goose Creek) 2023-2026  
Robin Albertson-Wren (C'Ville) 2024-2027  
Anita Allder-Stephens (Alex.) 2024-2027

#### **SEARCH COMMITTEE**

*search@bym-rsf.org*

Meg Meyer (Stony Run) 2022-2025  
Gene Throwe (FMW) 2023-2026

#### **STEWARDSHIP AND FINANCE COMMITTEE**

*SandF@bym-rsf.org*

Linda Pardoe (Patapsco) 2019-2025  
Andrei Israel (Adelphi) 2022-2025  
Aaron Johnson (FMW) 2022-2025  
Xan Whitt (Roanoke) 2022-2025  
Catherine Tall (Monongalia) 2020-2026  
Tim Yeaney (Langley Hill) 2020-2026  
Anne Bacon (Hopewell Centre) 2023-2026  
Jim Bell (FMW) 2023-2026  
Catherine Nnoka (FMW) 2023-2026  
Jim Webner (Stony Run) 2023-2026  
Ann Duncan (Midlothian) 2024-2027  
Jeff Smith (Roanoke) 2024-2027

#### **SUE THOMAS TURNER QUAKER EDUCATION FUND**

*STTQEF@bym-rsf.org*

Howard Zuses (Sandy Spring)  
Rosalind Zuses (Sandy Spring)  
Steve Morse (A&O Representative)  
Erik Hanson (RE Representative)

#### **SUPERVISORY COMMITTEE**

*supervisory@bym-rsf.org*

Betsy Tobin (Frederick) 2023-2025  
Chip Tucker (Charlottesville) 2023-2025  
Alan Da Silva (Sandy Spring) 2023-2025  
Joan Liversidge (Sandy Spring) 2022-2026  
Becka H. Rosenberg (Alexandria) 2022-2026  
Susan Griffin (FMW) 2022-2026

#### **TRUSTEES**

*Trustees@bym-rsf.org*

Tom Farquhar (Sandy Spring)	2019-2025
Rich Thayer (Stony Run)	2022-2025
Victor Thuronyi (Adelphi)	2023-2026
Tacy Roby (Bethesda)	2023-2026
Marion Ballard (Bethesda)	2021-2027
Justin Connor (FMW)	2024-2027
Gary Gillespie (Homewood)	2024-2027

**UNITY WITH NATURE COMMITTEE**

*UnityWithNature@bym-rsf.org*

Len McGinnis (Frds Mtg School)	2022-2025
Ann Payne (Frederick)	2022-2025
Carl Benson (Annapolis)	2020-2026
Jean Pfefferkorn (Patapsco)	2020-2026
Deborah Haines (Alexandria)	2023-2026
Susan Thompson (Shepherds.)	2023-2026
Sue Woerthwein (Deer Creek)	2023-2026
Barbara Adams (Richmond)	2024-2027

**YOUNG ADULT FRIENDS COMMITTEE**

*Inactive in 2022, 2023, and 2024*

**YOUTH PROGRAMS COMMITTEE**

*YPC@bym-rsf.org*

Annalee Flower Horne (Tk Park)	2022-2025
Ted Heck (Richmond)	2022-2025
Robin Appleberry (FMW)	2023-2026
Rudi Galloway (Sandy Spring)	2023-2026
Dylan Phillips (Stony Run)	2023-2026
Kathy Rogers (Stony Run)	2023-2026
Carol Seddon (Stony Run)	2021-2027

## Representatives to Affiliated Organizations

As Approved at Annual Session, August 2024

**AMERICAN FRIENDS SERVICE COMMITTEE CORPORATION**

Bethanne Socolar (Annapolis)	2019-2024
Sean Beeny (Langley Hill)	2019-2025



Lauren Brownlee (Bethesda) 2022-2025  
David Robinson (Alexandria) 2017-2026

#### **FRIENDS COMMITTEE ON NATIONAL LEGISLATION REPRESENTATIVES**

Walter Brown (Langley Hill) 2019-2025  
Doug Vaughn (Stony Run) 2022-2025  
Jesse Greer (Adelphi) 2020-2026  
Matthew D'Agostino (Sty Run) 2023-2026  
John Salzberg (Sandy Spring) 2024-2027

#### **FRIENDS GENERAL CONFERENCE CENTRAL COMMITTEE**

Clinton Pettus (Stony Run) 2021-2024  
John Smallwood (Herndon) 2021-2025  
Rebecca H. Rosenberg (Alex.) 2022-2025  
Jimi Ayodele (Patapsco) 2020-2026  
Anne Riggs (Annapolis) 2023-2026  
Laura Butler (Sandy Spring) 2024-2027

#### **FRIENDS HOUSE RETIREMENT COMMUNITY**

Bim Schauffler (Sandy Spring) 2022-2025  
Liz Wilson (Herndon) 2020-2026  
Katie Caughlan (Sandy Spring) 2024-2027

#### **FRIENDS MEETING SCHOOL (1-2)**

Linda Sepe (Sandy Spring) 2019-2025

#### **FRIENDS PEACE TEAMS**

Rep: Rich Thayer (Stony Run) 2019-2025  
Alt: Marc Oliver (Stony Run) 2023-2025

#### **FRIENDS UNITED MEETING**

##### *General Board*

Alice Bedi (Stony Run) 2023-2026  
Jim Fussell (FMW) 2023-2026  
Alt: Georgia Fuller (Langley Hill) 2023-2026  
Damaris Kifude (Stony Run) 2021-2027

## **FRIENDS WORLD COMMITTEE FOR CONSULTATION**

### *Section of the Americas*

Jason Eaby (Nottingham)	2022-2025
Jacki LaBua (Stony Run)	2022-2025
Jade Eaton (Adelphi)	2022-2025

## **FRIENDS WILDERNESS CENTER (1)**

Debbi Sudduth (Goose Creek)	2019-2025
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## **INTERFAITH ACTION FOR HUMAN RIGHTS**

Barbara Bezdek (Homewood)	2023-2026
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## **MILES WHITE BENEFICIAL SOCIETY OF BALTIMORE**

Amy Schmaljohn (Gunpowder)	2016-2025
Maddy Doll (Homewood)	2022-2025
Clinton Pettus (Stony Run)	2022-2025
Alex Bell (Bethesda)	2020-2026
Alison Duncan (Adelphi)	2020-2026
Andrew Gorby (Stony Run)	2024-2027
Tanza Aliberti (Stony Run)	2024-2027
Ann Kehinde (Stony Run)	2024-2027
Rachel Neill (Homewood)	2024-2027

## **QUAKER EARTHCARE WITNESS**

Barbara Adams (Richmond)	2018-2024
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## **QUAKER HOUSE (Fayetteville, NC)**

Alexander Barnes (Adelphi)	2024-2027
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## **ROLLING RIDGE CONSERVANCY BOARD**

David Hunter (BYM Staff)	2023-2025
Jackie Kosbob (Goose Creek)	2023-2026
Rich Thayer (Stony Run)	2024-2027

# Budget, Financials, and Apportionment

## 2025 Operating Budget

As Approved at Annual Session, August 2024. At the time of publication of the 2024 Yearbook, changes were anticipated for the 2025 Operating Budget. Contact the BYM Office or see the 2025 Yearbook for the Revised 2025 Operating Budget.

<b>BYM Full Budget Summary</b>				
	<b>2022 Actual</b>	<b>2023 Actual</b>	<b>2024 Budget</b>	<b>2025 Budget</b>
<b>Revenue</b>				
Total Contributed Revenue	\$533,702	\$358,324	\$350,000	\$375,000
Total Earned Revenue	\$1,667,246	\$1,525,317	\$1,881,985	\$1,983,726
Total Apportionment	\$514,572	\$504,170	\$562,352	\$540,000
Total Released Funds	\$322,181	\$205,588	\$161,000	\$230,391
Total Other Revenue	(\$353,898)	\$316,591	\$50,100	\$54,600
<b>Total Revenue</b>	<b>\$2,683,803</b>	<b>\$2,909,990</b>	<b>\$3,005,437</b>	<b>\$3,183,717</b>
<b>Expenses</b>				
Total Personnel	\$1,472,853	\$1,581,762	\$1,742,483	\$1,815,321
Total Professional Services	\$142,917	\$169,745	\$122,550	\$124,745
Total Administrative Operating Costs	\$301,786	\$267,969	\$316,032	\$343,216
Total Utilities & Physical Plant	\$173,852	\$176,938	\$157,580	\$191,621
Total Vehicles	\$67,540	\$57,242	\$92,900	\$73,700
Total Program Costs	\$322,229	\$375,717	\$390,075	\$443,380
Total Misc. Costs	\$11,568	\$6,179	\$12,850	\$6,300
Total Depreciation	\$125,119	\$165,600	\$158,403	\$194,900
<b>Total Expenses</b>	<b>\$2,617,863</b>	<b>\$2,801,151</b>	<b>\$2,992,873</b>	<b>\$3,193,183</b>
<b>Revenue Over Expenses</b>	<b>\$65,940</b>	<b>\$108,839</b>	<b>\$12,564</b>	<b>(\$9,466)</b>

**Expense Detail by Program/Committee**

	2022 Actuals	2023 Actuals	2024 Budget	2025 Budget	
<b>Program Expenses</b>					
Youth Programs	\$71,076	\$92,863	\$81,706	\$75,195	
STRIDE	\$94,935	\$109,030	\$87,076	\$87,815	
Development	\$164,547	\$83,350	\$138,732	\$154,018	
Annual Session	\$66,443	\$70,590	\$71,300	\$81,550	
Spiritual Formation	\$16,213	\$22,674	\$22,200	\$25,500	
Women's Retreat	\$219	\$3,009	\$0	\$0	1
BYM Camps	\$1,673,005	\$1,832,204	\$2,002,195	\$2,183,104	
<i>See BYM Camps Detail</i>					
General YM Program & Admin	\$509,585	\$546,260	\$541,478	\$535,401	2
<i>Personnel</i>	\$262,209	\$303,494	\$317,028	\$313,615	3
<i>Professional Services</i>	\$61,068	\$45,632	\$29,000	\$35,500	
<i>Administrative Operating Costs</i>	\$95,902	\$69,571	\$76,450	\$71,806	
<i>Utilities &amp; Physical Plant</i>	\$17,821	\$17,888	\$24,000	\$16,500	
<i>Vehicles</i>	\$288	\$1,124	\$0	\$1,000	
<i>Program Costs</i>	\$58,031	\$91,566	\$76,750	\$79,780	4
<i>Misc. Costs</i>	\$6,441	\$6,029	\$6,750	\$6,200	
<i>Depreciation</i>	\$7,825	\$10,956	\$11,500	\$11,000	
<b>Total Program Expenses</b>	<b>\$2,596,024</b>	<b>\$2,759,980</b>	<b>\$2,944,687</b>	<b>\$3,142,583</b>	
<b>Committee Expenses</b>					
	2022	2023	2024	2025	
Growing Diverse Leadership	\$0	\$3,000	\$1,000	\$8,000	
Faith & Practice	\$0	\$0	\$0	\$0	
Indian Affairs Committee	\$800	\$1,584	\$5,000	\$14,800	
Ministry & Pastoral Care	\$629	\$3,228	\$0	\$0	
Religious Ed		\$0	\$0	\$0	
Trustees	\$3,274	\$7,024	\$0	\$0	
Young Adult Friends	\$0	\$0	\$0	\$0	
Intervisitation Working Group	\$9,356	\$1,630	\$1,000	\$0	
Reparation Action Working Group	\$3,021	\$6,150	\$6,000	\$6,000	
Working Group on Racism	\$500	\$3,067	\$20,000	\$20,000	
Committee Overage Contingency	\$1,000	\$0	\$0	\$0	
Interim Meeting	\$1,258	\$1,139	\$0	\$1,000	
Unity with Nature	\$0	\$0	\$0	\$600	
Advancement & Outreach	\$0	\$0	\$0	\$200	
Other Program & Committee Exp	\$2,000	\$14,349	\$0	\$0	5
<b>Total Committee Expenses</b>	<b>\$21,839</b>	<b>\$41,171</b>	<b>\$33,000</b>	<b>\$50,600</b>	
<b>Total Expenses</b>	<b>\$2,617,863</b>	<b>\$2,801,151</b>	<b>\$2,977,687</b>	<b>\$3,193,183</b>	

**BYM Camps Detail**

	<u>2022 Actual</u>	<u>2023 Actual</u>	<u>2024 Budget</u>	<u>2025 Budget</u>
<b>Revenue</b>				
Total Contributed Revenue	\$ 82,785	\$130,890	\$75,000	\$100,000
Total Earned Revenue	\$1,584,841	\$1,427,188	\$1,788,905	\$1,888,446
Total Released Funds	\$287,253	\$162,788	\$120,000	\$214,391
Total Other Revenue	\$4,600	\$0	\$100	\$42,600
<b>Total Revenue</b>	<b>\$1,959,479</b>	<b>\$1,720,866</b>	<b>\$1,984,005</b>	<b>\$2,245,437</b>
<b>Expenses</b>				
Total Personnel	\$950,804	\$1,081,302	\$1,173,970	\$1,258,988
Total Professional Services	\$66,082	\$58,960	\$84,150	\$75,745
Total Administrative Operating Costs	\$155,894	\$162,886	\$182,892	\$215,100
Total Utilities & Physical Plant	\$98,482	\$94,784	\$81,330	\$115,121
Total Vehicles	\$66,283	\$54,491	\$91,800	\$71,550
Total Program Costs	\$213,040	\$224,988	\$234,950	\$262,600
Total Misc. Costs	\$5,126	\$150	\$6,200	\$100
Total Depreciation	\$117,294	\$154,644	\$146,903	\$183,900
<b>Total Expenses</b>	<b>\$1,673,005</b>	<b>\$1,832,204</b>	<b>\$2,002,195</b>	<b>\$2,183,104</b>

## Budget Notes

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- 1 Future costs for Women's Retreat were not clear when putting the budget together. However, the program generally covers its costs through participant fees, so it can be added at a future date.
- 2 General YM Program/Admin includes the following: **core Yearly Meeting functions** (record keeping, archive maintenance, 3 Interim Meetings, inquiries from Monthly Meetings, Committee infrastructure & support); **administrative tasks** (accounting, bookkeeping, compliance/reporting, general inquiries); **communications & publications** (website, Yearbook, Faith & Practice, Weekly Announcements, Zoom accounts, Meeting Directory etc); **physical plant of the Yearly Meeting** office and durable equipment; **budgets for Educational Grants and Sue Turner Thomas Quaker Education Fund**; **special programming; technology, equipment, and staff time** required to execute on BYM events, programs, and committee projects; and **Contributions to Outside Organizations**
- 3 Admin Personnel costs include: General Secretary, Finance Manager, Administrative Associate
- 4 Includes BYM Educational Grants and Sue Thomas Turner Quaker Education Grants
- 5 Differential between 2023 expenses reconciled to the bank and an error in the reporting spreadsheets. Will be reconciled by Annual Session.
- 6 The BYM Camps Personnel line include: Year-Round Positions (Camp Program Manager, Camp Property Manager, Program Associate, Catoclin Camp Director, Catoclin Caretaker, Shiloh Caretaker, Opequon Caretaker) and all Seasonal Camp Staff

## 2025 Capital Budget

Contact the BYM Office or see the 2025 Yearbook for the 2025 Capital Budget.

# 2024 Independent Auditors Report

For Calendar Year 2023



**Baltimore Yearly Meeting of  
the Religious Society of  
Friends, Inc. and Affiliate**

Consolidated Financial Statements  
Years Ended December 31, 2023 and 2022



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Philadelphia, PA 19103

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**BALTIMORE YEARLY MEETING OF THE RELIGIOUS SOCIETY OF FRIENDS, INC.  
AND AFFILIATE**

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## INDEPENDENT AUDITOR'S REPORT

**Board of Trustees  
Baltimore Yearly Meeting of the  
Religious Society of Friends, Inc. and Affiliate  
Sandy Spring, Maryland**

### **Opinion**

We have audited the accompanying consolidated financial statements of the Baltimore Yearly Meeting of the Religious Society of Friends, Inc. ("**Yearly Meeting**") and Miles White Beneficial Society of Baltimore City ("**Affiliate**") (nonprofit organizations), which comprise the consolidated statements of financial position as of December 31, 2023 and 2022, and the related consolidated statements of activities, functional expenses, and cash flows for the years then ended, and the related notes to the financial statements.

In our opinion, the consolidated financial statements referred to above present fairly, in all material respects, the financial position of the Baltimore Yearly Meeting of the Religious Society of Friends, Inc. and Affiliate as of December 31, 2023 and 2022, and the changes in their net assets and their cash flows for the years then ended in accordance with U.S. generally accepted accounting principles.

### **Basis for Opinion**

We conducted our audits in accordance with U.S. generally accepted auditing standards. Our responsibilities under those standards are further described in the Auditor's Responsibilities for the Audit of the Financial Statements section of our report. We are required to be independent of the Baltimore Yearly Meeting of the Religious Society of Friends, Inc. and Affiliate and to meet our other ethical responsibilities in accordance with the relevant ethical requirements relating to our audits. We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our audit opinion.

### **Responsibilities of Management for the Financial Statements**

Management is responsible for the preparation and fair presentation of the consolidated financial statements in accordance with U.S. generally accepted accounting principles, and for the design, implementation and maintenance of internal control relevant to the preparation and fair presentation of consolidated financial statements that are free from material misstatement, whether due to fraud or error.

In preparing the consolidated financial statements, management is required to evaluate whether there are conditions or events, considered in the aggregate, that raise substantial doubt about the Baltimore Yearly Meeting of the Religious Society of Friends, Inc. and Affiliate's ability to continue as a going concern within one year after the date that the consolidated financial statements are available to be issued.

### **Auditor's Responsibilities for the Audit of the Financial Statements**

Our objectives are to obtain reasonable assurance about whether the consolidated financial statements as a whole are free from material misstatement, whether due to fraud or error, and to issue an auditor's report that includes our opinion. Reasonable assurance is a high level of assurance but is not absolute assurance and therefore is not a guarantee that an audit conducted in accordance with generally accepted auditing standards will always detect a material misstatement when it exists. The risk of not detecting a material misstatement resulting from fraud is higher than for one resulting from error, as fraud may involve collusion, forgery, intentional omissions, misrepresentations or the override of internal control. Misstatements are considered material if there is a substantial likelihood that, individually or in the aggregate, they would influence the judgment made by a reasonable user based on the financial statements.

In performing an audit in accordance with generally accepted auditing standards, we:

- Exercise professional judgment and maintain professional skepticism throughout the audit.
- Identify and assess the risks of material misstatement of the consolidated financial statements, whether due to fraud or error, and design and perform audit procedures responsive to those risks. Such procedures include examining, on a test basis, evidence regarding the amounts and disclosures in the consolidated financial statements.
- Obtain an understanding of internal control relevant to the audit 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 Baltimore Yearly Meeting of the Religious Society of Friends, Inc. and Affiliate's internal control. Accordingly, no such opinion is expressed.
- Evaluate the appropriateness of accounting policies used and the reasonableness of significant accounting estimates made by management, as well as evaluate the overall presentation of the consolidated financial statements.
- Conclude whether, in our judgment, there are conditions or events, considered in the aggregate, that raise substantial doubt about the Baltimore Yearly Meeting of the Religious Society of Friends, Inc. and Affiliate's ability to continue as a going concern for a reasonable period of time.

We are required to communicate with those charged with governance regarding, among other matters, the planned scope and timing of the audit, significant audit findings, and certain internal control related matters that we identified during the audit.

***Report on Supplementary Information***

Our audit was conducted for the purpose of forming an opinion on the consolidated financial statements as a whole. The supplementary information on pages 17 through 19 is presented for purposes of additional analysis and is not a required part of the consolidated financial statements. Such information is the responsibility of management and was derived from and relates directly to the underlying accounting and other records used to prepare the consolidated financial statements. The information has been subjected to the auditing procedures applied in the audit of the consolidated financial statements and certain additional procedures, including comparing and reconciling such information directly to the underlying accounting and other records used to prepare the consolidated financial statements or to the consolidated financial statements themselves, and other additional procedures in accordance with U.S. generally accepted auditing standards. In our opinion, the information is fairly stated in all material respects in relation to the consolidated financial statements as a whole.

*BBD, LLP.*

Philadelphia, Pennsylvania  
July 29, 2024

**BALTIMORE YEARLY MEETING OF THE RELIGIOUS SOCIETY OF FRIENDS, INC.  
AND AFFILIATE**

**CONSOLIDATED STATEMENTS OF FINANCIAL POSITION**

**December 31, 2023 and 2022**

	<u>2023</u>	<u>2022</u>
<b>ASSETS</b>		
Cash	\$ 231,489	\$ 503,801
Contributions and grants receivable, net	125,170	16,163
Prepaid expenses and other assets	92,946	47,056
Notes receivable, net	7,680	7,959
Investments	5,259,742	4,468,154
Property and equipment, net of accumulated depreciation	<u>2,722,244</u>	<u>2,685,985</u>
<b>Total assets</b>	<b><u>\$ 8,439,271</u></b>	<b><u>\$ 7,729,118</u></b>
<b>LIABILITIES</b>		
Accounts payable and accrued expenses	\$ 135,804	\$ 185,506
Deferred revenue	<u>7,907</u>	<u>9,069</u>
<b>Total liabilities</b>	<b><u>143,711</u></b>	<b><u>194,575</u></b>
<b>NET ASSETS</b>		
Without donor restrictions		
Operating	1,043,201	1,116,872
Designated	3,192,733	2,742,809
Property and equipment	<u>2,722,244</u>	<u>2,685,985</u>
	6,958,178	6,545,666
With donor restrictions	<u>1,337,382</u>	<u>988,877</u>
<b>Total net assets</b>	<b><u>8,295,560</u></b>	<b><u>7,534,543</u></b>
<b>Total liabilities and net assets</b>	<b><u>\$ 8,439,271</u></b>	<b><u>\$ 7,729,118</u></b>

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See accompanying notes

**BALTIMORE YEARLY MEETING OF THE RELIGIOUS SOCIETY OF FRIENDS, INC.  
AND AFFILIATE**

**CONSOLIDATED STATEMENT OF ACTIVITIES**

Year ended December 31, 2023 with comparative totals for 2022

	Without Donor Restrictions				With Donor Restrictions	Totals	
	Operating	Designated	Property and Equipment	Total		2023	2022
<b>REVENUES AND SUPPORT</b>							
Summer camp revenue	\$1,412,882	\$ -	\$ -	\$1,412,882	\$ -	\$1,412,882	\$ 1,556,630
Contributions and grants	360,731	-	-	360,731	331,553	692,284	406,931
Apportionments	504,171	-	-	504,171	-	504,171	514,572
Annual session revenue	62,599	-	-	62,599	-	62,599	57,428
Youth and other program revenue	29,078	-	-	29,078	-	29,078	22,120
Other revenue	30,762	410	-	31,172	-	31,172	33,716
Net assets released from restrictions/designations	225,417	(310,697)	201,859	116,579	(116,579)	-	-
<b>Total revenues and support</b>	<b>2,625,640</b>	<b>(310,287)</b>	<b>201,859</b>	<b>2,517,212</b>	<b>214,974</b>	<b>2,732,186</b>	<b>2,594,397</b>
<b>EXPENSES</b>							
Program services							
Summer camp	1,634,194	-	154,645	1,788,839	-	1,788,839	1,676,713
Annual session	69,930	-	-	69,930	-	69,930	66,246
Other programs	547,641	-	-	547,641	-	547,641	443,892
<b>Total program services</b>	<b>2,251,765</b>	<b>-</b>	<b>154,645</b>	<b>2,406,410</b>	<b>-</b>	<b>2,406,410</b>	<b>2,186,851</b>
Supporting services							
Administration	500,012	-	10,955	510,967	-	510,967	468,751
Fundraising	83,642	-	-	83,642	-	83,642	164,579
<b>Total supporting services</b>	<b>583,654</b>	<b>-</b>	<b>10,955</b>	<b>594,609</b>	<b>-</b>	<b>594,609</b>	<b>633,330</b>
<b>Total expenses</b>	<b>2,835,419</b>	<b>-</b>	<b>165,600</b>	<b>3,001,019</b>	<b>-</b>	<b>3,001,019</b>	<b>2,820,281</b>
<b>CHANGE IN NET ASSETS BEFORE OTHER CHANGES</b>	<b>(209,779)</b>	<b>(310,287)</b>	<b>36,259</b>	<b>(483,807)</b>	<b>214,974</b>	<b>(268,833)</b>	<b>(225,884)</b>
<b>OTHER CHANGES</b>							
Investment income (loss)	136,108	760,211	-	896,319	133,531	1,029,850	(1,428,803)
Forgiveness of loan payable - Paycheck Protection Program	-	-	-	-	-	-	178,241
	136,108	760,211	-	896,319	133,531	1,029,850	(1,250,562)
<b>CHANGE IN NET ASSETS</b>	<b>(73,671)</b>	<b>449,924</b>	<b>36,259</b>	<b>412,512</b>	<b>348,505</b>	<b>761,017</b>	<b>(1,476,446)</b>
<b>NET ASSETS</b>							
Beginning of year	1,116,672	2,742,809	2,685,985	6,545,666	968,677	7,534,543	9,010,989
End of year	\$1,043,201	\$3,192,733	\$2,722,244	\$6,958,178	\$1,337,382	\$8,295,560	\$ 7,534,543

See accompanying notes

**BALTIMORE YEARLY MEETING OF THE RELIGIOUS SOCIETY OF FRIENDS, INC.  
AND AFFILIATE**

**CONSOLIDATED STATEMENT OF ACTIVITIES**

Year ended December 31, 2022

	Without Donor Restrictions				With Donor Restrictions	Total
	Operating	Designated	Property and Equipment	Total		
<b>REVENUES AND SUPPORT</b>						
Summer camp revenue	\$1,556,630	\$ -	\$ -	\$ 1,556,630	\$ -	\$ 1,556,630
Contributions and grants	350,459	-	-	350,459	59,472	409,931
Apportionments	514,572	-	-	514,572	-	514,572
Annual session revenue	57,428	-	-	57,428	-	57,428
Youth and other program revenue	22,120	-	-	22,120	-	22,120
Other revenue	32,550	1,166	-	33,716	-	33,716
Net assets released from restrictions	282,014	(225,515)	174,307	230,806	(230,806)	-
<b>Total revenues and support</b>	<b>2,815,773</b>	<b>(224,349)</b>	<b>174,307</b>	<b>2,765,731</b>	<b>(171,334)</b>	<b>2,594,397</b>
<b>EXPENSES</b>						
Program services						
Summer camp	1,559,419	-	117,294	1,676,713	-	1,676,713
Annual session	66,246	-	-	66,246	-	66,246
Other programs	443,992	-	-	443,992	-	443,992
<b>Total program services</b>	<b>2,069,657</b>	<b>-</b>	<b>117,294</b>	<b>2,186,951</b>	<b>-</b>	<b>2,186,951</b>
Supporting services						
Administration	460,927	-	7,824	468,751	-	468,751
Fundraising	184,579	-	-	184,579	-	184,579
<b>Total supporting services</b>	<b>625,506</b>	<b>-</b>	<b>7,824</b>	<b>633,330</b>	<b>-</b>	<b>633,330</b>
<b>Total expenses</b>	<b>2,695,163</b>	<b>-</b>	<b>125,118</b>	<b>2,820,281</b>	<b>-</b>	<b>2,820,281</b>
<b>CHANGE IN NET ASSETS BEFORE OTHER CHANGES</b>	<b>120,610</b>	<b>(224,349)</b>	<b>49,189</b>	<b>(54,550)</b>	<b>(171,334)</b>	<b>(225,884)</b>
<b>OTHER CHANGES</b>						
Investment loss	(140,176)	(1,112,991)	-	(1,253,167)	(175,636)	(1,428,803)
Forgiveness of loan payable - Paycheck Protection Program	178,241	-	-	178,241	-	178,241
Net principal payments on loans payable	(207,906)	-	207,906	-	-	-
	(189,841)	(1,112,991)	207,906	(1,074,926)	(175,636)	(1,250,562)
<b>CHANGE IN NET ASSETS</b>	<b>(49,231)</b>	<b>(1,337,340)</b>	<b>257,095</b>	<b>(1,129,476)</b>	<b>(346,970)</b>	<b>(1,476,446)</b>
<b>NET ASSETS</b>						
Beginning of year	1,186,103	4,080,149	2,428,890	7,675,142	1,335,847	9,010,989
End of year	\$1,116,872	\$ 2,742,809	\$2,685,985	\$ 6,545,666	\$ 988,877	\$ 7,534,543

See accompanying notes

**BALTIMORE YEARLY MEETING OF THE RELIGIOUS SOCIETY OF FRIENDS, INC.  
AND AFFILIATE**

**CONSOLIDATED STATEMENT OF FUNCTIONAL EXPENSES**

**Year ended December 31, 2023 with comparative totals for 2022**

	Supporting Services				Totals	
	Program	Supporting			Totals	
	Services	Administration	Fundraising	Services	2023	2022
<b>EXPENSES</b>						
Salaries	\$1,048,882	\$228,424	\$14,419	\$242,843	\$1,291,725	\$1,190,097
Payroll taxes	78,156	17,122	1,102	18,224	96,380	89,851
Employee benefits	<u>119,844</u>	<u>46,163</u>	<u>1,336</u>	<u>47,499</u>	<u>167,343</u>	<u>175,486</u>
	1,246,882	291,709	16,857	308,566	1,555,448	1,455,434
Contributions and grants	251,800	33,200	-	33,200	285,000	262,190
Depreciation	154,645	10,955	-	10,955	165,600	125,118
Equipment expense	56,747	27,067	2,982	30,049	86,796	112,395
Food	141,814	1,353	1,512	2,865	144,679	142,876
Insurance	40,238	8,456	-	8,456	48,694	74,610
Maintenance	43,601	5,146	-	5,146	48,747	62,370
Miscellaneous	13,442	5,620	-	5,620	19,062	19,002
Occupancy	145,664	12,742	-	12,742	158,406	132,931
Office expense	81,090	12,945	4,686	17,631	98,721	84,955
Printing and postage	3,668	17,127	12,529	29,656	33,324	50,913
Professional fees	79,489	56,882	44,624	101,506	180,995	142,917
Travel	48,162	25,569	452	26,021	74,183	31,745
Vehicle expense	56,119	1,125	-	1,125	57,244	67,540
Workshop expense	<u>43,049</u>	<u>1,071</u>	<u>-</u>	<u>1,071</u>	<u>44,120</u>	<u>55,285</u>
<b>Total expenses</b>	<u>\$2,406,410</u>	<u>\$510,967</u>	<u>\$83,642</u>	<u>\$594,609</u>	<u>\$3,001,019</u>	<u>\$2,820,281</u>

See accompanying notes



**BALTIMORE YEARLY MEETING OF THE RELIGIOUS SOCIETY OF FRIENDS, INC.  
AND AFFILIATE**

**CONSOLIDATED STATEMENT OF FUNCTIONAL EXPENSES**

**Year ended December 31, 2022**

	<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	\$ 863,567	\$ 218,717	\$ 107,813	\$ 326,530	\$ 1,190,097
Payroll taxes	64,883	16,594	8,374	24,968	89,851
Employee benefits	<u>140,178</u>	<u>25,436</u>	<u>9,872</u>	<u>35,308</u>	<u>175,486</u>
	1,068,628	260,747	126,059	386,806	1,455,434
Contributions and grants	239,275	22,915	-	22,915	262,190
Depreciation	117,294	7,824	-	7,824	125,118
Equipment expense	69,363	42,042	990	43,032	112,395
Food	142,498	378	-	378	142,876
Insurance	63,448	11,162	-	11,162	74,610
Maintenance	52,114	10,256	-	10,256	62,370
Miscellaneous	17,051	1,916	-	1,951	19,002
Occupancy	123,866	9,065	-	9,065	132,931
Office expense	58,477	14,430	12,048	26,478	84,955
Printing and postage	1,189	26,167	23,557	49,724	50,913
Professional fees	81,652	59,805	1,460	61,265	142,917
Travel	29,657	1,694	394	2,088	31,745
Vehicle expense	67,252	288	-	288	67,540
Workshop expense	<u>55,187</u>	<u>62</u>	<u>36</u>	<u>98.00</u>	<u>55,285</u>
<b>Total expenses</b>	<u>\$ 2,186,951</u>	<u>\$ 468,751</u>	<u>\$ 164,579</u>	<u>\$ 633,330</u>	<u>\$ 2,820,281</u>

**See accompanying notes**

-7-

**BALTIMORE YEARLY MEETING OF THE RELIGIOUS SOCIETY OF FRIENDS, INC.  
AND AFFILIATE**

**CONSOLIDATED STATEMENTS OF CASH FLOWS**

Years ended December 31, 2023 and 2022

	<u>2023</u>	<u>2022</u>
<b>CASH FLOWS FROM OPERATING ACTIVITIES</b>		
<b>Change in net assets</b>	\$ 761,017	\$ (1,476,446)
<b>Adjustments to reconcile change in net assets to net cash provided by (used for) operating activities</b>		
Depreciation	165,600	125,118
Unrealized and realized (gain) loss on investments	(938,621)	1,519,665
Contributions restricted for long-term purposes	(16,970)	(6,190)
Forgiveness of loans payable - Paycheck Protection Program	-	(178,241)
(Increase) decrease in		
Contributions and grants receivable	(109,007)	(14,964)
Prepaid expenses and other assets	(45,890)	2,806
Increase (decrease) in		
Accounts payable and accrued expenses	(49,702)	71,820
Deferred revenue	<u>(1,162)</u>	<u>3,009</u>
<b>Net cash provided by (used for) operating activities</b>	<u>(234,735)</u>	<u>46,577</u>
<b>CASH FLOWS FROM INVESTING ACTIVITIES</b>		
Purchase of property and equipment	(201,859)	(174,307)
Collection on notes receivable	279	2,219
Purchase of investments	(206,135)	(351,079)
Proceeds from sale of investments	<u>353,168</u>	<u>276,353</u>
<b>Net cash used for investing activities</b>	<u>(54,547)</u>	<u>(246,814)</u>
<b>CASH FLOWS FROM FINANCING ACTIVITIES</b>		
Payments on loans payable	-	(207,906)
Contributions received for endowment purposes	<u>16,970</u>	<u>6,190</u>
<b>Net cash provided by (used for) financing activities</b>	<u>16,970</u>	<u>(201,716)</u>
<b>Net change in cash</b>	(272,312)	(401,953)
<b>CASH</b>		
Beginning of year	<u>503,801</u>	<u>905,754</u>
<b>End of year</b>	<u>\$ 231,489</u>	<u>\$ 503,801</u>
<b>SUPPLEMENTAL DISCLOSURE OF CASH FLOW INFORMATION</b>		
Interest paid	<u>\$ -</u>	<u>\$ 4,610</u>

See accompanying notes

## BALTIMORE YEARLY MEETING OF THE RELIGIOUS SOCIETY OF FRIENDS, INC. AND AFFILIATE

### NOTES TO CONSOLIDATED FINANCIAL STATEMENTS

December 31, 2023 and 2022

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#### (1) NATURE OF OPERATIONS

##### **Baltimore Yearly Meeting of the Religious Society of Friends, Inc.**

The Baltimore Yearly Meeting of the Religious Society of Friends, Inc. ("**Yearly Meeting**") is a non-profit organization incorporated on January 2, 1968, under the laws of the State of Maryland as the consolidation of two yearly meetings of the Society of Friends (commonly known as Quakers) incorporated in Maryland in 1867 and 1886, respectively. The Yearly Meeting is, and its immediate predecessors were, direct successors to the West River Yearly Meeting that opened in 1672 as the governing body for all Friends meetings on either side of the Chesapeake Bay. The Yearly Meeting now has constituent local meetings in Maryland, Virginia, Pennsylvania, the District of Columbia and West Virginia. The Yearly Meeting is organized exclusively to promote religious, charitable and educational interests of its members and its constituent Monthly Meetings, through the work of its boards, committees, institutions and instrumentalities affiliated with the Religious Society of Friends. The Yearly Meeting appoints all of the trustees of the Miles White Beneficial Society of Baltimore City.

##### **Miles White Beneficial Society of Baltimore City**

The Miles White Beneficial Society of Baltimore City ("**Miles White Beneficial Society**" or "**Affiliate**") was founded and incorporated in 1874 to administer the testamentary trust under the will of Miles White, a member until his death of the meeting in Baltimore Yearly Meeting of Friends (Orthodox) currently named Baltimore Monthly Meeting, Homewood. The Affiliate, through its Board of Trustees, awards scholarships to college students, awards grants to Quaker schools and other organizations with connections to the Quaker community, and awards grants to charitable organizations in the Greater Baltimore area. Upon the consolidation of the two "Baltimore Yearly Meetings" in 1968, oversight of the Affiliate passed to the Yearly Meeting. In 2010-2011, the Yearly Meeting agreed that the Affiliate could become a "supporting organization" for the Yearly Meeting, and the Yearly Meeting has since then appointed or renewed the Affiliate's trustees.

#### (2) SIGNIFICANT ACCOUNTING POLICIES

##### **Principles of Consolidation**

U.S. generally accepted accounting principles ("**GAAP**") require a nonprofit organization to consolidate the financial statements of affiliated nonprofit organizations when it has (a) certain kinds of control, or (b) other kinds of control coupled with an economic interest.

The consolidated financial statements include the accounts of the Yearly Meeting and Affiliate. All significant interorganization balances and transactions have been eliminated.

##### **Basis of Accounting**

The consolidated financial statements have been prepared on the accrual basis of accounting whereby revenues are recognized when earned and expenses when incurred.

##### **Basis of Presentation**

The Yearly Meeting and Affiliate report information regarding their financial position and activities according to the following classes of net assets:

##### **Without donor restrictions**

Net assets that are not subject to donor-imposed restrictions. The Yearly Meeting and Affiliate have three classifications of net assets without donor restrictions. Operating net assets are net assets that are available for the general operations of the Yearly Meeting. Property and equipment represents the net book value of those assets less the related loans payable. Designated net assets without donor restrictions have been restricted for a specific purpose by the Board of the organization holding them.

## BALTIMORE YEARLY MEETING OF THE RELIGIOUS SOCIETY OF FRIENDS, INC. AND AFFILIATE

### NOTES TO CONSOLIDATED FINANCIAL STATEMENTS

December 31, 2023 and 2022

---

#### ***With donor restrictions***

Net assets that are subject to donor-imposed restrictions that will be satisfied by actions of the Yearly Meeting and Affiliate and/or the passage of time. When a restriction is satisfied, net assets with donor restrictions are reclassified to net assets without donor restrictions and reported in the consolidated statements of activities as net assets released from restrictions.

Also included in this category are net assets subject to donor-imposed restrictions that require the net assets be maintained indefinitely while permitting the Yearly Meeting and Affiliate to expend the income generated in accordance with the provisions of the contribution.

#### ***Use of Estimates***

Management uses estimates and assumptions in preparing consolidated financial statements. Those estimates and assumptions affect the reported amounts of assets and liabilities, the disclosure of contingent assets and liabilities, and the reported revenues and expenses. Actual results could differ from those estimates.

#### ***Fair Value Measurements of Assets and Liabilities***

GAAP defines fair value as the price that would be received to sell an asset or paid to transfer a liability (i.e., the "exit price") in an orderly transaction between market participants at the measurement date. GAAP establishes a fair value hierarchy for inputs used in measuring fair value that maximizes the use of observable inputs and minimizes the use of unobservable inputs by requiring that the most observable inputs be used when available. Observable inputs are those that market participants would use in pricing the asset or liability based on market data obtained from sources independent of the Yearly Meeting and Affiliate. Unobservable inputs reflect the Yearly Meeting and Affiliate's assumptions about the inputs market participants would use in pricing the asset or liability developed based on the best information available in the circumstances. The fair value hierarchy is categorized into three levels based on the inputs as follows:

**Level 1** – Valuations based on quoted prices in active markets for identical assets or liabilities that the Yearly Meeting and Affiliate have the ability to access. Since valuations are based on quoted prices that are readily and regularly available in an active market, valuation of these assets and liabilities does not entail a significant degree of judgment.

**Level 2** – Valuations based on quoted prices in markets that are not active or for which all significant inputs are observable, either directly or indirectly.

**Level 3** – Valuations based on inputs that are unobservable, that is, inputs that reflect the Yearly Meeting and Affiliate's own assumptions.

#### ***Investments***

Investments in equity securities with readily determinable fair values and all investments in debt securities are reported at fair value as determined by quoted market prices with gains and losses included in the consolidated statements of activities. Dividend and interest income is recorded as earned.

The Yearly Meeting and Affiliate invest in a professionally-managed portfolio that contains various types of securities (**See Note 3**). Such investments are exposed to market and credit risks. Due to the level of risk associated with such investments, and the level of uncertainty related to changes in the value of such investments, it is at least reasonably possible that changes in the near term would materially affect investment balances and the amounts reported in the consolidated financial statements.

**BALTIMORE YEARLY MEETING OF THE RELIGIOUS SOCIETY OF FRIENDS, INC.  
AND AFFILIATE**

**NOTES TO CONSOLIDATED FINANCIAL STATEMENTS**

**December 31, 2023 and 2022**

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**Revenues and Support**

Summer camp revenue, annual session revenue and other program revenue is recorded as earned. Fees related to activities held after December 31st are deferred to the next year. Such revenues collected in advance are included in deferred revenue in the consolidated statements of financial position.

Contributions and grants are recorded as net assets without donor restrictions or with donor restrictions depending on the absence or existence and nature of any donor restrictions. Donor-restricted contributions and grants whose restrictions are satisfied in the same period are reported as net assets without donor restrictions.

Unconditional contributions and grants are recognized as revenue when the related promise to give is received. Conditional contributions and grants are recognized as revenue when the conditions are satisfied.

Apportionment payments received from monthly meetings are recorded as income when received as the apportionment payment is contingent on the level of giving by the monthly meeting's constituents.

**Property and Equipment**

Property and equipment additions of more than \$1,000 are recorded at cost or at estimated value at the date of gift, if donated. Depreciation of property and equipment is computed on a straight-line basis over the estimated useful lives of the respective assets as follows:

Buildings and improvements	25 years
Furniture and equipment	5 years
Vehicles	5 years

**Educational Loans Receivable**

In the past, the Yearly Meeting has made loans to qualified students for educational purposes. While student loans are no longer being made, the Yearly Meeting is still actively collecting these outstanding receivables. All loans were amended in 2012 to be non-interest bearing. The balance of educational loans receivable was \$628 and \$907 at December 31, 2023 and 2022, respectively, and is included in notes receivable on the consolidated statements of financial position.

**Functional Allocation of Expenses**

The costs of providing the various program and supporting services have been presented on a functional basis in the consolidated statements of activities and functional expenses. Accordingly, certain expenses have been allocated among the program and supporting services benefited.

The financial statements have certain categories of expenses that are attributed to more than one program or supporting function. Therefore, certain expenses require allocation on a reasonable basis that is consistently applied. The expenses that are allocated include certain salaries and wages (and related benefits and payroll taxes), insurance, professional fees and office expenses, which are allocated on the basis of estimates of time and effort.

**Income Tax Status**

The Yearly Meeting and Affiliate are exempt from federal income tax under Section 501(c)(3) of the Internal Revenue Code. However, income from certain activities not directly related to their tax-exempt purpose is subject to taxation as unrelated business income.

GAAP prescribes a minimum recognition threshold that a tax position is required to meet in order to be recognized in the consolidated financial statements. The Yearly Meeting and Affiliate believe that they had no uncertain tax positions as defined in GAAP.

**BALTIMORE YEARLY MEETING OF THE RELIGIOUS SOCIETY OF FRIENDS, INC.  
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**NOTES TO CONSOLIDATED FINANCIAL STATEMENTS**

**December 31, 2023 and 2022**

**Concentrations of Credit Risk**

Financial instruments which potentially subject the Yearly Meeting and Affiliate to concentrations of credit risk are cash, contributions and grants receivable and notes receivable. The Yearly Meeting maintains its cash at various financial institutions. At times, such deposits may exceed federally-insured limits. Contributions and grants receivable at December 31, 2023 are expected to be collected in 2024.

**(3) INVESTMENTS**

Investments consisted of the following at December 31, 2023 and 2022:

<b><u>2023</u></b>	<b><u>Yearly Meeting</u></b>	<b><u>Affiliate</u></b>	<b><u>Total</u></b>
Money market funds	\$ 46,196	\$ 18,852	\$ 65,048
Units in the Quaker Growth and Income Fund of Friends Fiduciary Corporation	1,508,751	-	1,508,751
Corporate bonds	-	98,667	98,667
Equity exchange traded funds and mutual funds	434,422	-	434,422
Common stock	<u>97,199</u>	<u>3,055,655</u>	<u>3,152,854</u>
Total investments	<b><u>\$2,086,568</u></b>	<b><u>\$3,173,174</u></b>	<b><u>\$5,259,742</u></b>
<b><u>2022</u></b>	<b><u>Yearly Meeting</u></b>	<b><u>Affiliate</u></b>	<b><u>Total</u></b>
Money market funds	\$ 2,696	\$ 10,574	\$ 13,270
Units in the Quaker Growth and Income Fund of Friends Fiduciary Corporation	1,384,172	-	1,384,172
Corporate bonds	-	107,573	107,573
Exchange traded funds and mutual funds			
Equity	365,938	-	365,938
Fixed income	-	13,000	13,000
Common stock	<u>49,966</u>	<u>2,534,235</u>	<u>2,584,201</u>
Total investments	<b><u>\$1,802,772</u></b>	<b><u>\$2,665,382</u></b>	<b><u>\$4,468,154</u></b>

The Quaker Growth & Income Fund (the "**Fund**") is a co-mingled investment fund managed and administered by Friends Fiduciary Corporation ("**Fiduciary**"). Fiduciary is a Quaker nonprofit corporation which qualifies as a tax-exempt organization under Section 501(c)(3) of the Internal Revenue Code. Fiduciary's mission is to provide institutional socially responsible investment, planned giving and trusteeship services for Friends meetings, churches, schools and other nonprofit, tax-exempt organizations. The Fund's investment objective is to provide long-term total return by investing its assets in a balanced and diversified portfolio of common stocks, fixed income investments and other marketable securities, consistent with the Fund's socially responsible investment criteria.

Investments are measured at fair value using level 1 valuation inputs except for corporate bonds and units in the Quaker Growth and Income Fund which use level 2 valuation inputs.

Investment income (loss) was comprised of the following for the years ended December 31, 2023 and 2022:

<b><u>2023</u></b>	<b><u>Yearly Meeting</u></b>	<b><u>Affiliate</u></b>	<b><u>Total</u></b>
Interest and dividends	\$ 65,887	\$ 46,823	\$ 112,710
Net realized and unrealized gain on investments	240,700	697,921	938,621
Less investment management fees	<u>(5,806)</u>	<u>(15,675)</u>	<u>(21,481)</u>
	<b><u>\$ 300,781</u></b>	<b><u>\$ 729,069</u></b>	<b><u>\$ 1,029,850</u></b>

**BALTIMORE YEARLY MEETING OF THE RELIGIOUS SOCIETY OF FRIENDS, INC.  
AND AFFILIATE**

**NOTES TO CONSOLIDATED FINANCIAL STATEMENTS**

**December 31, 2023 and 2022**

<u>2022</u>	<u>Yearly Meeting</u>	<u>Affiliate</u>	<u>Total</u>
Interest and dividends	\$ 60,015	\$ 53,549	\$ 113,564
Net realized and unrealized loss on investments	(415,390)	(1,104,275)	(1,519,665)
Less investment management fees	(5,224)	(17,478)	(22,702)
	<u>\$(360,599)</u>	<u>\$(1,068,204)</u>	<u>\$(1,428,803)</u>

**(4) PROPERTY AND EQUIPMENT**

Property and equipment consisted of the following at December 31, 2023 and 2022:

	<u>2023</u>	<u>2022</u>
Land and improvements	\$ 1,483,904	\$ 1,483,904
Buildings	2,050,429	1,967,971
Leasehold improvements	285,601	285,601
Furniture and equipment	224,614	201,422
Vehicles	270,099	229,950
Projects in process	<u>70,291</u>	<u>14,231</u>
	4,384,938	4,183,079
Less accumulated depreciation	<u>(1,662,694)</u>	<u>(1,497,094)</u>
	<u>\$ 2,722,244</u>	<u>\$ 2,685,985</u>

**(5) NOTES RECEIVABLE**

The Yearly Meeting had the following notes receivable at December 31, 2023:

In 2010, the Yearly Meeting and another nonprofit organization entered into a \$40,000 note receivable agreement to reimburse the Yearly Meeting for legal expenses regarding an estate. The note was a five year note accruing interest at 3%. During 2015, an amendment to this note was issued. The amended note accrues interest at 3% beginning on January 1, 2016 and the principal is to be repaid as five transferable development rights to land located in Harford County, Maryland are sold by the other nonprofit organization with any remaining balance paid on September 30, 2025. This note had a balance of \$40,000 at December 31, 2023.

In prior years, the Yearly Meeting also entered into non-interest bearing notes receivable with qualified students for educational purposes. While educational loans receivable are no longer being made, the Yearly Meeting is still actively collecting the outstanding loans receivable. These educational loans receivable had an outstanding balance of \$628 at December 31, 2023 and \$907 at December 31, 2022.

Notes receivable are to be collected as follows:

<u>Year ending December 31,</u>	
2024	\$ 32,628
2025	<u>8,000</u>
	40,628
Less: Allowance for doubtful accounts	<u>(32,948)</u>
	<u>\$ 7,680</u>

**BALTIMORE YEARLY MEETING OF THE RELIGIOUS SOCIETY OF FRIENDS, INC.  
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**NOTES TO CONSOLIDATED FINANCIAL STATEMENTS**

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**(6) LOAN PAYABLE – PAYCHECK PROTECTION PROGRAM**

In February 2021, the Yearly Meeting received a second loan of \$178,241 under the Paycheck Protection Program established by the Coronavirus Aid, Relief and Economic Security Act in March 2020 and administered by the Small Business Administration. The loan was fully forgiven by the Small Business Administration in January 2022 and is recognized as a gain in the 2022 consolidated statement of activities.

**(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% and expire on October 31, 2024, respectively. 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, 2023 and 2022.

**(8) NET ASSETS WITHOUT DONOR RESTRICTIONS – BOARD DESIGNATED**

Board designated net assets consisted of the following:

	<b>Balance</b> <b><u>12/31/2022</u></b>	<b>Additions</b>	<b>Releases</b>	<b>Balance</b> <b><u>12/31/2023</u></b>
Grants (Miles White Beneficial Society)	\$2,665,382	\$ 729,479	\$(221,687)	\$3,173,174
Other	<u>77,427</u>	<u>31,142</u>	<u>(89,010)</u>	<u>19,599</u>
	<b><u>\$2,742,809</u></b>	<b><u>\$ 760,621</u></b>	<b><u>\$(310,697)</u></b>	<b><u>\$3,192,733</u></b>
	<b>Balance</b> <b><u>12/31/2021</u></b>	<b>Additions</b> <b><u>(Subtractions)</u></b>	<b>Releases</b>	<b>Balance</b> <b><u>12/31/2022</u></b>
Grants (Miles White Beneficial Society)	\$3,943,660	\$(1,067,038)	\$(211,240)	\$2,665,382
Other	<u>136,489</u>	<u>(44,787)</u>	<u>(14,275)</u>	<u>77,427</u>
	<b><u>\$4,080,149</u></b>	<b><u>\$(1,111,825)</u></b>	<b><u>\$(225,515)</u></b>	<b><u>\$2,742,809</u></b>

**(9) NET ASSETS WITH DONOR RESTRICTIONS**

Net assets with donor restrictions at December 31, 2023 and 2022 consisted of the following:

	<b>December 31,</b> <b><u>2022</u></b>	<b>Additions</b>	<b>Releases</b>	<b>December 31,</b> <b><u>2023</u></b>
Subject to expenditure for specified purposes or periods				
Educational student grants	\$100,677	\$ -	\$ -	\$ 100,677
Quaker and spiritual life	68,038	-	(12,000)	56,038
Camp projects and scholarships	67,381	314,583	(55,779)	326,185
Indian Affairs	1,056	-	(800)	256
Other	<u>12,440</u>	<u>-</u>	<u>-</u>	<u>12,440</u>
Total subject to expenditure for specified purposes or periods	<b><u>249,592</u></b>	<b><u>314,583</u></b>	<b><u>(68,579)</u></b>	<b><u>495,596</u></b>



**BALTIMORE YEARLY MEETING OF THE RELIGIOUS SOCIETY OF FRIENDS, INC.  
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**NOTES TO CONSOLIDATED FINANCIAL STATEMENTS**

**December 31, 2023 and 2022**

Endowments to be maintained indefinitely				
Yearly Meeting fund	12,575	2,054	-	14,629
Permanent education fund	302,534	59,237	(30,000)	331,771
Camp scholarship fund	<u>424,176</u>	<u>89,210</u>	<u>(18,000)</u>	<u>495,386</u>
Total endowments	<u>739,285</u>	<u>150,501</u>	<u>(48,000)</u>	<u>841,786</u>
Total assets with donor restrictions	<u>\$988,877</u>	<u>\$ 465,084</u>	<u>\$(116,579)</u>	<u>\$1,337,382</u>
	<b>December 31,</b>	<b>Additions</b>		<b>December 31,</b>
	<b>2021</b>	<b>(Subtractions)</b>	<b>Releases</b>	<b>2022</b>
Subject to expenditure for specified purposes or periods				
Educational student grants	\$ 100,677	\$ -	\$ -	\$ 100,677
Quaker and spiritual life	68,038	-	-	68,038
Camp projects and scholarships	203,251	53,282	(189,152)	67,381
Indian Affairs	1,056	-	-	1,056
Other	13,094	-	(654)	12,440
Available for future periods	<u>5,000</u>	<u>-</u>	<u>(5,000)</u>	<u>-</u>
Total subject to expenditure for specified purposes or periods	<u>391,116</u>	<u>53,282</u>	<u>(194,806)</u>	<u>249,592</u>
Endowments to be maintained indefinitely				
Yearly Meeting fund	15,313	(2,738)	-	12,575
Permanent education fund	401,436	(78,902)	(20,000)	302,534
Camp scholarship fund	<u>527,982</u>	<u>(87,806)</u>	<u>(16,000)</u>	<u>424,176</u>
Total endowments	<u>944,731</u>	<u>(169,446)</u>	<u>(36,000)</u>	<u>739,285</u>
Total assets with donor restrictions	<u>\$1,335,847</u>	<u>\$(116,164)</u>	<u>\$(230,806)</u>	<u>\$ 988,877</u>

The Yearly Meeting fund provides income without donor restrictions and has an historical dollar value of \$9,027 at December 31, 2023. The permanent education fund provides income for scholarships to individuals for higher education and has an historical dollar value of \$86,512 at December 31, 2023. The camp scholarship fund provides income for scholarships to camp and has an historical dollar value of \$342,745 at December 31, 2023.

**(10) ENDOWMENT FUNDS**

The Yearly Meeting is subject to the Uniform Prudent Management of Institutional Funds Act ("**UPMIFA**"). The Yearly Meeting has determined that some of its net assets with donor restrictions meet the definition of an endowment fund under UPMIFA.

The Yearly Meeting has adopted investment and spending policies for its endowment net 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 net 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 net assets for the year ended December 31, 2023 and 2022 are as follows:

	<b>With Donor Restrictions</b>	
	<b>Year Ending</b>	<b>Year Ending</b>
	<b>12/31/23</b>	<b>12/31/22</b>
Endowment net assets, beginning of year	\$ 739,285	\$ 944,731
Contributions	16,970	6,190
Investment income (loss)	133,531	(175,636)
Appropriation of endowment assets for expenditure	<u>(48,000)</u>	<u>(36,000)</u>
Endowment net assets, end of year	<u>\$ 841,786</u>	<u>\$ 739,285</u>

**BALTIMORE YEARLY MEETING OF THE RELIGIOUS SOCIETY OF FRIENDS, INC.  
AND AFFILIATE**

**NOTES TO CONSOLIDATED FINANCIAL STATEMENTS**

**December 31, 2023 and 2022**

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**(11) 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 \$31,676 and \$37,574 for the years ended December 31, 2023 and 2022.

**(12) LIQUIDITY AND AVAILABILITY OF RESOURCES**

The following reflects the Yearly Meeting and Affiliate's financial assets as of December 31, 2023 and 2022, which has been reduced by financial assets not available within one year.

	<u>2023</u>	<u>2022</u>
Cash	\$ 231,489	\$ 503,801
Contributions and grants receivable	125,170	16,163
Investments	<u>5,259,742</u>	<u>4,468,154</u>
Total financial assets	5,616,401	4,988,118
Less: financial assets not available for general operations within one year		
Restricted by donor for specific purposes or periods	(495,596)	(249,592)
Restricted by donor to be maintained indefinitely	(841,786)	(739,285)
Board designated funds	<u>(3,192,733)</u>	<u>(2,742,809)</u>
Total financial assets available within one year	<u>\$ 1,086,286</u>	<u>\$ 1,256,432</u>

**Liquidity Management**

The Yearly Meeting and Affiliate regularly monitor liquidity required to meet their operating needs and other commitments, while also striving to maximize the investment of its available funds. The Yearly Meeting and Affiliate have various sources of liquidity at their disposal, including cash, equity securities, and lines of credit. See Note 7 for information about the Yearly Meeting's lines of credit.

**(13) SUBSEQUENT EVENTS**

Management has evaluated subsequent events through July 29, 2024, the date on which the consolidated financial statements were available to be issued. No material subsequent events have occurred since December 31, 2023 that would require recognition or disclosure in the consolidated financial statements.

**SUPPLEMENTARY INFORMATION**

**BALTIMORE YEARLY MEETING OF THE RELIGIOUS SOCIETY OF FRIENDS, INC.  
AND AFFILIATE**

**CONSOLIDATING STATEMENT OF FINANCIAL POSITION**

**December 31, 2023**

	<b>Yearly Meeting</b>	<b>Miles White Beneficial Society</b>	<b>Consolidated</b>
<b>ASSETS</b>			
Cash	\$ 231,489	\$ -	\$ 231,489
Contributions and grants receivable, net	125,170	-	125,170
Prepaid expenses and other assets	92,946	-	92,946
Notes receivable, net	7,680	-	7,680
Investments	2,086,568	3,173,174	5,259,742
Property and equipment, net of accumulated depreciation	<u>2,722,244</u>	<u>-</u>	<u>2,722,244</u>
<b>Total assets</b>	<b><u>\$ 5,266,097</u></b>	<b><u>\$ 3,173,174</u></b>	<b><u>\$ 8,439,271</u></b>
<b>LIABILITIES</b>			
Accounts payable and accrued expenses	\$ 135,804	\$ -	\$ 135,804
Deferred revenue	<u>7,907</u>	<u>-</u>	<u>7,907</u>
<b>Total liabilities</b>	<b><u>143,711</u></b>	<b><u>-</u></b>	<b><u>143,711</u></b>
<b>NET ASSETS</b>			
Without donor restrictions			
Operating	1,043,201	-	1,043,201
Designated	19,559	3,173,174	3,192,733
Property and equipment	<u>2,722,244</u>	<u>-</u>	<u>2,722,244</u>
	3,785,004	3,173,174	6,958,178
With donor restrictions	<u>1,337,382</u>	<u>-</u>	<u>1,337,382</u>
<b>Total net assets</b>	<b><u>5,122,386</u></b>	<b><u>3,173,174</u></b>	<b><u>8,295,560</u></b>
<b>Total liabilities and net assets</b>	<b><u>\$ 5,266,097</u></b>	<b><u>\$ 3,173,174</u></b>	<b><u>\$ 8,439,271</u></b>

**BALTIMORE YEARLY MEETING OF THE RELIGIOUS SOCIETY OF FRIENDS, INC.  
AND AFFILIATE**

**CONSOLIDATING STATEMENT OF ACTIVITIES**

**Year ended December 31, 2023**

	Yearly Meeting	Miles White Beneficial Society	Eliminations	Consolidated
<b>REVENUES AND SUPPORT</b>				
Summer camp revenue	\$1,412,882	\$ -	\$ -	\$1,412,882
Contributions and grants	692,284	-	-	692,284
Apportionments	504,171	-	-	504,171
Annual session revenue	62,599	-	-	62,599
Youth and other program revenue	29,078	-	-	29,078
Other revenue	30,762	410	-	31,172
<b>Total revenues and support</b>	<u>2,731,776</u>	<u>410</u>	<u>-</u>	<u>2,732,186</u>
<b>EXPENSES</b>				
Program services				
Summer camp	1,788,839	-	-	1,788,839
Annual session	69,930	-	-	69,930
Other programs	337,943	209,698	-	547,641
<b>Total program services</b>	<u>2,196,712</u>	<u>209,698</u>	<u>-</u>	<u>2,406,410</u>
Supporting services				
Administration	498,978	11,989	-	510,967
Fundraising	83,642	-	-	83,642
<b>Total supporting services</b>	<u>582,620</u>	<u>11,989</u>	<u>-</u>	<u>594,609</u>
<b>Total expenses</b>	<u>2,779,332</u>	<u>221,687</u>	<u>-</u>	<u>3,001,019</u>
<b>CHANGE IN NET ASSETS BEFORE OTHER CHANGES</b>	(47,556)	(221,277)	-	(268,833)
<b>OTHER CHANGES</b>				
Investment income	300,781	729,069	-	1,029,850
<b>CHANGE IN NET ASSETS</b>	253,225	507,792	-	761,017
<b>NET ASSETS</b>				
Beginning of year	4,869,161	2,665,382	-	7,534,543
<b>End of year</b>	<u>\$5,122,386</u>	<u>\$3,173,174</u>	<u>\$ -</u>	<u>\$8,295,560</u>

**BALTIMORE YEARLY MEETING OF THE RELIGIOUS SOCIETY OF FRIENDS, INC.  
AND AFFILIATE**

**STATEMENT OF ACTIVITIES - YEARLY MEETING ONLY**

**Year ended December 31, 2023**

	Without Donor Restrictions			With Donor Restrictions	Total
	Operating	Designated	Property and Equipment		
<b>REVENUES AND SUPPORT</b>					
Summer camp revenue	\$1,412,882	\$ -	\$ -	\$ -	\$1,412,882
Contributions and grants	360,731	-	-	331,553	692,284
Apportionments	504,171	-	-	-	504,171
Annual session revenue	62,599	-	-	-	62,599
Youth and other program revenue	29,078	-	-	-	29,078
Other revenue	30,762	-	-	-	30,762
Net assets released from restrictions/designations	3,730	(89,010)	201,859	(116,579)	-
<b>Total revenues and support</b>	<b>2,403,953</b>	<b>(89,010)</b>	<b>201,859</b>	<b>214,974</b>	<b>2,731,776</b>
<b>EXPENSES</b>					
Program services					
Summer camp	1,634,194	-	154,645	-	1,788,839
Annual session	69,930	-	-	-	69,930
Other programs	337,943	-	-	-	337,943
<b>Total program services</b>	<b>2,042,067</b>	<b>-</b>	<b>154,645</b>	<b>-</b>	<b>2,196,712</b>
Supporting services					
Administration	488,023	-	10,955	-	498,978
Fundraising	83,642	-	-	-	83,642
<b>Total supporting services</b>	<b>571,665</b>	<b>-</b>	<b>10,955</b>	<b>-</b>	<b>582,620</b>
<b>Total expenses</b>	<b>2,613,732</b>	<b>-</b>	<b>165,600</b>	<b>-</b>	<b>2,779,332</b>
<b>CHANGE IN NET ASSETS BEFORE OTHER CHANGES</b>	<b>(209,779)</b>	<b>(89,010)</b>	<b>36,259</b>	<b>214,974</b>	<b>(47,556)</b>
<b>OTHER CHANGES</b>					
Investment income	136,108	31,142	-	133,531	300,781
<b>CHANGE IN NET ASSETS</b>	<b>(73,671)</b>	<b>(57,868)</b>	<b>36,259</b>	<b>348,505</b>	<b>253,225</b>
<b>NET ASSETS</b>					
Beginning of year	1,116,872	77,427	2,685,985	988,677	4,869,161
End of year	\$1,043,201	\$ 19,559	\$2,722,244	\$1,337,382	\$5,122,386

## 2025 Apportionment Amounts

2025 BYM Budget Year Plan of Apportionment—Based on Reported 2023 Income

	2023	2024	2025
Little Falls	\$5,867	\$5,553	\$5,553
Mattaponi	\$888	\$826	\$826
Maury River	\$3,677	\$3,737	\$4,593
Menallen	\$1,800	\$2,414	\$2,414
Midlothian	\$1,680	\$1,200	\$1,200
Monongalia	\$1,988	\$1,669	\$1,500
Nottingham	\$3,400	\$3,400	\$1,495
Patapsco	\$5,244	\$12,162	\$8,753
Patuxent	\$6,741	\$6,558	\$6,558
Pipe Creek	\$1,325	\$1,325	\$1,325
Richmond	\$23,660	\$32,650	\$32,643
Roanoke / Lynchburg	\$8,989	\$10,019	\$9,435
Sandy Spring	\$55,962	\$69,980	\$59,816
Shepherdstown	\$2,787	\$3,386	\$3,386
State College	\$2,286	\$5,000	\$5,000
Valley and Augusta	\$5,514	\$3,124	\$3,124
Warrington	\$985	\$800	\$800
Williamsburg / Norfolk	\$1,000	\$0	\$0
York	\$4,558	\$4,402	\$4,039
<b>TOTALS</b>	<b>\$520,545</b>	<b>\$562,353</b>	<b>\$543,983</b>
<p>Numbers represent the estimated, proposed plan of apportionment developed by Stewardship &amp; Finance based on Apportionment Questionnaires. Does not reflect actual apportionment received or adjustments requested by individual Meetings.</p>			

# Selected Historic Minutes of BYM

The following minutes are selected, 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 (#). For a longer list of notable minutes, please see the 2021 BYM Yearbook.

## Yearly Meeting Business

- 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).
- 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).
- 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).
- 1988 The Faith & Practice of Baltimore Yearly Meeting of the Religious Society of Friends was approved (YM, pp20-21, # 8).



- 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).
- 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).
- 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 BYM representatives to Friends United Meeting reported serious concerns about the current direction of the FUM Board (YM, pp68-73, #21).
- 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).
- 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 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).
  
- 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).
  
- 2016 There was approval of a revision to the Vision Statement. (YM, p121, #79).
  
- 2017 There was approval for a new Apportionment Formula. (YM, p203, #46)
  
- 2024 Friends approved the request of Sandy Spring Friends School to no longer have school board members appointed directly by BYM (IM, #8)

## Committees & Programs

- 1974 Non-Friends may serve on a Yearly Meeting Committee if recommended by their Monthly Meeting (YM, p7, #26).
  
- 1985 The Spiritual Formation program was set up under the Nurture and Recognition of Ministry (YM, p21, #68).
  
- 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).

- 1993 A request to set up an Ad-Hoc Committee on Lesbian, Gay, and Bisexual Concerns was approved (YM, 49, #58).
- 2015 There was approval for creating the ad hoc Growing Diverse Leadership Evolution Committee. (YM, p150, #78).
- 2016 The Camp Diversity Working Group was renamed the Strengthening Transformative Relationships in Diverse Environments (STRIDE) Working Group. (IM, p47, #10).
- 2017 There was the formation of the Working Group on Refugees, Immigrants, and Sanctuary. (IM, p90, #30)
- 2018 There was approval for the formation of the Civil and Human Rights of Transgender and Non-Binary People Working Group under the care of the Peace and Social Concerns Committee. (YM, p181, #74)
- 2019 There was approval for creation of the Growing Diverse Leadership Committee as a standing committee of the Yearly Meeting. (IM, p48, #11)

## Monthly Meetings

- 1971 Bethesda was welcomed as a new Monthly Meeting (YM, p3, #5).
- 1973 Welcome to our new Meeting, Gettysburg Monthly Meeting, Pipe Creek and Gunpowder Meetings are part of both FUM and FGC (YM, p1).

- 1975 Centre Monthly Meeting asked to be laid down. They have no property or burial ground. This was approved (YM, p3, #15).
- 1980 There is a new worship group in Frederick MD (YM, p15, #61).
- 1981 The Clerk recognized several new Meeting groups: Williamsburg Worship Group, Reston Preparative, Patuxent Allowed, Frederick Worship Group, and Frostburg (YM, p20, #59).
- 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).
- 1988 Warrington Quarter recommended that Carlisle Preparative Meeting become a Monthly Meeting. This was approved (YM, p31, # 13).
- 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).
- 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).
- 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.

- 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).
- 2002 There was approval that Patapsco Friends Meeting become a full Monthly Meeting (YM, p48, #40).
- 2010 Dunnings Creek Meeting and Fishertown Meeting are reunited after many decades of separation (IM, p44, #04).
- 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).
- 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).

## Property & Real Estate

- 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).

- 1992 The purchase of “The Quaker Camp at Shiloh” was approved (RM, pp6-7, #46).
- 1994 The transfer of ownership of Catoctin Quaker Camp to Baltimore Yearly Meeting was approved (YM, pp54-55, #54).
- 2017 There was approval for moving forward with the construction of a new bathhouse at Catoctin Quaker Camp and the needed changes to the 2017 budget. (IM, p22, #60)
- 2023 Friends approved BYM Trustees to sign a forty-year lease with the Rolling Ridge Conservancy, to secure a new home for Opequon Quaker Camp (IM, #22)

## Staffing

- 1979 Thomas Jeavons was introduced as the new Executive Secretary of Baltimore Yearly Meeting. (YM, pp4, #14).
- 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).
- 2015 The resignation of Robert “Riley” Robinson as the General Secretary of Baltimore Yearly Meeting was announced. (IM, p85, #30).
- 2015 Robert J. “Bob” Rhudy was introduced as the Interim General Secretary. (YM, p125, #21).

- 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).
- 2017 There was approval for creating the staff positions of Associate General Secretary and Administrative Assistant and removing the position of Administration Manager. (IM, p125, #55)
- 2019 There was approval for a full-time STRIDE Coordinator position on the Yearly Meeting staff, (IM, p48, #11)
- 2020 The positions of Comptroller, Administrative Assistant, and Associate General Secretary were eliminated due to financial constraints.
- 2021 Sarah Gillooly was introduced as the new General Secretary (YM, p. 132, #40) Peace 1968 Statement Regarding the Selective Service System (YM, #22).

## Peace

- 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).
- 1973 Minute on Amnesty was approved (YM, p6). 1972 Young Friends minute supporting non-payment of taxes that go for war related purposes (YM, p15, #67).
- 1975 Friends approved a minute opposing the sale of military arms (YM, p17, #100)

- 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).
- 1978 Friends approved a minute brought by the Peace Committee on compulsory national service (YM, 11, #51).
- 1988 A minute on gun-control was presented by the Social Concerns Committee and approved (YM, p16, #6).
- 2024 Palestine Minutes #1 (IM, #17) The Meeting approved a minute calling for a ceasefire in the war between Israel and Palestine.
- 2024 Palestine Minute #2 (YM, #49) Approval was given for a minute calling on the U.S. Government to immediately halt military support for the Israeli assault on Gaza.

## Justice & Social Concern

- 1972 Minute on Racism approved (YM, p17, #72).
- 1973 The Meeting approved a minute from Young Friends on Sexuality (YM, pp16-17).
- 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).



- 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).
- 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).
- 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).
- 1983 The Meeting approved a minute on asylum and refuge for illegal immigrants (YM, pp20-21, #68).
- 1985 The Meeting approved a minute brought forth by the Social Order Committee concerning Apartheid (YM, p18, #52).
- 1987 The Social Concerns Committee presented a minute on the death penalty. This was approved (YM, p17, #62).
- 1988 The Social Concerns Committee presented a minute concerning the appointment of homosexuals by Friends United Meeting. This was approved (YM, pp21-22, #9).

- 1990 A minute on Human Rights in Kenya was approved (YM, p52, #72).
- 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).
- 1996 Friends approved a minute opposing the death penalty (YM, p66, #74).
- 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 Virginia Half-Year's Meeting presented a minute concerning Equality of Marriage Rights (YM, p28, #23).
- 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).
- 2002 Young Friends presented a minute that they had approved that the Yearly Meeting should embrace same-sex marriages (YM, p44, #29).

- 2002 A minute on Restorative Justice was approved by Friends (YM, pp58-59, #51).
- 2004 Friends approved a minute on the Israeli-Palestinian Conflict (YM, pp78-80, #61).
- 2005 A Minute against the Federal Marriage Amendment was approved (IM, pp50-51, #14).
- 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 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)
- 2012 The Indian Affairs Committee brought forth a minute repudiating the Doctrine of Discovery. This was approved. (YM, p91, #43).
- 2014 The Working Group on Racism brought forth a minute on punishment of offenders. This was approved. (YM, p99, #46).
- 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 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)

- 2017 There was approval for a Minute in Solidarity with the Standing Rock Sioux Tribe. (IM, p20, #52)
  
- 2017 There was approval for signing an open letter to Donald Trump calling for reconsideration of plans to nullify Deferred Action for Childhood Arrivals. (IM, p58, #8)
  
- 2018 There was approval for a Minute on the Civil and Human Rights of Transgender People. (IM, p128, #27)
  
- 2018 There was approval of a Minute on Immigration (IM, p14, #44)
  
- 2019 There was approval of a letter to President Donald Trump regarding a proposed policy on transgender people in the military. (IM, p46, #4)
  
- 2019 There was approval of a Declaration of Baltimore Yearly Meeting as an Anti-Racist Faith Community. (YM, p128, #72)
  
- 2024 A minute on reproductive justice was approved by the Meeting (IM, #25)
  
- 2024 A proposal by the Indigenous Affairs Committee to make \$20,000 in reparations payments to the Pawnee Nation was approved (YM, #25)

# MANUAL OF PROCEDURE

*Updated Through August 2024*

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## The Spiritual Basis for Unity

*(Adapted from the Report of August 1964)*

The Committees appointed by the two Baltimore Yearly Meetings to study together the question of what in our religious experience would justify the union of the Yearly Meetings see that much spiritual basis for unity now exists among us. This is evident in the uniting of a number of local Meetings, so that at present almost half the membership of the two Yearly Meetings is in united Meetings; in our [adult] Young Friends movement; in the joint work of our committees; in our cooperative efforts of many kinds; and in many shared experiences of worship. All these joint activities obviously would not exist without some measure of unity of spirit.

Our Yearly Meeting has a wide, rich, and diverse heritage, chiefly from historic Christianity interpreted by Quakerism. We not only tolerate diversity, we encourage and cherish it. In every local Meeting we struggle, usually patiently,

with the problems that arise from our divergent convictions; and we usually find ourselves richer for our differences. In most if not all of our Monthly Meetings will be found, successfully coexisting, persons as far apart in religious vocabulary and practice as there are anywhere in the Yearly Meeting. Yet these Friends worship together every Sunday, and share nourishment for their spiritual life. Such association is beneficial and even necessary.

Friends in our Yearly Meeting are clear on certain principles which are so basic and essential that we tend to take them for granted and forget that they are essential, and probably the only essentials. We all are clear that religion is a matter of inward, immediate experience. We all acknowledge the guidance of the Inner Light—the Christ within—God’s direct, continuing revelation. All our insights are subject to testing by the insight of the group, by history and tradition, and by the Bible and the whole literature of religion. All the Meetings for Worship of our Monthly Meetings aspire to openness to God’s communication directly with every person. Worship is primarily on the basis of expectant waiting upon the Spirit, a communion with God in which mediators or symbols are not necessary. We are all clear that faith is directly expressed in our daily living. We all seek to move towards goals of human welfare, equality, and peace.

We have a profound, often-tested, durable respect for individuals’ affirmation of their own religious experience which must be judged not only by their words but also by the lives they lead. From the stimulus of dissimilarity new insights often arise. Friends must each, as always, work out their own understanding of religion; and each Monthly Meeting must, as always, fit its practice to its own situation and the needs of its members.

## **I. Introduction**

The purpose of this Manual is to provide a basis for the good order of the Religious Society of Friends within Baltimore Yearly Meeting by describing the following:

its relations to other Friends’ bodies;  
the committee, officer, or staff person the Yearly Meeting has designated to carry out certain tasks;

the parameters within which the committee, officer, or staff person should function;  
whether recommendations from the committee, officer, or staff person should ultimately go to Annual Session, to Interim Meeting, or elsewhere;  
and  
the rationale for the process or method.

Changes that alter the meaning of this manual (substantive changes) are approved by Yearly Meeting in Session as described in article X of this Manual.

This Manual is designed to assist the Yearly Meeting community to handle matters which are entrusted to it.

## **II. Structure of Baltimore Yearly Meeting of the Religious Society of Friends**

Baltimore Yearly Meeting of the Religious Society of Friends is an organization of the members of its constituent Monthly Meetings. The privileges and responsibilities of attendance at and participation in the sessions of Yearly Meeting and of service on its committees are open to all members of the Yearly Meeting.

Intermediate between Monthly Meetings and the Yearly Meeting there have customarily been bodies such as Quarterly Meetings and Half-Yearly Meetings. Throughout this Manual of Procedure the term “Quarterly Meeting(s)” will be used to refer to all such intermediate bodies whether meeting quarterly or in some other pattern.

The Yearly Meeting appoints officers and committees necessary to carry out its concerns effectively. The constitution and duties of the usual committees are provided for in this Manual, but nothing stated below is to be construed as requiring the Yearly Meeting to continue any committee beyond the period of its usefulness or as forbidding the establishment of other organs.

## Sessions

The Yearly Meeting meets at least once a year, at an appointed time and place and for a stated length of time.

## Functions

The functions of the Yearly Meeting are:

to hear reports from Quarterly Meetings, Monthly Meetings, and the organs established by the Yearly Meeting, and to take action upon these as appropriate.

to consider and to implement as proper the concerns of groups or of individual Friends.

to nurture an atmosphere within the Society conducive to the strengthening of the spiritual life of Friends and of the Quarterly and Monthly Meetings, and to the wider dissemination of the principles and testimonies of the Religious Society of Friends.

to receive and to dispatch epistles from and to other groups of Friends, to accept the minutes of visiting Friends, and to prepare or endorse minutes for its members desirous of visiting among Friends outside the Yearly Meeting.

to make provision for participation in the work of wider Friends' organizations.

to approve a budget and to make apportionments thereof to the Monthly Meetings.

to maintain a central file of information concerning the affairs of the Society within the area of the Yearly Meeting for the use of committees or of individuals in the furtherance of the activities of the Yearly Meeting.

to perform such other functions as from time to time shall appear proper to the carrying out of the activities of the Yearly Meeting.

## Officers

The Presiding Clerk of Yearly Meeting, Recording Clerk of Yearly Meeting, Clerk of Interim Meeting, and Recording Clerk of Interim Meeting are selected from members of Baltimore Yearly Meeting. They are appointed by the Yearly Meeting after nomination by the Interim Meeting and take office at the end of the Yearly



Meeting Annual Session at which they are appointed, to serve for terms of two years, or until their successors are appointed. No officer should serve more than six consecutive years in a particular office.

### **Presiding Clerk of Yearly Meeting**

The Presiding Clerk serves as Clerk of all business Meetings of the Yearly Meeting and acts as Convener when special sessions are required. The Clerk attends Interim Meeting, and serves as an alternate to the Clerk of Interim Meeting. The Clerk also serves as a member of the Supervisory Committee, the Program Committee, the Trustees, and, in accordance with the provisions of Friends General Conference, is a member of the Central Committee of that body. Annually, the Clerk nominates and the Annual Session approves an ad hoc Epistle Committee to draft a general epistle to other Friends groups for the Yearly Meeting's review and approval. Reading Clerks are appointed by the Presiding Clerk as needed at Annual Session. The Clerk reports to each regular session of the Interim Meeting on activities as Clerk during the intervening period.

A retiring Clerk continues to attend Interim Meeting for one year.

The Presiding Clerk and all former Presiding Clerks may be invited by a Quarterly or Monthly Meeting to serve as Listeners to help the Meeting find clearness on a particular concern, use Quaker process more effectively, and make better use of the resources of the Yearly Meeting. Any one or more of the Clerks may be asked to initiate this process.

### **Clerk of Interim Meeting**

The Clerk of Interim Meeting convenes and guides the sessions of that Meeting, serves as an alternate to the Presiding Clerk of Yearly Meeting, serves on the Supervisory Committee, and may clerk that Committee. The Clerk of Interim Meeting receives and expends the funds of the Yearly Meeting as directed whenever neither the Treasurer nor the Assistant Treasurer is able to do so.

### **Recording Clerks**

The Recording Clerk of Yearly Meeting provides for the orderly recording of the proceedings of the sessions of the Yearly Meeting and serves as an alternate to the Recording Clerk of Interim Meeting.

The Recording Clerk of Interim Meeting provides for the orderly recording of the proceedings of that Meeting and shares the work of recording the proceedings of Yearly Meeting sessions.

Assistants to these officers may be appointed when deemed necessary.

### **Treasurers**

The Treasurer and Assistant Treasurer are selected from among the members of Baltimore Yearly Meeting. They are nominated to the Yearly Meeting by the Interim Meeting and, when appointed by the Yearly Meeting in session, serve beginning January 1 (the beginning of the Yearly Meeting's fiscal year) following the close of the Annual Session at which appointed, for terms of two years, or until their successors are appointed and qualified. As with other officers, it is preferred that the Treasurer and Assistant Treasurer serve no more than six consecutive years in a particular office. The Treasurer and Assistant Treasurer serve ex-officio as members of the Stewardship and Finance Committee.

The Treasurer monitors and expends the funds of the Yearly Meeting as directed, and maintains financial records and books as directed by the Stewardship and Finance Committee, setting forth the financial conditions and resources of the Yearly Meeting. The Treasurer attends Interim Meeting, and serves as an ex-officio member of the Trustees and the Supervisory Committee.

The Assistant Treasurer is expected to become familiar with the procedures of the Treasurer, assist the Treasurer and, whenever the Treasurer is unable to serve, serve as Treasurer. The Assistant Treasurer attends Interim Meeting.

### **Trustees**

The Trustees, like other committees of the Meeting, are selected by the Meeting and are expected to act for the whole Meeting in carrying out their responsibilities under the law. Thus, while Trustees must be conscious of their fiduciary obligation to preserve the assets of the Meeting, they must also be continuously sensitive to the spirit of the Meeting and its wish to fulfill the social testimonies of the Society of Friends. The Meeting, in turn, should be sensitive to the legal responsibilities of trustees which can, in certain circumstances, make them personally liable for actions taken in the name of the Meeting.

Trustees and other financial officers should seek to be as responsive as possible, within the limits of legally imposed restrictions, to the considered judgment of the whole Meeting on matters of policy.

*Faith and Practice, 1988, Appendix I, 2b*

The Yearly Meeting appoints generally nine (but no fewer than four) Trustees in accordance with its corporate charter. Each Trustee shall be a member of a constituent Monthly Meeting. There are at present nine Trustees: the current Presiding Clerk and Treasurer of the Yearly Meeting plus seven persons nominated by the Nominating Committee and appointed by the Yearly Meeting to serve for terms of three years, with the possibility of re-appointment for a second three-year term. A Trustee's term begins at the close of the Yearly Meeting or Interim Meeting Session at which they are appointed and ends at the close of the Annual Session during which their term ends. Normally one of these seven is from each Quarterly Meeting within the Yearly Meeting. The Trustees may not co-opt additional members.

The Trustees are the body authorized to act as the governing body of the Yearly Meeting with respect to legal matters. Either the Clerk of Trustees or Treasurer signs for the Yearly Meeting on forms, such as tax returns, to be filed with governmental entities. Trustees are responsible for obtaining and holding the title to real property owned by the Yearly Meeting, such as burying grounds and camps. Trustees arrange for investing the funds of the Yearly Meeting and, following the policy outlined in *Faith and Practice, 1988, Appendix I, 3*, Trustees ensure restricted funds are managed in accordance with intentions of the original donors. The Trustees arrange for a certified public accountant to audit the Yearly Meeting's books and records in accordance with Yearly Meeting policy, and receive and review the auditor's report (currently, an audit is done annually). To accomplish this, the Trustees meet at least annually and report annually to the Yearly Meeting.

Baltimore Yearly Meeting has adopted policies that govern the Trustees. These policies include the Whistleblower (Appendix B to this Manual), Conflict of Interest (Appendix C to this Manual), and Youth Safety (Appendix D to this Manual) Policies. Trustee review reinforces the Yearly Meeting's intention that all committee members and corporate practices uphold these policies.

It is the policy of Baltimore Yearly Meeting that the Trustees will keep contemporaneous minutes of all meetings. These minutes are to be sent to the Yearly Meeting Office in a timely fashion for retention.

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

The Clerk, or another designated Trustee, serves as a member of the Camp Property Management Committee. The Clerk, or another designated Trustee, serves as a member of the Development Committee.

### **III. Interim Meeting**

All members of Baltimore Yearly Meeting are members of Interim Meeting and are welcome to attend its meetings. Interim Meeting acts for the Yearly Meeting in the intervals between its sessions. It meets at least three times a year and on call as necessary.

In order to assure wide participation in Interim Meeting, each Monthly Meeting in the Yearly Meeting is requested to appoint one person to attend Interim Meetings. Ordinarily, no one serves consecutively as Monthly Meeting appointee for more than six years.

Others expected to participate in Interim Meeting are:

the officers of the Yearly Meeting: the Presiding Clerk, the retiring Presiding Clerk (for one year following retirement), the Recording Clerk, the Treasurer and the Assistant Treasurer. The Presiding Clerk of Yearly Meeting serves as an alternate to the Clerk of Interim Meeting and the Recording Clerk of Yearly Meeting serves as an alternate to the Recording Clerk of Interim Meeting.

the Clerk and the Recording Clerk of Interim Meeting.

the clerks selected by each of the standing administrative and functional committees of the Yearly Meeting including the clerk of Trustees and the Clerks of Baltimore Yearly Meeting Young Friends Nuts and Bolts Committee and Young Adult Friends.

Friends selected to serve on the Search Committee of Interim Meeting and on the Supervisory Committee.

The functions of Interim Meeting are:

to consider recommendations from standing committees and working groups as needed between Annual Sessions.

to define staffing needs, set staff compensation policies, and be the employer of record. Interim Meeting selects, employs, and defines the responsibilities of the General Secretary.

to nominate for approval of Yearly Meeting in session persons to serve as Presiding Clerk, Recording Clerk, Clerk of Interim Meeting, Recording Clerk of Interim Meeting, Treasurer, Assistant Treasurer, members of the Supervisory Committee, and members of the Nominating Committee.

to appoint from the floor a Naming Committee of two Friends to nominate Friends for appointment to fill the vacancies on the Search Committee.

to fill vacancies among Yearly Meeting or Interim Meeting officers, or on the Supervisory Committee or the Nominating Committee, when such occur between sessions of the Yearly Meeting.

to conduct necessary correspondence in the name of the Yearly Meeting between sessions.

to make sure that adjustments are made in the number of trustees of any corporation to comply with legal requirements.

to re-examine the function and structure of any Yearly Meeting committee when necessary and make appropriate recommendations to

the Yearly Meeting to enable the committee to carry out the concerns placed upon it.

to consider proposed changes in the Manual of Procedure, report on its actions to those who initiated the proposal, and forward changes to the Yearly Meeting as approved.

to carry out such other responsibilities as the Yearly Meeting may refer to it.

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 Naming Committee is appointed. The Committee usually presents its recommendations to Interim Meeting on Summer Yearly Meeting Day. The Naming Committee will only nominate Friends to the Search Committee who will not concurrently serve on another standing committee of the Yearly Meeting or Interim Meeting. At any time the Committee may present to Interim Meeting nominations to fill vacancies on the Search Committee which occur during the year.

## Committees of Interim Meeting

### **Search Committee**

The Search Committee is composed of six persons, two appointed each year to serve a three-year term. They are nominated by an ad hoc Naming Committee and appointed by Interim Meeting. Their service begins immediately after the Annual Session of Baltimore Yearly Meeting. Search Committee members attend Interim Meeting. No person may serve for more than six consecutive years. The Committee may not co-opt additional members.

The Search Committee nominates persons to serve as Presiding Clerk, Recording Clerk, Clerk of Interim Meeting, Recording Clerk of Interim Meeting, Treasurer, Assistant Treasurer, members of the Supervisory Committee, and members of the Nominating Committee. In order to fill these positions with Friends well qualified to best serve the Yearly Meeting, the committee not only strives to consider each individual's experience and spiritual gifts, but also strives to draw these gifted Friends from diverse age groups, genders, racial identities, ethnicities, and geographical regions. These nominations are proposed to Interim Meeting and, if

approved, are forwarded to the Yearly Meeting. The Search Committee usually presents these nominations on behalf of Interim Meeting at Annual Session.

The Search Committee usually reports to Interim Meeting on Summer Yearly Meeting Day. If the Search Committee is able to fill any remaining vacancies after Summer Yearly Meeting Day, it may bring these nominations directly to the Yearly Meeting sessions. At any time the Committee may present to Interim Meeting nominations to fill vacancies which occur during the year.

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

### **Supervisory Committee**

The Supervisory Committee is composed of the Clerk of Interim Meeting, the Presiding Clerk, the Treasurer of the Yearly Meeting, and four additional members of the Yearly Meeting nominated by the Interim Meeting for appointment by the Yearly Meeting. The Committee may not co-opt additional members. The Supervisory Committee is clerked by the Clerk of Interim Meeting or one of the four appointed members.

The four persons appointed by the Yearly Meeting also attend Interim Meeting. Two of these members are appointed annually for terms of two years. Generally, none of the members may serve on the Supervisory Committee for more than six consecutive years. An individual may again be appointed after a one-year break in service. Terms begin at the end of the Yearly Meeting sessions at which the appointment is made.

The General Secretary is responsible to this committee, specifically to its Clerk. The Committee as a whole guides and supports the work of the General Secretary. The Supervisory Committee writes a position description for the General Secretary to be approved by the Interim Meeting. The Supervisory Committee also ensures the support and nourishment of the staff.

The Supervisory Committee creates, reviews and updates written personnel policies. Supervisory Committee approves written position descriptions of all office staff. The Committee may delegate writing position descriptions to the

General Secretary who will consult with appropriate committees and Supervisory Committee. Position descriptions changes that would affect the Yearly Meeting budget need the approval of the Interim Meeting.

The Supervisory Committee recommends staff compensation policies to Interim Meeting, annually sets specific compensation levels for individual staff, annually reports compensation totals in aggregate form to Interim Meeting, and provides guidance to the General Secretary in the employment of staff.

The Committee will review and remain familiar with the content of the Youth Safety Policy (Appendix D to this Manual) in order to ensure that the practices of the Committee reflect the guidelines adopted to promote the safety of our youth and youth workers. The Committee will ensure that any necessary staff and volunteer training is provided and that programs and events are carried out in compliance with policy guidelines.

The Supervisory Committee also oversees the maintenance of the office property and grounds and the acquisition and maintenance of office equipment and any other fixed assets. Authority for the expenditure of funds for normal maintenance up to a stated dollar amount may be delegated to the General Secretary.

The Supervisory Committee annually provides budget recommendations to the Stewardship and Finance Committee for office staff salaries and benefits and for the maintenance of building, equipment, and grounds. As appropriate, the Supervisory Committee will inform the Stewardship and Finance Committee of needed adjustments to the budget.

In addition, this Committee carries out such duties as the Interim Meeting specifically assigns to it, and, between meetings of the Interim Meeting, may act upon urgent matters not involving policy nor of such importance as to justify a special session of the Interim Meeting. When acting upon urgent matters between meetings of Interim Meeting, the Committee will confer with standing committees of the Yearly Meeting that hold a concern for the subject matter being considered and will make decisions with direct involvement of those committees. All such actions are to be reported to the Interim Meeting at its next session.



## **IV. Staff**

Interim Meeting selects, employs, and defines the responsibilities of the General Secretary. The General Secretary, with the guidance of the Supervisory Committee, may employ such staff as allowed in the budget approved by the Yearly Meeting in session. The Camp Directors, with the guidance of the Camping Program Committee, employ such staff as the budgets for the various camping programs allow.

Other Committees of the Yearly Meeting desiring staff need to develop a proposal and present it to Interim Meeting for approval. The proposal must include at least the following: 1) job description; 2) the Committee to which the staff is to report; 3) budget and compensation.

After approval of the proposal, the Committee interviews candidates and makes a recommendation to the General Secretary, who employs and directs the staff in accord with the proposal and general Yearly Meeting personnel policy. Interim Meeting may require Committees employing or directing staff to coordinate personnel policies.

## **V. Committees of the Yearly Meeting**

The Yearly Meeting establishes committees for the carrying out of its purposes. All committees are expected to meet at least once annually, either in person or using modern technology such as voice- or video-teleconferencing and are expected to report annually. Each committee reports both on its activities and on those matters that are seen as needing attention, with some analysis of the health of the committee. If a committee sees no way in which it can carry out the concerns placed upon it, its members should request the Interim Meeting to re-examine the function and structure of the committee and make appropriate recommendations to the Yearly Meeting. Failure of a committee to report is also an indication that a review process is needed.

Baltimore Yearly Meeting has adopted policies that govern all committees. These policies include Whistleblower (Appendix B to this Manual), Conflict of Interest (Appendix C to this Manual), and Youth Safety (Appendix D to this Manual)

Policies. Committee review reinforces the Yearly Meeting's intention that all committee members and corporate practices uphold these policies.

It is the policy of Baltimore Yearly Meeting that all committees acting on its behalf, including standing and ad hoc committees, will keep contemporaneous minutes of all committee meetings. These minutes are expected to be sent to the Yearly Meeting Office in a timely fashion for retention.

Concerned individuals desiring to establish a new committee or ad hoc committee take their idea to Interim Meeting, either themselves directly, through their Monthly Meeting(s), or through an appropriate committee if one already exists. If, after due consideration, there is approval, Interim Meeting recommends to the Yearly Meeting that such a committee or ad hoc committee be established. If the Yearly Meeting approves, the committee or ad hoc committee is established.

Any report, action, or statement of a committee is to be approved in the manner of Friends at a meeting of the committee of which all the members of the committee were given reasonable notice.

Unless otherwise provided, nominations of persons to serve on the committees of the Yearly Meeting are made by the Nominating Committee. Nominations of persons to serve on the Nominating Committee, however, are made by the Interim Meeting. In general, Friends are expected to attempt to serve the Yearly Meeting on no more than one standing Committee at a time. However, the nomination of a particularly well qualified Friend as a representative to an outside body or as a member of an ad hoc Committee, after the Nominating Committee has given due consideration to other qualified Friends, is permitted. Nothing in this Manual is to be interpreted as barring any Friend from serving in a specific capacity when special circumstances warrant.

All appointments to committees are made by the Yearly Meeting in session, except that Interim Meeting may make appointments to fill vacancies or to meet other requirements arising between Yearly Meeting sessions.

The Yearly Meeting has a responsibility to reject unsuitable names as well as to approve those found acceptable.

Unless other terms are set, approximately one-third of the membership of each committee is appointed annually for terms of three years, such terms to begin at the end of the Yearly Meeting sessions at which the appointments are made. Generally, no one may serve on the same committee for more than six consecutive years, nor is it customary that Friends serve the Yearly Meeting on more than one standing committee at a time. An individual may again be appointed after a one-year break in service.

Any committee, except the Nominating Committee, may co-opt a limited number of Friends for membership for a period not extending beyond the following sessions of Yearly Meeting. Committees may invite other persons, Friends or non-Friends, to serve in a consultative capacity without becoming members of the committee.

Unless otherwise provided, each committee selects its own clerk. Committee clerks are selected from the members of Baltimore Yearly Meeting. Committees are encouraged to make careful provision for their ongoing work by selecting clerks in good time. Committee clerks usually take office at the close of Yearly Meeting's Annual Session, to serve for the coming year. Since it is usually desirable that a clerk have some experience with the particular committee before becoming its clerk, committees may, prior to Yearly Meeting sessions, provide for selecting a prospective clerk from among their continuing members. Committees report the names of their clerks while the Yearly Meeting is still in session. Committee clerks attend Interim Meeting or delegate another member of the committee to attend.

Meetings of all Yearly Meeting committees, except the Nominating Committee, are open to all Friends. However, any committee reviewing sensitive matters may hold an executive session.

Yearly Meeting committees are empowered to raise or accept monies only with the prior approval of the Interim Meeting or the Yearly Meeting in session.

All administrative committees report their recommendations to the Yearly Meeting or to the Interim Meeting for approval, unless authority has previously been given to such committees to act on their own proposals.

Functional Committees may act and issue statements on behalf of the Yearly Meeting:

when such actions or statements have the prior approval of the Yearly Meeting or the Interim Meeting.

when such actions or statements are clearly in accord with the policy of the Yearly Meeting as enunciated in its minutes or adopted statements.

Other actions or statements not meeting these qualifications will be clearly identified as being the actions or statements of the committee issuing them and not of the Yearly Meeting.

It is the duty of the functional committees from time to time, as the occasion demands, and with the approval of the committee members, to prepare position papers on matters of current interest and concern within their fields of interest and to present these position papers before the Yearly Meeting or the Interim Meeting for approval. If possible, these papers will be distributed to members of the Yearly Meeting along with Yearly Meeting committee reports prior to Yearly Meeting sessions at which they will be considered. These papers, as adopted by the Yearly Meeting, will then form the main part of the background of policy on the basis of which the functional committee may act on behalf of the Yearly Meeting.

The scope of authority possessed by an ad hoc committee is to be included in the charge to the committee; if not included, the committee is governed by the above provisions depending upon whether it is primarily of an administrative or functional character.

As a general practice, the Nominating Committee does not nominate members of an ad hoc committee or working group; the members select themselves. The names of members and the dates of establishment of ad hoc committees and working groups are listed in the Yearbook after committee rosters.

When an ad hoc committee is established, a time limit is set for its duration. At the end of that time, a decision is made by the Yearly Meeting as to whether the ad hoc committee is to be continued for another specified period of time, made a standing committee, or laid down. If no decision is made by the Yearly Meeting, the ad hoc committee automatically is laid down when the time limit expires.

Any other groups recognized by the Yearly Meeting which are not standing committees or ad hoc committees are either special groups or working groups. As provided in Section VI below, the former groups report to the Yearly Meeting, the latter to a sponsoring committee of the Yearly Meeting.

The Committees of Baltimore Yearly Meeting are:

### **Administrative Committees**

Camp Property Management Committee  
Faith and Practice Committee  
Manual of Procedure Committee  
Nominating Committee  
Program Committee  
Stewardship and Finance Committee

### **Functional Committees**

Advancement and Outreach Committee  
Camping Program Committee  
Development Committee  
Educational Grants Committee  
Growing Diverse Leadership Committee  
Indigenous Affairs Committee  
Ministry and Pastoral Care  
Peace and Social Concerns Committee  
Religious Education Committee  
Sue Thomas Turner Quaker Education Fund Committee  
Unity with Nature Committee  
Youth Programs Committee

## **Advancement and Outreach Committee**

The Advancement and Outreach Committee consists of approximately nine members nominated by the Nominating Committee and appointed by the Yearly Meeting with care to name Friends who are familiar with Monthly Meetings throughout the Yearly Meeting.

This Committee provides tools and resources to local Meetings looking for outreach ideas, for help starting new Meetings, and for ways to help those new to Friends learn about the Religious Society of Friends. The Committee is responsible for the dissemination of useful information about Baltimore Yearly Meeting, its local Meetings, and the Religious Society of Friends. This information is available from the Yearly Meeting website and other Yearly Meeting publications.

The Committee names one of its members to serve on the Sue Thomas Turner Quaker Education Fund Committee for a two-year term. The Internet Communications Working Group is under Advancement and Outreach's care. The Growing Our Meetings Working Group (GOMWG) is under the care of Advancement and Outreach.

## Camp Property Management Committee

The Camp Property Management Committee (CPMC) consists of at least eight members nominated by the Nominating Committee and appointed by the Yearly Meeting. In addition, either the clerk or another member of the Trustees, Camping Program Committee, Stewardship and Finance Committee, and the Camp Property Manager are ex-officio members. The Committee may appoint subcommittees as needed, which may include members from outside the Committee.

The Committee will normally meet at least six to eight times a year. Members unable to meet face-to-face for committee meetings are encouraged to use other technologies. The committee works in coordination with the Camping Program Committee.

The Committee is a governing committee that oversees the management of the present and any future properties the Yearly Meeting uses for camping programs, retreats, and other similar activities. The Committee's purpose is threefold: (1) to plan ahead for the long term needs of the camp properties; (2) to work collaboratively with the Camp Property Manager in prioritizing short and long-term projects; (3) to support the Camping Program Manager with specific projects as needed. The Camp Property Management Committee, in cooperation with the Camping Program Committee, plans and executes Family Camp Weekends held in

the spring and fall. On-site participation in camp activities or camp visits by committee members is an integral part of the work of the committee.

While the committee has full authority to carry out its tasks, the fiduciary responsibility for the Yearly Meeting properties rests with the Trustees. The Committee manages the camp properties as one financial entity and prepares its operating and capital budgets which are presented to the Stewardship and Finance Committee and incorporated into the Yearly Meeting operating and capital budgets. The committee is responsible for setting camp rental fees. All income generated by the camp properties (including camp property rental, sales of natural resources, gifts, and bequests) will be available for the operation and development of the camp properties.

The Committee reviews and remains familiar with the content of the Youth Safety Policy and other relevant Yearly Meeting policies in order to ensure that the practices of the Committee reflect the guidelines adopted by the Yearly Meeting. The Committee provides any necessary CPMC staff and volunteer training and ensures that programs and events are held in compliance with policy guidelines.

## Camping Program Committee

The Camping Program Committee consists of approximately 18 persons nominated by the Nominating Committee and appointed by the Yearly Meeting, plus the directors of the camping programs, the Camping Program Manager and the STRIDE Coordinator, ex-officio.

The Camping Program Committee oversees and coordinates the philosophy, policy, financing, and program emphasis of all Yearly Meeting endeavors in the field of outdoor religious education—seeking to provide for all the various ages and interests of our Yearly Meeting through a variety of camping styles. The Camping Program Manager is responsible for implementing goals, direction, and policy as set by the Camping Program Committee.

The Committee will review and remain familiar with the content of the Youth Safety Policy (Appendix D to this Manual) in order to ensure that the practices of the Committee reflect the guidelines adopted to promote the safety of our youth and youth workers. The Committee will provide any necessary staff and volunteer

training and will ensure that programs and events are carried out in compliance with policy guidelines.

The Camping Program Committee advises the General Secretary on employment of camp directors and the Camping Program Manager. The Committee nurtures and supports the directors and staff in the implementation of the outdoor religious education programs and works to promote awareness of the programs within the wider Quaker community.

The Clerk or another member of the Camping Program Committee serves as a member of the Camp Property Management Committee, the Development Committee, the Growing Diverse Leadership Committee, the Strengthening Transformative Relationships in Diverse Environments Working Group (STRIDE), and the Youth Safety Policy Working Group.

## Development Committee

The Development Committee consists of five or more members nominated by the Nominating Committee and appointed by the Yearly Meeting. In addition, either the Clerk or another member of the Trustees, one member of Stewardship and Finance Committee, and one member of the Camping Program Committee are ex-officio members. Development Committee prepares, guides, and assists in the implementation of fund-raising plans. It is charged with: the creation and subsequent oversight of a comprehensive development plan for Baltimore Yearly Meeting that clarifies the role of Monthly Meeting apportionment; an annual giving program; development policies that address the acceptance and handling of both restricted and unrestricted contributions; and the appropriate uses of Yearly Meeting and Monthly Meeting communication avenues.

The Committee also reviews requests for exceptional, one-time release of the Yearly Meeting mailing list for purposes of financial solicitation and, if it approves, forwards such Manual of Procedure requests to the next Interim Meeting or Annual Session for final consideration. (Excepted from the Yearly Meeting's policy restricting such use of the mailing list, and thus from Development Committee review, are the affiliated Quaker organizations Friends General Conference, Friends United Meeting, and Friends World Committee for Consultation).



The Committee guides, supports, and assists the Development Director in the following ways: researching for the Yearly Meeting potential sources of financial support, including individuals and Monthly Meetings; cultivating and requesting support from major donors, including individuals, foundations, and other organizations; establishing regular contact with individuals and Monthly Meetings to promote increased giving to Yearly Meeting; creating curricula for supporting Monthly Meetings in their own fund-raising efforts; and promoting efforts to secure bequests and other deferred gifts. The Committee maintains appropriate consultation with the General Secretary and Supervisory Committee about shared supervision and personnel matters. If there is no Development Director, the Committee undertakes these duties, and others ascribed to that position, as needed.

The Development Committee has oversight of fund-raising efforts that other Yearly Meeting committees may initiate. It assists in the planning and implementation of such efforts and ensures that any fund-raising effort is consistent with the overall development plan. The Committee consults with Stewardship and Finance, Camping Program, Camp Property Management, and Youth Programs Committees on a regular basis to discuss the budgetary process and to promote giving. The Development Committee consults with Trustees for guidance on legal and Yearly Meeting policy issues.

## Educational Grants Committee

The Educational Grants Committee is composed of at least six members nominated by the Nominating Committee and appointed by the Yearly Meeting. The purpose of this committee is to help Friends pursue education by providing grants, which may be applied to undergraduate attendance at accredited post-secondary educational institutions such as universities, colleges, professional, and vocational schools, either full or part-time. Monies and income from the Educational Fund, the Education Endowment Income Fund, and the Fair Hill/Griest Fund, and such other funds as the Yearly Meeting deems appropriate are used to provide post-secondary grants.

Grants are awarded on the basis of financial need and the Committee's assessment of an applicant's statement of purpose, including consistency with Friends testimonies. The application process is expected to include comments on

the applicant's involvement in the Monthly Meeting and any information that would be helpful in making a decision.

The Committee performs its work according to a policy statement approved by the Yearly Meeting.

Baltimore Yearly Meeting does not make loans to students.

The Committee meets in April to evaluate applications and award grants, and on other mutually convenient dates to discuss other business. The Educational Grants Committee reports to the Yearly Meeting at least once a year on the state of the funds, grants made, and any other business conducted.

## Faith and Practice Committee

The Faith and Practice Committee consists of six to ten persons nominated by the Nominating Committee and appointed by the Yearly Meeting. This committee will benefit from having members with diverse perspectives of theology and Quaker practice, as well as members of diverse ages, races, and backgrounds, and from diverse regions.

The Faith and Practice Committee is charged with the care of our Faith and Practice and will regularly review it. The Committee engages with the constituents of the Yearly Meeting to explore and clarify our continually evolving experience with Quaker faith and practice and seeks to have the published Faith and Practice reflect this experience. The Faith and Practice Committee is expected to be in close communication with other committees, particularly the Ministry and Pastoral Care Committee. The Committee is responsible for printing, posting, and distribution of Faith and Practice or its revised sections, as needed.

*Faith and Practice* is a living document; changes to it are brought forward as needed. Seasoned changes to Faith and Practice may be proposed by:

- The Faith and Practice Committee itself
- Monthly Meetings, Preparative Meetings, and Worship Groups
- Worshipping communities, such as the camps, Young Friends, Young Adult Friends
- Baltimore Yearly Meeting Committees

## Quarterly Meetings

The Faith and Practice Committee will disseminate proposed changes to local Meetings and others as appropriate for their consideration and discernment. After considering feedback, the Committee will bring recommendations for change to Interim Meeting for a first reading and then to Annual Session. An individual with a proposed change is expected to work through one of the groups listed above. The Faith and Practice Committee is available to help with this process, working to ensure that all concerns are seasoned at the appropriate level. In the interest of accuracy and clarity, the Faith and Practice Committee may copy-edit *Faith and Practice*.

The Faith and Practice Committee is charged with maintaining the Style Manual of the Yearly Meeting and is empowered to make changes as the Committee is led. The Style Manual will be made available to Friends through the Yearly Meeting website.

## Growing Diverse Leadership Committee

The Growing Diverse Leadership Committee is a standing committee that consists of ten people. It includes six nominated by the Nominating Committee and appointed by the Yearly Meeting, a person appointed by the Strengthening Transformative Relationships in Diverse Environments (STRIDE) Working Group, a person appointed by the Camping Program Committee, a person appointed by the Working Group on Racism, and a person appointed by the Young Adult Friends Special Group, plus the following, ex-officio: the Presiding Clerk of the Yearly Meeting, the Clerk of Interim Meeting, and the STRIDE Coordinator. The work of the Committee connects with these other committees of the Yearly Meeting and therefore encourages open communication with them: Advancement and Outreach, Indigenous Affairs, Ministry and Pastoral Care, Peace and Social Concerns, and also the Working Group on Civil and Human Rights of Transgender and Non-Binary People.

The Committee discerns ways that the Yearly Meeting's committees, local Meetings, and staff can welcome and encourage participation and leadership among all Friends. There is a focus on cooperating to promote equity, outreach, inclusion, friendship, and wholeness to all persons in order to build an anti-

racism, multicultural faith community. This includes the encouragement and sustained participation of younger Friends and development of their leadership skills and experiences throughout BYM.

There is a Strengthening Transformative Relationships in Diverse Environments (STRIDE) Working Group which is under the care of the Committee. It is comprised of Core Groups, one for each of four cities within the area which the Yearly Meeting serves. They are composed of young adults and work to extend the camping program to people of diverse backgrounds who might not otherwise find it or participate in it.

## Indigenous Affairs Committee

The Indigenous 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 Indigenous 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 Indigenous Affairs Committee distributes the interest income from this endowment to organizations which assist and advocate for American Indians.

## Manual of Procedure Committee

The Manual of Procedure Committee, composed of not fewer than three persons nominated by the Nominating Committee and appointed by the Yearly Meeting, is responsible for continually updating the Manual by incorporating all changes in procedure adopted by the Yearly Meeting. The Committee may recommend changes in procedure deemed useful to the Yearly Meeting. Such changes are to

be recommended in writing to the Interim Meeting for consideration and forwarded to the Yearly Meeting if approved. In the interest of accuracy and clarity, the Manual of Procedure Committee may copy edit the Manual of Procedure.

## Ministry and Pastoral Care Committee

The Committee is concerned with deepening the spiritual life of Baltimore Yearly Meeting and of its constituent Monthly Meetings. The Committee carries an active concern for calling forth and nurturing the gifts of the Spirit in the Yearly Meeting. The Committee encourages and supports Monthly Meetings as they recognize, publicly affirm, and practically support those individuals who exercise their gifts in faithful ministry and service.

The Committee assists the Yearly Meeting with programs, retreats, workshops at Annual Session, and during the year as needed. The Clerk of the Ministry and Pastoral Care Committee serves as a member of the Program Committee.

The Committee advises Monthly Meetings on the preparation of the Annual Report of the Spiritual State of the Monthly Meeting in accordance with the guidelines in our Faith and Practice. The Committee receives the approved reports and incorporates them, with concerns and information about events in the Yearly Meeting, into a Spiritual State of the Yearly Meeting Report to be presented for consideration and acceptance at Annual Session.

The Committee considers requests for Yearly Meeting endorsements of minutes of support for members traveling in the ministry outside our Yearly Meeting. Such minutes usually are prepared by the Monthly Meeting in which the Friends holds membership and then endorsed by the Yearly Meeting (See *Faith and Practice*, Part III, Section B, Sub-section 5,b Minutes for Spiritual Service and, c Endorsements). If there is clearness to proceed, the Committee brings a recommendation to the Yearly Meeting or Interim Meeting for this minute. Minutes endorsed by the Yearly Meeting are expected to be returned to the Yearly Meeting. Ordinarily, the endorsement is for one year.

The Committee maintains the Guidelines for Embracing the Ministry of Friends and supports Monthly Meeting working support groups for these Friends. The

Committee maintains a current list of all recorded ministers within the Yearly Meeting.

The following working groups are under the care of Ministry and Pastoral Care:

- Intervisitation Working Group
- Pastoral Care Working Group
- Spiritual Formation Program Working Group
- Women's Retreat Working Group
- Working Group on Racism

## Nominating Committee

The Nominating Committee is composed of 12 persons, with at least one from each Quarterly Meeting. One-third of the Committee is nominated each year by the Interim Meeting for appointment by the Yearly Meeting. Quarterly Meetings may suggest the names of suitable persons from their membership to serve on the Nominating Committee.

The Committee recommends to the Yearly Meeting in session the names of persons to serve on committees and in other offices for which no other means of nomination has been herein provided. Unless otherwise specified, a three-year term is suggested for all committee members, one-third of the membership of a committee being appointed each year to serve from the close of the Yearly Meeting session at which they were appointed. Persons may be appointed to an office or committee for no more than six consecutive years, unless longer terms are specified.

Nominations may arise in the Nominating Committee, or may be suggested to the Committee by Quarterly or Monthly Meetings, by clerks or members of established committees, or by any member of the Yearly Meeting. Normally, persons eligible for nomination are members of Baltimore Yearly Meeting. However, the Nominating Committee may nominate Friends from other Yearly Meetings who are sojourning among us. On the recommendation of a Monthly Meeting, the Committee may nominate an active attender, except that appointments to other Friends organizations must be limited to members of the Society of Friends if the applicable bylaws so specify.

In general, committees charged with a nominating function do not nominate any of their own members; Friends serve the Yearly Meeting on no more than one standing committee at a time. Similarly, Friends serving on a committee of Interim Meeting should not serve concurrently on a Yearly Meeting standing committee. However, the nomination of a particularly well qualified Friend as a representative to an outside body or as a member of an ad hoc committee, after the Nominating Committee has given due consideration to other qualified Friends is permitted. Nothing in this Manual is to be interpreted as barring any Friend from serving in a specific capacity when special circumstances warrant.

Friends appointed to the Nominating Committee may complete a term already being served on another Committee; and a Nominating Committee member may be nominated for service on another committee immediately on rotation off the Nominating Committee.

In order for the business and concerns of the Yearly Meeting to be effectively carried forward, it is desirable for committees to be representative of various age groups and interests and for Friends to become acquainted with various aspects of Yearly Meeting affairs. It is the duty of the Nominating Committee to evaluate the qualifications of Friends for committee service and to endeavor to be informed about the functioning of Yearly Meeting Committees, in order to ascertain at what point a committee assignment or a change of assignment might benefit a Friend, the Yearly Meeting, or both.

## Peace and Social Concerns Committee

The Peace and Social Concerns Committee consists of approximately 12 members nominated by the Nominating Committee and appointed by the Yearly Meeting.

The Committee recognizes that an enduring peace requires social justice, and that the two are inextricably bound together. Friends' concerns for nonviolence in international affairs and in the alleviation of situations of tension in society are translated into education and action programs of the Yearly Meeting. The Committee stimulates and coordinates activities of Monthly Meeting Peace and Social Concerns Committees regarding those issues that affect the fabric of society and on which Quaker testimonies can be brought to bear. It serves as a

resource to Baltimore Yearly Meeting and its constituent Meetings, gathering and disseminating information.

The Committee also works with Monthly Meetings to address these concerns. It may also bring to the attention of the Yearly Meeting other international and domestic concerns that affect relationships between the economically developed and less-developed countries or the relationship between people with greatly different economic means wherever they may live.

Friends are encouraged to record their personal statements of pacifism by sending signed and dated statements to their Monthly Meetings and to the Yearly Meeting. The names of all persons filing such statements are to be listed in the Yearbook published following receipt of the documents.

The Peace and Social Concerns Committee acts as the conscience of the Yearly Meeting in issues relating to prison concerns and the death penalty. The Committee recommends to Nominating Committee, as appropriate, one person to be approved by the Board of Directors of Prisoner Visitation and Support for a three-year, once renewable term. The Board meets in Philadelphia two or three times a year.

As appropriate, Peace and Social Concerns recommends to Nominating Committee one person for a three-year, once-renewable appointment by the Yearly Meeting, to serve on the Board of Directors of Quaker House, which meets approximately eight times annually, including at least once or twice in person (usually in North Carolina) with a hybrid option.

As appropriate, Peace and Social Concerns recommends to Nominating Committee one person for a three-year, once-renewable appointment by the Yearly Meeting, to serve as a representative to the Interfaith Action for Human Rights (IAHR).

The Working Group for Refugees, Immigrants, and Sanctuary is under the care of the Peace and Social Concerns Committee. The Working Group on Civil and Human Rights of Transgender and Non-Binary People is under the care of Peace and Social Concerns.



## Program Committee

The Program Committee consists of nine persons nominated by the Nominating Committee and appointed by the Yearly Meeting, plus the following, ex-officio: the Presiding Clerk of Yearly Meeting, the Clerk of Ministry and Pastoral Care Committee, the General Secretary and Youth Programs Manager of the Yearly Meeting, the Young Friends Annual Session Planners, the clerk of Junior Yearly Meeting staff, and a registrar appointed by the Committee.

The Program Committee has oversight of all program plans for Yearly Meeting sessions. This oversight includes negotiating each year a suitable site for the following year's Annual Session, Junior Yearly Meeting, the planning of the time schedule in detail, assigning places for all meetings, selecting guest speakers and special program events or delegating the selection to appropriate groups, and caring for the book room.

The Committee will review and remain familiar with the content of the Youth Safety Policy (Appendix D) in order to ensure that the practices of the Committee reflect the guidelines adopted to promote the safety of our youth and youth workers. The Committee will ensure that any necessary staff and volunteer training is provided and that programs and events are carried out in compliance with policy guidelines.

## Religious Education Committee

The Religious Education Committee consists of approximately 12 persons nominated by the Nominating Committee and appointed by the Yearly Meeting, and the Clerks of the Religious Education Committees of all Monthly Meetings. The Committee is an avenue through which the Yearly Meeting exercises its responsibility for the spiritual nurture of its young people and adults.

The Committee supports Monthly Meeting Religious Education Committees and First Day School teachers in their work with all age groups. This is done through curriculum planning, resource information, and consultation with committee members, as well as through workshops, teacher preparation programs, and retreats.

The Committee names one of its members to serve on the Sue Thomas Turner Quaker Education Fund Committee for a two-year term.

## Stewardship and Finance Committee

The Stewardship and Finance Committee consists of 14 members nominated by the Nominating Committee and appointed by the Yearly Meeting, with careful attention to the special need of this Committee to be knowledgeable about the situation of all Monthly Meetings. Ideally, each Quarterly Meeting is represented. In addition, the Treasurer and Assistant Treasurer are ex-officio members of this Committee, and either the Treasurer or the Clerk of the Stewardship and Finance Committee from each local Meeting is a corresponding member.

Each year, the Committee prepares for Yearly Meeting consideration a budget and a plan of apportionment of the budget to the Monthly Meetings. It has oversight of the accounting methods used and the adequacy of the financial reports given by the Treasurer, and it makes adequate provision for preservation of all assets of the Yearly Meeting not specifically managed by the Trustees.

This Committee is also expected to keep all Monthly Meetings informed of the financial needs of the Yearly Meeting and aware of their responsibility to support adequately the activities of the Religious Society of Friends, including any special appeals from Friends General Conference and Friends United Meeting.

The Clerk or another member of the Stewardship and Finance Committee serves as a member of the Camp Property Management Committee. The Clerk or another member of the Stewardship and Finance Committee serves as a member of the Development Committee.

## Sue Thomas Turner Quaker Education Fund Committee

The Sue Thomas Turner Quaker Education Fund Committee consists of one member appointed by the Advancement and Outreach Committee and one appointed by the Religious Education Committee. Such appointments are for two-year terms. Members may not serve for more than six consecutive years. Other members may be co-opted as appropriate. In addition, Rosalind Turner Zuses will

serve as convener without a term limit until such time as she is unable or unwilling to continue.

The fund was established in Baltimore Yearly Meeting in 1996 by Howard and Rosalind Turner Zuses in recognition of Sue Thomas Turner's long support of Quaker education and Quaker values in public education. Its purpose is to support the understanding and practice of Quaker faith in schools and to support the growth of a life lived in the Spirit by members of the school communities. School community members include students, faculty, staff, administration, trustees, and parents. The fund is targeted for, but not limited to, Friends schools under the care of a Friends Meeting.

The fund is intended to be used for materials, lectures and consultants, workshops and retreats, and programs and activities which help to explain Quaker faith and practice to members of the school communities, to be brought into the schools for individuals or groups from the school communities to attend workshops, classes, or retreats on Quaker faith and practice and spiritual development, and for the creation and distribution of materials related to these issues by members of the school communities. The fund would be limited to uses which are in addition to those already funded by a school or committee budget, or to augment funds to enable a use which exceeds ordinary funding.

Applications from schools, meetings, committees, Friends agencies, or individuals for a specific project must be received by March 1. In general, the Committee meets once a year, usually at Spring Interim Meeting Day. The amount of money distributed is a percentage, adjusted as the Committee determines is appropriate, of the value of the Fund at the time of distribution.

## Unity with Nature Committee

The Unity with Nature Committee consists of approximately 12 persons nominated by the Nominating Committee and appointed by the Yearly Meeting. Monthly Meetings not represented on the Committee are invited to select representatives to the Committee.

Recognizing that the entire world is an interconnected manifestation of God, the Unity with Nature Committee seeks to work into the beliefs and practices of the

Yearly Meeting the twin principles that God’s Creation is to be respected, protected, and held in reverence, and that human aspirations for peace and justice depend upon restoring the Earth’s ecological integrity. The Committee promotes these principles by example, by communication, and by providing spiritual and material support to those engaged in transforming our relationship with the Earth. It serves as a resource for Unity with Nature concerns and activities of individuals and of Monthly Meetings.

As appropriate, the Unity with Nature Committee recommends one person as a representative and one person as an alternative representative to the Nominating Committee for a three-year, once renewable appointment by the Yearly Meeting to the Steering Committee of Quaker Earthcare Witness. Unity with Nature recommends to Nominating one person for a three-year, once renewable appointment by the Yearly Meeting, to serve on the Board of Directors of the Friends Wilderness Center.

The Working Group on Right Relationship with Animals is under Unity with Nature’s care.

## Youth Programs Committee

The Youth Program Committee consists of 16 adults nominated by the Nominating Committee and appointed by the Yearly Meeting, as well as the Youth Programs Manager, the Young Friends Clerks, and Young Friends appointed by the Young Friends Business Meeting.

The Committee will review and remain familiar with the content of the Youth Safety Policy (Appendix D) in order to ensure that the practices of the Committee reflect the guidelines adopted to promote the safety of our youth and youth workers. The Committee will provide any necessary staff and volunteer training and will ensure that programs and events are carried out in compliance with policy guidelines.

The Youth Programs Committee oversees and coordinates all Yearly Meeting youth programs for junior high/middle school and high school youth, with the exception of the Camping Program and Junior Yearly Meeting. It provides advice and support for the Youth Programs Manager. To this end the Committee does

the following: provides a Designated Friendly Adult Mentor (FAM) for every Young Friends and Junior Young Friends conference; recruits, trains, evaluates, and mentors adults in the Yearly Meeting who have a leading to work with our programs; supports the Youth Programs Manager in coordinating and communicating with Junior Yearly Meeting and other Yearly Meeting committees involved in youth programs; and provides the Yearly Meeting with access to the approved Junior Young Friends Handbook and Young Friends Handbook and ensures that Yearly Meeting is notified of major revisions.

The Young Friends Yearly Meeting Planners serve on the Program Committee. The Young Friends Nuts and Bolts Committee is nominated and appointed by the Young Friends Business Meeting. To encourage youth to take an active part in the affairs of the Yearly Meeting, the Young Friends Nuts and Bolts Committee Clerk is expected to participate in Interim Meeting. Details of the procedures of the Young Friends Nuts and Bolts Committee and Young Friends Conferences can be found in the Young Friends Handbook, available from Baltimore Yearly Meeting.

## **VI. Special Groups and Working Groups**

### **Special Groups**

Concerned individuals desiring to establish a new Special Group bring their idea to Interim Meeting, either themselves directly, or through a Monthly Meeting, or through a standing committee of the Yearly Meeting. If, after due consideration, there is general support and approval, Interim Meeting recommends to the Yearly Meeting that such a Special Group be established. If the Yearly Meeting approves, the group is established.

Some groups organize themselves while some others consist of ex-officio members. The description of each group explains its concerns, organization, and membership. Unless otherwise provided, each group selects its own clerk.

Each group is expected to report annually to the Yearly Meeting. Any report, action, or statement of a special group is expected to be approved in the manner of Friends at a meeting of the group of which all the members of the group were given reasonable notice. Special groups are empowered to raise or accept monies

only with the prior approval of the Interim Meeting or the Yearly Meeting in session.

Current Special Groups (there is just one at this time): Young Adult Friends.

### **Young Adult Friends**

Baltimore Yearly Meeting Young Adult Friends, constituted in 1986, is a group of women and men aged approximately 18 to 40 years. It is open to other adults who may be interested in the group's activities. It chooses its own officers, term lengths, meeting times, and goals. Its Clerk attends Interim Meeting.

The general purpose of the group is to let young adult Quakers and attenders share their spiritual journeys with others. It provides fellowship for people from widely scattered Meetings and includes those who may feel isolated because there are few of their age in their Meetings.

The group meets at Yearly Meeting and reports to Yearly Meeting. The group holds several retreats a year. These include worship, meetings for business, workshops, service projects, cooking and cleaning together, and social time.

## **Working Groups**

Any standing committee or the Trustees, with the concurrence of Interim Meeting, may establish a Working Group. The Working Group need not have members of the sponsoring committee among its members, but reports to and through that committee. Unless otherwise provided, each Working Group selects its own clerk. Each Working Group is expected to report in writing annually to the Yearly Meeting. Any report, action, or statement of a Working Group is expected to be approved in the manner of Friends at a meeting of the Group of which all members of the Group were given reasonable notice. Working Groups are empowered to raise or accept monies only with the prior approval of the Interim Meeting and in coordination with the Development Committee. The minute establishing the Working Group specifies whether a member of the Working Group or the clerk of the sponsoring committee will authorize disbursements. When the Working Group's activities are complete or it is no longer active, the sponsoring committee or Interim Meeting lays it down.

### **Current Working Groups (and sponsoring committee)**

End of Life Working Group (Advancement and Outreach)  
Growing our Meetings Working Group (Advancement and Outreach)  
Internet Communications Working Group (Advancement and Outreach)  
Intervisitation Working Group (Ministry and Pastoral Care)  
Pastoral Care Working Group (Ministry and Pastoral Care)  
Quaker Voice of Maryland (Peace and Social Concerns)  
Reparations Action Working Group (Growing Diverse Leadership)  
Spiritual Formation Program Working Group (Ministry and Pastoral Care)  
STRIDE Working Group (Growing Diverse Leadership)  
Women's Retreat Working Group (Ministry and Pastoral Care)  
Working Group on Civil and Human Rights of Transgender and Non-Binary People  
(Peace and Social Concerns)  
Working Group on Racism (Ministry and Pastoral Care)  
Working Group on Refugees, Immigrants, and Sanctuary (Peace and Social Concerns)  
Working Group on Right Relationship with Animals (Unity with Nature)  
Youth Safety Policy Working Group (Trustees)

## **VII. Affiliation with Friends General Conference, Friends United Meeting, and Friends World Committee for Consultation**

Baltimore Yearly Meeting is affiliated with three larger bodies of Friends: Friends General Conference (FGC), Friends United Meeting (FGC), and Friends World Committee for Consultation (FWCC). Any member of Baltimore Yearly Meeting may be considered for appointment to the various agencies of each of these organizations. Appointments of the appropriate number of persons are made annually to serve three-year terms as members of the Central Committee of Friends General Conference and as representatives to Friends World Committee for Consultation Section of the Americas. Appointments of the appropriate number of representatives and alternates to Friends United Meeting are made every three years at the Yearly Meeting sessions immediately preceding the Friends United Meeting Triennial sessions. Appointments to such responsibilities

are made by the Yearly Meeting, upon nomination by the Nominating Committee, in accordance with the procedures and requests of the respective bodies.

## Friends General Conference

Friends General Conference, established in 1900, is an association of 15 Yearly Meetings and 12 Monthly Meetings as of 2015. Its coordinating body is its Central Committee, to which member groups make appointments in proportion to the number of persons in their fellowship.

Central Committee members are expected to participate in one long weekend annually, and to serve on one of the program or administrative committees. This may involve several other meetings annually. In addition they are expected to communicate to Friends General Conference the needs and hopes of their parent bodies, and to interpret to their own groups the needs and programs of Friends General Conference.

All Friends are encouraged to attend the annual week-long Friends General Conference Gathering of Friends each summer. Information about FGC resources can be found on their website, [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 can be found on their website, [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, formed in 1937, is a worldwide association of Yearly Meetings and affiliated groups. It is a consultative body whose purpose is to provide links among Friends who may be separated by geography, culture, or practices that emphasize different aspects of Quakerism. It aims: to facilitate loving understanding of diversity among Friends; to discover together, with God's help, our common spiritual ground; and to facilitate full expression of Friends' testimonies in the world.

All Yearly Meetings and groups affiliated with FWCC worldwide meet together once every three years. In an effort to keep these gatherings to a workable size, attendance is restricted to Yearly Meeting representatives and other appointed delegates and observers. Representation of Yearly Meetings at the triennial sessions is based on a formula of two persons for any Yearly Meeting or group, three persons for Yearly Meetings with between 1,001 and 3,000 members, four representatives for Yearly Meetings with between 3,001 and 5,000 members, and one additional representative for each additional 5,000 members or fraction thereof. The Yearly Meeting's representatives are selected by the Interim Meeting from among the representatives to the Section of the Americas. Those attending the FWCC triennial sessions are encouraged to report to as many groups within the Yearly Meeting as possible.

Friends World Committee for Consultation is organized into four geographical sections. Baltimore Yearly Meeting is in the Section of the Americas, which covers the entire western hemisphere. The Section, in turn, is divided into smaller geographical regions, of which Baltimore Yearly Meeting is in the Southeastern region. Some activities of the Section of the Americas are the Quaker Youth Pilgrimage (in collaboration with the Europe and Middle East Section), Wider Quaker Fellowship, and Comité de los Amigos Latinamericanos (Committee of Latin American Friends). The principal function of the regions within the Section is to provide opportunities for as many Friends as possible within a particular geographical region to come to know Friends outside of their own Yearly Meeting.

Each Yearly Meeting in the Section appoints representatives to the Section based on a formula of four persons for the first 1,000 members of the Yearly Meeting and one for each additional 2,500 members or fraction thereof. Baltimore Yearly Meeting representatives are nominated by the Nominating Committee and appointed by the Yearly Meeting for terms of three years, not all representatives being appointed in the same year. As with other Yearly Meeting appointments, service as a representative will generally not exceed six consecutive years. The representatives are expected to be committed to openness and learning from Friends representing other traditions of worship, theology, and culture.

These representatives attend Sectional and regional meetings (usually an annual meeting for each) and are eligible to serve on the various committees of the Section. All Friends are welcome at Sectional and regional meetings. The representatives help keep the Yearly Meeting informed about the activities of the organization.

## **VIII. Corporations Affiliated with Baltimore Yearly Meeting**

### **Friends House Retirement Community**

Friends House, Inc. and Friends Nursing Home, Inc. were merged into Friends House Retirement Community (“Friends House”) in July 2017. Friends House

provides housing, health care services, and other services to persons 62 years of age or older. Friends House is governed by a self-appointed 14 to 19 member Board of Directors. At least 60 percent of the Directors must be members of the Religious Society of Friends.

Baltimore Yearly Meeting (BYM) is invited to nominate three persons to be approved by the Friends House Board of Directors. Beginning in 2017, BYM may nominate one person each year for a three-year, once renewable term. A renewed term counts as that year's nomination. No more than three directors will be BYM nominees at any one time. BYM nominees will be named at the Spring Interim Meeting. If approved by the Friends House Board, the approved Director would begin their term the following September.

BYM will not consider current Friends House Board Directors for nomination in 2017, 2018, and 2019.

Directors attend regular meetings of the Board, participate in Board committees, and help keep the Yearly Meeting informed of the work of the Board in operating a Continuing Care Retirement Community (CCRC) in Sandy Spring, Maryland.

Friends House, Inc. and Friends House Nursing Home, Inc. were originally established in 1966 and 1968, respectively.

## Friends Meeting School, Inc.

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

The Board of Trustees meets once a month, normally on Sunday afternoon. Each member of the Board is expected to participate on a Board committee. Representatives of Baltimore Yearly Meeting serving on the Board are expected

to keep Baltimore Yearly Meeting informed about the programs and spiritual condition of the school, including submitting an annual written report.

Friends Meeting School was formerly under the spiritual care of Seneca Valley Preparative Meeting and in 2009 also came under the spiritual care of Baltimore Yearly Meeting. Seneca Valley Preparative Meeting was laid down in 2013. The “spiritual care of Friends Meeting School” involves everyone associated with the school—including all of Baltimore Yearly Meeting, the teachers, staff, parents, alumni, and even the students themselves— caring for the school in the same manner as Isaac Pennington defined a Friends community nearly 350 years ago: “our life is love, and peace, and tenderness; and bearing one with another, and forgiving one another, and not laying accusations one against another; but praying one for another, and helping one another up with a tender hand” (1667).

## Miles White Beneficial Society of Baltimore City

The Miles White Beneficial Society (MWBS) of Baltimore City was founded and incorporated in 1874 to administer a testamentary trust under the will of Miles White, a member of the meeting in Baltimore Yearly Meeting of Friends (Orthodox) currently named Baltimore Monthly Meeting, Homewood. The MWBS awards scholarships to college students, grants to Quaker schools and other organizations with connections to the Quaker community, and grants to charitable organizations in the greater Baltimore area. Upon the consolidation of the two Baltimore Yearly Meetings in 1968, oversight of the MWBS passed to the Yearly Meeting. In 2011, the Yearly Meeting agreed that the MWBS should become a “supporting organization” for the Yearly Meeting, and the Yearly Meeting has since then appointed or reappointed the trustees of the MWBS.

The trust is administered by the trustees of the Society, and the organization annually makes a written report to the Baltimore Yearly Meeting. There are seven to ten trustees, nominated by the Nominating Committee and appointed by the Yearly Meeting, during its Annual Session, to serve a three-year term which commences after the Miles White Beneficial Society’s annual meeting in October. Appointees may serve three consecutive three-year terms. Trustees typically meet monthly.

## Rolling Ridge Foundation, Inc, d/b/a Rolling Ridge Conservancy

**Board representation:** Rolling Ridge Foundation, Inc., d/b/a Rolling Ridge Conservancy (RRC) is governed by an all-volunteer Board of Trustees comprised of a combination of Lease Trustees and At-Large Trustees. Each of the three Lessee organizations and RRC appoint the same number of trustees, numbering from a minimum of two to a maximum of four each. Presently each entity appoints three trustees to the RRC Board of Trustees.

**BYM Appointees to the RRC Board of Trustees:** The term of each BYM Board member runs from the end of Annual Session for three years to the end of the third year's Annual Session, renewable for a second term of three years. In 2024, the first term of one present BYM RRC Trustee will end with the end of BYM's 2024 Annual Session. The term of a second initial BYM RRC Board member will end at the end of BYM's 2025 Annual Session and after that, it is expected that the term of one BYM RRC Trustee will end each year. The BYM Nominating Committee will seek the advice of BYM's Trustees and members of its Camping Program Committee and Camp Property Management Committee, in particular, as it considers the best possible candidates as RRC Trustees to propose to the BYM Body.

## IX. Representatives to Other Organizations

Representatives to organizations not part of the Yearly Meeting but to which the Yearly Meeting regularly nominates, appoints, or sends representatives, are nominated by the Nominating Committee and appointed by the Yearly Meeting in accordance with the procedures of the organizations to which they are named.

### American Friends Service Committee

The American Friends Service Committee (AFSC) carries out service, development, social justice, and peace programs throughout the world. It was founded by Quakers in 1917 to provide conscientious objectors with an opportunity to aid civilian war victims. Attracting the support and partnership of people of many races, religions, and cultures, AFSC's work is based on the Quaker belief in the

worth of every person and faith in the power of love to overcome violence and injustice.

AFSC is directed by the American Friends Service Committee Corporation, through a Board of Directors elected by the Corporation from among its members. Corporation members all must be members of the Religious Society of Friends.

Baltimore Yearly Meeting may appoint five persons to the Corporation. These persons, nominated by the Nominating Committee and appointed by the Yearly Meeting in staggered three-year terms, are expected to participate in the annual meeting of the Corporation, usually held in Philadelphia.

These representatives are selected from those interested in projects of the American Friends Service Committee. They attempt to interest other persons in contributing to, working for, and being concerned about the American Friends Service Committee.

## Friends Committee on National Legislation

The Friends Committee on National Legislation (FCNL) is a public interest lobby founded in 1943 by members of the Religious Society of Friends. FCNL seeks to bring the concerns, experiences, and testimonies of Friends to bear on policy decisions in the nation's capital. People of many religious backgrounds participate in this work. FCNL's staff and volunteers work with a nationwide network of thousands to advocate social and economic justice, peace, and good government.

FCNL is governed by a General Committee of 240 Friends, two-thirds of whom are appointed by 26 of the U.S. Yearly Meetings and seven national Friends organizations; the other third is appointed by the General Committee itself. All members of the General Committee must be members of the Religious Society of Friends and U. S. citizens. The General Committee meets each November to conduct business that includes establishing legislative policy and priorities. Between these Annual Meetings an Executive Committee and several other Committees guide the program and administration of FCNL. Further information is available at the FCNL website, [fcnl.org](http://fcnl.org).

The six Baltimore Yearly Meeting representatives to the FCNL are nominated by the Nominating Committee and appointed by the Yearly Meeting, two each year for three-year terms.

These representatives are selected from those interested in the work of the Friends Committee on National Legislation and are expected to participate in its meetings. They attempt to educate other persons concerning the purposes of the Friends Committee on National Legislation in the area of civic action in matters of concern to Friends and to interest others in contributing to and working for this organization.

Friends Committee on National Legislation Education Fund (FCNLEF) assumed responsibility for the governance and management of William Penn House on September 1, 2019. William Penn House will remain a separate 501(c)(3) charitable organization, but Yearly Meetings no longer appoint representatives to the consultative committee. When the building re-opens after renovation, the house will strengthen and expand the Quaker presence on Capitol Hill by providing accommodation in four dormitory rooms and three private bedrooms, as well as daytime rentals of the conference room accommodating 30 people. For more information, e-mail [wph@fcnl.org](mailto:wph@fcnl.org). In 2021, the William Penn House was renamed Friends Place on Capitol Hill.

Friends Place on Capitol Hill is an independent 501(c)(3) charitable nonprofit subsidiary of the FCNL Education Fund and affiliated with Friends Committee on National Legislation. These are Quaker nonprofit and nonpartisan organizations working together to advance peace, justice, and environmental stewardship.

## Friends Peace Teams

Friends Peace Teams, Inc. (FPT), is a not-for-profit corporation initiated in 1995 by Friends from several U.S. Yearly Meetings. It seeks to promote social welfare, peace-building, healing, and reconciliation through its work to develop long-term relationships with communities in conflict around the world.

FPT activities overall are conducted under the auspices of the FPT Council, a governing board of representatives appointed by Friends Yearly Meetings and



other interested members appointed at large. For more information on FPT staffing and peace work initiatives around the world, see their website, [www.FriendsPeaceTeams.org](http://www.FriendsPeaceTeams.org). The Council meets annually at one in-person business meeting (called “Face to Face”) and monthly by phone and internet.

Baltimore Yearly Meeting may appoint one representative and one alternate to the FPT Council, each for three-year terms, upon nomination by the Nominating Committee and appointment by the Yearly Meeting.

## Friends Wilderness Center

The Friends Wilderness Center provides a place for meditation and spiritual nourishment in a rustic environment within Rolling Ridge Foundation property in Jefferson County, West Virginia. Its mission includes preserving this natural sanctuary and hosting a variety of events. The Board of Directors consists of six to fifteen members, a majority of whom must be members of the Society of Friends. Unity with Nature recommends to Nominating Committee one person for a three-year, once renewable, appointment by the Yearly Meeting, to serve on the Board of Directors.

## Interfaith Action for Human Rights

Interfaith Action for Human Rights (IAHR) is composed of persons in Maryland, Virginia, and Washington, D.C., for the purpose of educating, advocating, and lobbying to end human rights abuses within their states. There is action towards eliminating solitary confinement, as well as improving prison conditions and supporting those affected. Quakers are involved at all levels.

Baltimore Yearly Meeting suggests a person to serve on the board of directors for a three year term, not to exceed two terms. Persons suggested by Baltimore Yearly Meeting are then interviewed by the board of directors, and nominated to serve. Board members are expected to participate in a committee, attend monthly board meetings, and support IAHR financially.

## Prisoner Visitation and Support

Prisoner Visitation and Support is an interfaith visitation program that is authorized to visit all federal and military prisons in the U.S. Its visitors are volunteers who meet monthly with prisoners who have requested visits. Priority is given to those who are in solitary confinement, are on death row, are serving long sentences, or who do not receive other visits. The organization is nonprofit and separate from official prison structures.

The Peace and Social Concerns Committee recommends to Nominating Committee, as appropriate, one person to be approved by the Board of Directors of Prisoner Visitation and Support for a three-year, once renewable term. The Board meets in Philadelphia two or three times a year.

## Quaker Earthcare Witness

The Quaker Earthcare Witness is an organization of North American Quakers seeking ways to integrate their concern for the environment with Friends' long-standing testimonies for simplicity, peace, and equality. It has a policy-making Steering Committee to which Yearly Meetings name representatives.

The Unity with Nature Committee suggests names, as appropriate, to the Nominating Committee for appointment by the Yearly Meeting of a representative and an alternate representative for a three-year, once renewable appointment to the Steering Committee of Quaker Earthcare Witness.

## Quaker House, Fayetteville, North Carolina

Established in 1969, Quaker House is an incorporated organization with representatives appointed by three yearly meetings and about a dozen Monthly Meetings. It provides assistance to military personnel, their families, and those contemplating military service. Quaker House offers information about service-related issues that may involve conscience or unfair treatment, as well as free counseling about domestic violence and sexual assault within the military. They also provide education about topics such as torture and moral injury, and work to promote peace and build relationships between the military and the public. As appropriate, Peace and Social Concerns Committee recommends to Nominating

one person for a three-year term, once renewable, for appointment by the Yearly Meeting, to serve on the Board of Directors of Quaker House. The board meets approximately eight times annually, including at least once or twice in person (usually in North Carolina) with a hybrid option.

## Quaker Religious Education Collaborative

Quaker Religious Education Collaborative (QREC) is a network of Quakers from all branches of the Religious Society of Friends, who share a commitment to support Quaker faith development across all ages. QREC began in 2015 and since that time both the number of participants and initiatives continue to expand. Currently they offer online conversations, a searchable database of resources, and a partnership to preserve Quaker history in Africa. To learn more about QREC and access their resources, visit their website: [https://www. quakers4re.org/](https://www.quakers4re.org/) BYM appoints one representative to QREC for a term of three years and provides financial support.

## Right Sharing of World Resources

Right Sharing of World Resources (RSWR) is a Quaker non-profit organized to address the burdens of materialism and poverty, and celebrate the practice of stewardship of resources. They cultivate partnerships with marginalized women in several developing countries and make small grants to help improve their communities in a sustainable and self-determined way. RSWR is currently working with organizations in Kenya, India, and Sierra Leone. It is governed by a Board of Trustees.

BYM appoints one person to serve a three year term as a liaison between RSWR and Baltimore Yearly Meeting. Baltimore Yearly Meeting may appoint one person as representative and one alternate to the National Consultative Committee for a term of three years. Nominations are made by the Nominating Committee and approved by the Yearly Meeting in session.

## **X. Changes in the Manual of Procedure**

Changes in the Manual of Procedure may be initiated by Interim Meeting or by any member or any committee of the Yearly Meeting. Ideally, the proposal is first presented in writing to the Interim Meeting. The Interim Meeting will consider the proposal at its next meeting. If considered appropriate as presented or revised, the proposal will be forwarded to the Yearly Meeting at its next session, except that changes presented by the Manual of Procedure Committee implementing a policy adopted at the last Annual Session do not have to be forwarded. Where substantive changes have been made (that is, changes that alter the meaning of the Manual, for example, adding a new committee or laying down an existing one), the changes are forwarded. The Yearly Meeting in session receives proposed changes and may approve, reject, postpone, or return the proposed change to the Interim Meeting for further consideration. In any case, a written report of the action of the Interim Meeting is to be sent to those initiating the item, who may then, if so led, take the matter directly to a Yearly Meeting session.

The Manual of Procedure Committee incorporates into the Manual changes in procedure adopted by the Yearly Meeting and recommends changes in procedure deemed useful to the Yearly Meeting. When proposing changes, Yearly Meeting members or committees may find it helpful to work with the Manual of Procedure Committee. In the interest of accuracy and clarity, the Manual of Procedure Committee may copy-edit the Manual of Procedure. The Manual of Procedure Committee is not responsible for making changes to entries appendices.

# **XI. Appendices to the Manual of Procedure**

## **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:

The name of the corporation is: Baltimore Yearly Meeting of the Religious Society of Friends.

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.

The purposes for which the corporation is formed are:

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.

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.

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.

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.

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.

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.

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.

The Yearly Meeting shall not be authorized to issue capital stock.

The duration of the corporation shall be perpetual.

Fifth: (A) The principal offices of Baltimore Yearly Meeting of Friends, Stony Run, and Baltimore Yearly Meeting of Friends (Orthodox) are both located in the City of Baltimore, State of Maryland.

(B) Baltimore Yearly Meeting of Friends, Stony Run, owns real property in Frederick County and Cecil County in the State of Maryland, the title to which could be affected by the recording of an instrument among the land record. (C) Baltimore Yearly Meeting of Friends (Orthodox) owns no real property in the State of Maryland, title to which could be affected by the recording of an instrument among the land records.

Sixth: These Articles of Consolidation were advised by the Executive Committee of Baltimore Yearly Meeting of Friends, Stony Run, and by the Executive Council of Baltimore Yearly Meeting of Friends (Orthodox) on April 1, 1967 by the adoption of a Minute declaring that the proposed consolidation provided herein was advisable substantially upon the terms and provisions set forth in these Articles of Consolidation and directing that the proposed Articles of Consolidation be submitted for action thereon at the regular annual sessions of the respective Yearly Meetings. Thereafter these Articles of Consolidation were approved by the respective regular annual sessions of the Baltimore Yearly Meeting of Friends, Stony Run, and Baltimore Yearly Meeting of Friends (Orthodox) according to the manner of Friends, without dissent, at said sessions both of which were held on Saturday, August 5th, at 2:00 P.M. as provided by the Laws of Maryland and the Charters of the respective corporations.

Seventh: Both Baltimore Yearly Meeting of Friends, Stony Run, and Baltimore Yearly Meeting of Friends (Orthodox) agree to execute, deliver and file any and all instruments or documents necessary or appropriate to accomplish the objective above stated.

IN WITNESS WHEREOF, Baltimore Yearly Meeting of Friends, Stony Run, and Baltimore Yearly Meeting of Friends (Orthodox) have caused these Articles of Consolidation to be signed in their respective corporate names and on their behalf by their respective officers and their respective corporate seals to be hereunto affixed and attested as of this fifth day of August, 1967. Attest:

BALTIMORE YEARLY MEETING OF FRIENDS, STONY RUN

Mary S. Farquhar

Harry S. Scott, Jr.

Recording Clerk Presiding

Attest: BALTIMORE YEARLY MEETING OF FRIENDS (ORTHODOX)

Lucy G. Wellons Alfred H. Mikesell

Recording Clerk Acting Alternate Presiding Clerk

### **Revisions to the Articles of Consolidation**

Approved by Baltimore Yearly Meeting Representative Meeting, October 28, 1995  
(R95-57) Recorded: Department of Assessments and Taxation of the State of Maryland, December 4, 1995

Fourth:

2. "Baltimore Yearly Meeting of the Religious Society of Friends is composed of the members of Monthly Meetings located in Maryland, Pennsylvania, Virginia, the District of Columbia and other adjacent areas formerly affiliated with Baltimore Yearly Meeting of Friends, Stony Run, and Baltimore Yearly Meeting (Orthodox), together with all those persons who may hereafter become members of existing or newly created Monthly Meetings."

3. (B) First sentence. "The corporation is organized exclusively to promote the religious, charitable, and educational interests of its members and its constituent Monthly Meetings, together with the boards, committees, institutions and instrumentalities affiliated with the Religious Society of Friends."

Sentence added: "For the above purposes the corporation may make distributions to organizations under Section 501(c)(3) of the Internal Revenue Code (or the corresponding section of any future Federal tax code)."

(C) First sentence. "To acquire by purchase, gift, devise, bequest, or otherwise, and to own, invest, reinvest, or dispose of property, both real and personal, for religious, charitable and educational purposes and other related work as the Yearly Meeting may undertake:..."

(D) Second sentence added. "Notwithstanding any other provision of these articles, the corporation shall not carry on any activity not permitted to be carried on (a) by a corporation exempt from Federal income tax under Section 501 (c)(3) of the Internal Revenue Code (or corresponding section of any future Federal tax code) or by a corporation, contributions to which are deductible under Section 170(c)(2) of the Internal Revenue Code (or corresponding section of any future Federal tax code)."

4. First and second sentences. "The post office address of the principal office of the corporation in Maryland is 17100 Quaker Lane, Sandy Spring, Maryland 20860. The name of the Resident Agent of the corporation in Maryland is Frank



Massey and the post office address of the Resident Agent is 17100 Quaker Lane, Sandy Spring, Maryland 20860.” [NOTE: The present Resident Agent is Karen A. Treber and the post office address of the Resident Agent is 240 Armstrong Avenue, Frostburg, Maryland 21532.]

6. Third and fourth sentences added. “Each Trustee shall be a member of a Monthly Meeting which is constituent of the Baltimore Yearly Meeting. The trustee shall be appointed at the annual meeting of the Baltimore Yearly Meeting, usually held in August of each year, for a term as designated in the Manual of Procedure of the Baltimore Yearly Meeting.”

8. Second sentence added. “However, should the corporation be dissolved the assets shall be distributed for one or more exempt purposes within the meaning of Section 501(c)(3) of the Internal Revenue Code, or corresponding section of any future tax code, or shall be distributed to the Federal government, or to a state or local government for a public purpose.”

9. New paragraph added. “9. No part of the net earnings of the corporation shall inure to the benefit of, or be distributable to its members, trustees, directors, officers or other private persons, except that the corporation shall be authorized and empowered to pay reasonable compensation for services rendered and to make payments and distributions in furtherance of Section 501(c)(3) purposes. No substantial part of the activities of the corporation shall be the carrying on of propaganda, or otherwise attempting to influence legislation, and the corporation shall not participate in, or intervene in (including the publishing and issuing of statements) any political campaign on behalf of, or in opposition to, any candidate for public office.”

### **Revision to the Articles of Consolidation**

Recorded with the State of Maryland: September 5, 1996 Fourth: 1. “The name of the Corporation is: Baltimore Yearly Meeting of the Religious Society of Friends, Inc.”

## Appendix B: Whistleblower Protection Policy

Baltimore Yearly Meeting is committed to the highest ethical and legal standards. In line with this commitment and BYM's commitment to open communication, this policy provides an avenue for members of BYM to raise concerns with reassurance that they will be protected from reprisals or victimization for reporting improper conduct such as incorrect financial reporting, unlawful activity, activities that violate BYM's policies, or other serious improper conduct. Any BYM member (or attender of a BYM monthly meeting) who learns of unethical or wrongful conduct within Baltimore Yearly Meeting is encouraged to report this to any of the following people for further action: the General Secretary, the Clerk of Interim Meeting, the Clerk of the Yearly Meeting, or the Clerk of Trustees.

No person will be penalized, formally or informally, or retaliated against for any such report. Harassment or victimization for reporting concerns under this policy will not be tolerated.

Every effort will be made to treat the complainant's identity with appropriate regard for confidentiality. We encourage Friends to put their names to allegations because appropriate follow-up questions and investigation may not be possible unless the complainant is identified. Concerns expressed anonymously will be explored appropriately, but consideration will be given to the seriousness of the issue raised, the credibility of the concern, and the likelihood of confirming the allegation from attributable sources.

## Appendix C: Conflict of Interest Policy

All Baltimore Yearly Meeting members, or attenders of BYM monthly meetings (“Friends”) are expected to avoid actual or potential conflicts of interest in dealings with BYM. Further, all Friends are expected to act in the best interest of Baltimore Yearly Meeting when fulfilling their duties as staff members or as volunteers.

An actual or potential conflict of interest occurs when a Friend is in a position to influence a decision that may result in a personal gain for that Friend, an entity associated with that Friend, or for a relative as a result of BYM’s business dealings. For the purposes of this policy, a relative is any person who is related by blood, adoption, marriage or committed partnership, or whose relationship with the employee is similar to that of persons who are related by blood, adoption, marriage or committed partnership.

Any Friend who has any influence on transactions involving purchases, contracts, or leases that might result in personal gain for the Friend, associated entity, or a relative must disclose, as soon as possible, to the General Secretary or the Clerk of Trustees the existence of any actual or potential conflict of interest so that safeguards can be established to protect all parties.

Any Friend serving on a BYM Committee that contracts for goods or services on behalf of BYM must not take part in any committee decision involving a contract with a business in which the Friend or a relative of the Friend holds any significant beneficial interest. The nature and extent of such a beneficial interest must be disclosed to the members of the committee making the decision.

Personal gain may result not only in cases in which a Friend, associated entity, or relative has a significant ownership in a firm with which BYM does business, but also when a Friend, associated business, or relative receives any kickback, bribe, substantial gift, or special consideration as a result of any transaction or business dealings involving BYM.

The intent of this policy is to uphold the high standards of transparency and integrity that BYM always has expected of Friends. Nevertheless, the policy should be interpreted with a standard of reasonableness. Thus, failure to disclose conflicts involving very small amounts of money or failure to make formal

disclosure of relationships that are well known to all parties involved will not be deemed to be violations of this policy.

## Appendix D: Youth Safety Policy

Originally Approved October 17, 2009

Updated June 15, 2013 and March 17, 2018

### **Purpose Statement**

The purpose of this document is to establish a policy to keep children and youth in Baltimore Yearly Meeting (BYM) programs safe from abuse, procedures for ensuring that safety, and mechanisms for reporting any instance of suspected abuse.

Baltimore Yearly Meeting (BYM) seeks to provide a safe and secure environment for the children and youth who participate in our programs and activities. We strive to provide an atmosphere of openness and trust among children, among adults, and between children and adults. We seek Divine guidance in all aspects of our programming, operations and staffing. We affirm that the adults in our programs have the responsibility for the safety and care of all, but especially the children in our programs. We recognize that youth safety depends fundamentally upon the quality of our hiring and screening processes, the training we provide for our staff and volunteers, layered supervision, and the matrix of support we provide for our staff and volunteers. Beyond written policies, we recognize that careful attention and vigilance needs to be maintained to nurture this atmosphere and provide individuals the opportunity to experience safety in our community.

All of our youth programs honor that of God in every person. After research, thought, discussion, and prayer, we have created this policy and procedures to promote the safety of all within the Yearly Meeting community while respecting the Light within each of us. The policy set forth in this document acknowledges that each of our youth programs is unique and has different operating norms. Therefore, this document strives to provide 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, groundskeepers and bus drivers. For purposes of this policy, these staff and volunteers shall be referred to as “Support Workers.”

Within BYM programs - which include, but are not limited to, the Junior Yearly Meeting program, the BYM Youth Programs, and the BYM Camping programs - some “youths” may indeed be “Youth Workers,” while some people over the age of 18 may be “participants.” Youth Workers who are under the age of 18 shall be referred to in this Policy as “Minor Youth Workers.”

Those in charge of those programs shall be referred to in this Policy as “program managers.”

## **Preventive Measures**

BYM seeks to prevent the occurrence of child abuse within its programs. Prevention occurs in various ways that include: carefully screening applicants, checking references, conducting criminal background checks, and regularly re-checking criminal records. It also includes training on the signs and symptoms of possible child abuse, regular monitoring of staff during youth activities, ensuring this Policy is disseminated to all who work with youth, training on this Youth Safety Policy, and creating procedures appropriate for each youth program, and monitoring compliance with those procedures, especially those designed to limit situations of one youth meeting with one adult in a closed room that might give rise to the opportunity of child abuse.

## **Selection of Workers for Positions Supervising Youth**

Year-round staff members involved with youth are hired by the General Secretary of BYM using a process that involves but is not limited to a written application,

interview, reference checks and criminal background check. These year-round staff members oversee the various BYM programs for youth.

People who oversee the BYM programs serving youth are charged with the responsibility of discerning the suitability of staff and volunteers to work with our youth. All BYM employees and any persons who desire to work directly with the children participating in our programs and activities will be screened using the procedures below:

Written application:

All applicants for any Youth Worker position must complete an application. The applications for various BYM youth programs may differ slightly depending upon individual program needs. However, each application will request basic information from the applicant, and will inquire into such matters as previous experience with children and religious affiliation. It will require at least two references, employment information and disclosure of any criminal convictions. (See Appendix D.1 for a copy of the application for use with all youth staff and camp staff: BYM staff and JYM volunteers.) Applicants with experience in one or more Quaker programs are encouraged to obtain one of their references from someone associated with that program, or from their Monthly Meeting. This shall not be a requirement.

Access to the completed application forms will be available to those reviewing the application, and to relevant BYM staff and committee clerks.

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 Mentor (FAM) subcommittee interviews possible staff for BYM Young Friends and Junior Young Friends programs. Procedures for conducting and documenting the interview or training process will be determined by the particular youth program. Any concerns raised during the interview process should be noted in writing or with the application, and signed and dated by the noting interviewer.

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.

#### Six-Month Association Rule:

In an effort to ensure that we know the individuals who will help our youth develop and be asked to serve as role models, no unpaid worker will be considered for any positions involving supervisory contact with minors until they have been known to a Quaker community for a minimum of the previous six (6) months before applying for a position in a BYM youth program. Quaker communities may include Friends schools, Friends camps, Monthly Meetings or other Quaker organizations.

#### 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.

#### Criminal Background Check:

A state/district and national criminal background check covering the jurisdiction in which the worker resides is required for all Youth Workers and Support Workers within BYM youth programs, excepting Minor Youth Workers. Until the background check is complete, no adult applicant will be allowed to volunteer or be employed in any of the youth programs. Periodic re-checks will occur, based on the specific youth program's need, but rechecks will occur no less frequently than every three years.

Before a background check is run, a prospective worker will be asked to complete and sign an authorization and release form as well as an information form allowing BYM to access this information and share it with appropriate personnel. (See Appendix D.1 for Authorization & Release and Information forms.) A failure to disclose a criminal conviction on the background authorization form and/or declining to sign the authorization form will be a basis for prohibiting the individual from working with children or acting in a support capacity in our youth



programs. An applicant will be provided with the opportunity to explain any extenuating circumstances regarding criminal convictions on the application.

Conviction of a crime does not automatically mean that someone could not work with children nor does it mean that they do not have gifts to offer the BYM community. But in order to protect the safety of our youth, individuals convicted of any of the following types of crimes will not be employed nor serve as volunteers in our youth programs:

Any crimes involving children such as, but not limited to, child abuse, sexual abuse, child neglect, child pornography, and human trafficking.

Additionally, in Maryland, employment in youth camps is prohibited to individuals who have been convicted of certain other crimes, including cruelty to animals, domestic violence, a weapon or firearm violation of federal or state laws, felonies, manufacturing, distributing, or dispensing a controlled dangerous substance, perjury, and reckless endangerment.

Additionally, applicants convicted of “barrier crimes,” as defined by Virginia law, will not be placed in positions working with youth in any BYM programs located in Virginia. All other convictions will be assessed based on the type of crime, numbers of convictions and date(s) of convictions, and any other pertinent information to ascertain whether the individual is suited to working with youth at all, or at the time of the application.

The background check authorization form and results will be maintained in confidence in a locked file and/or in secured digital files at the BYM office or other BYM facility. Should the criminal background check indicate any convictions that would ban or limit the involvement of an applicant, the Yearly Meeting staff will communicate with the applicant and notify them of the reason they are not eligible to work with youth in BYM programs. The applicant has the right to review the report. If the applicant believes that the criminal background report is incorrect, they may go through the appropriate legal channels to correct it and then reapply. BYM staff will notify the person responsible for the appropriate program that the applicant is not currently eligible to work with youth. In these instances, the General Secretary, program manager and the appropriate program committee clerk will be consulted. The ‘Yearly Meeting Presiding Clerk may substitute for the General Secretary, as needed.

## **Minor Youth Workers**

Because of the difference in legal status between youths and those over 18, the selection process for Minor Youth Workers is somewhat different. We recognize that there may be times when it is necessary or desirable for workers (paid or volunteer) who are under age 18 to assist in caring for children during programs or activities. The following guidelines apply to such workers:

Minor Youth Workers must be at least age 14; Note, the minimum age may be higher for some BYM youth programs based on the program, job description, location of where the program is conducted and the regulations in that jurisdiction.

There should be an age gap of at least two years or two grade levels between Minor Youth Workers and the children under their care. Some programs may require a wider age gap.

Minor Youth Workers must provide at least two references, with one preferably from their Monthly Meeting or another BYM program, or from a person in a position of responsibility concerning such experience at another Quaker or religious institution or other group. It should include information about the applicant's prior experience working with children. All Minor Youth Workers must have the express permission of a parent or guardian to engage in this ministry.

Minor Youth Workers must be under the supervision of an adult at all times.

Note: Criminal background checks are not available for minors.

## **Worker-to-Youth Ratios**

Given that our Yearly Meeting youth programs serve children from infancy through early adulthood, each youth program will develop guidelines for its programs and events that identify the maximum number of participants that one worker may be responsible for supervising, in accordance with applicable laws. Programs employing workers under the age of eighteen (18) years will include in their guidelines the discernment as to the ages of children a Minor Youth Worker may care for, and the number of participants a Minor Youth Worker may reasonably be expected to work with.

## **Supervision of Minors**

For the protection of all, one-on-one contact between adults and unrelated minors behind closed doors or in a secluded area is prohibited, except as may be

required for medical or similar unavoidable purposes. When transporting minors at least two adults must transport a single minor participant, or at least two minors must be present if transported by a single adult, when possible. We encourage any private conversations to be held in public view. Workers are never to be alone with a child in a private bathroom/ or bathroom stall with the door closed. During times when there are not two adults present with a group of youth, another appropriate adult should be assigned to make periodic unannounced site checks to such group.

### **Open Door Guideline**

When a program involving youth uses a classroom or other meeting room, the door to the room should always remain open unless there is an uncovered window in the door or a side window beside it that provides a clear view into the room. Doors are never to be locked while youth are inside the room.

### **Check-in/Check-out Procedure**

All programs which serve youth within BYM will have clear check-in and check-out procedures which ensure that the staff/volunteers can account for the number, identity and whereabouts of the youth under their care from arrival to departure. Each program will provide the particular procedures for these safeguards. Each such procedure should be submitted for approval to the program manager, or the person in charge.

### **Discipline Policy**

BYM strives to create a safe and nurturing environment where youth of all ages can experience the community of Friends. Our program leaders and staff work hard to use conflict resolution familiar to Friends when the need arises. Physical discipline such as spanking, grabbing, or hitting children is unacceptable under any circumstance. Workers should consult with the program director or committee clerk if assistance is needed with disciplinary issues.

### **Responding to Allegations of Child Abuse**

BYM operates in Maryland, Pennsylvania, Virginia, West Virginia and the District of Columbia, and the terms “child abuse,” “child neglect” and “child sexual abuse” have different definitions in each such jurisdiction, as well as different reporting requirements. (See Appendix D.2 for pertinent laws regarding child abuse for each of these jurisdictions.) Notwithstanding these various definitions, child

abuse, neglect or sexual abuse generally include, but are not limited to the following:

Any treatment, action or behavior or lack thereof to a child by any adult or other child that is not accidental, and that causes physical, sexual or emotional harm or injury to that child. This includes actions or behaviors that are direct as well as indirect through writing, phone calls, texting, instant messaging, via any form of social media or other form of communication or interaction.

Any act that involves sexual molestation or exploitation of a child by a parent or other person who has permanent or temporary care or responsibility for supervision of a child, or by any household or family member. These acts include incest, rape, sodomy, sexual offense, and unnatural or perverted sexual practices. [These acts by other adults would be defined as sexual crimes and be described in another part of the Law.] This includes actions or behaviors that are direct as well as indirect through writing, phone calls, texting, instant messaging, via any form of social media or any other form of communication or interaction.

Any action or failure to act that deprives a child of essential needs, such as adequate food, water, shelter, or medical care, by a caregiver who bears responsibility for providing such.

If an individual suspects abuse or neglect of a child participating in any BYM program, whether the abuse is suspected to have occurred in the youth program or elsewhere, s/he will immediately notify 1) the relevant Yearly Meeting program manager or 2) the appropriate committee clerk for further action, AND make an oral report to the civil authorities, and follow that by a written report to the civil authorities within 24-48 hours, as mandated by state law. (See Appendix C for Important Contact Information.) The program manager or committee clerk who receives the initial report shall notify the General Secretary as soon as possible.

Any sexual activity between any Youth Worker (including Minor Youth Workers) and a youth participant of a BYM program in which the Youth Worker is involved, is contrary to BYM policy.

### **Steps in Handling Suspected or Actual Abuse**

While our youth programs strive to foster communities of caring and respect for all, we recognize that the possibility exists for abuse or neglect of children during

participation in a youth program, as well as the possibility of discovering, during a youth event, evidence of abuse of a child participant that has occurred elsewhere.

In the event that a suspicion of child abuse or neglect is raised at a BYM program event or activity, regardless of where the abuse is alleged to have occurred, the following procedure shall be followed:

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.”

Report the suspicion or incident to the program manager or committee clerk as soon as possible, AND

Make an oral report of the suspicion or incident to the local Department of Social Services or Police. (See Appendix C for Important Contact Information).

The youth worker shall follow up by making a written report to the civil authority within 24-48 hours of the oral report. (See Appendix B for required forms or list of information to provide if no form is required.)

Immediate steps will be taken by the program manager or person in charge (PIC) to ensure that all other children and youth in the youth program are safe, as applicable.

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.

The parent or guardian of the youth will be notified by the person in charge as soon as possible, excepting circumstances in which such parent or guardian is the alleged abuser. (If there are multiple people in charge, those people should meet to be informed about the incident as soon as possible and to designate a point person to contact the parent or guardian and report to the authorities.) Information on the suspicion or incident will be provided to the parent or guardian including the

requirement that youth workers must report such suspicions or incidents to the program manager, parents, and to the authorities.

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.

Investigation of the suspicion or incident is the responsibility of the civil authorities who are trained for this purpose. BYM officials and all involved are expected to cooperate fully with any investigation. During the course of any investigation, all involved are reminded that confidentiality is important to the alleged victim as well as the alleged perpetrator. Any person ultimately found guilty of abuse by the authorities will be permanently removed from their position with children or youth, and will not be permitted to participate in any activities involving children and youth in the Yearly Meeting.

The General Secretary of the Yearly Meeting or their designee will ensure that all required reports to the civil authorities are made and that internal written records are kept regarding the suspicion or incident. The internal records should include, in detail, all steps taken by BYM in compliance with this policy and state law, as well as all actions to foster the healing of everyone involved. These will be kept in a locked file or secure digital location.

The Presiding Clerk of the Yearly Meeting and the Yearly Meeting's insurance carrier will be notified by BYM's General Secretary or their designee. If the insurer of the local venue is not the same as BYM's carrier, staff will advise the contact person for that venue that an incident has occurred, and that while BYM carries insurance, it is also appropriate for a representative of that venue to contact its insurer.

After consultation with BYM's legal counsel, the Presiding Clerk of the Yearly Meeting or their designee will determine whether, to what extent and by whom internal announcements or reports will be made within BYM to Friends.

After consultation with BYM's legal counsel, the Presiding Clerk of Yearly Meeting or their designee will be the spokesperson to the media, if that is deemed necessary, concerning incidents of abuse or neglect. However, if that person is alleged to be involved, the Interim Meeting Clerk or their

designee will be the spokesperson. All others should refrain from speaking to the media.

The Clerk of the Committee charged with supervision of the Program (or Supervisory Committee for staff), the General Secretary, the Presiding Clerk of Yearly Meeting, the appropriate program manager, the Camp Director (where appropriate) and BYM's legal counsel will together determine what information might need to be communicated to help the community recover. This group will make decisions about communicating information and facilitating healing, and will assist in carrying these out. 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.

At the conclusion of the investigation, if it is determined by the civil authorities that they do not have enough information to move forward, or if the suspicion is unsubstantiated, the program manager or person in charge will meet with the appropriate persons to determine whether any further internal steps need to be taken.

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.

### **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:

The disconcerting behavior will be brought to the attention of the person in charge (PIC), i.e. Camp Director, Youth Programs Manager, Designated Friendly Adult Mentor (DFAM), 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. 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.

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:

The complaint has a basis for further investigation. If so, conduct an internal inquiry and,

If deemed reportable, take reporting steps as indicated previously.

If non-reportable but the behavior indicates a lack of good judgment, or an insufficient level of maturity for the position of Youth Worker, or an inappropriate sense of boundaries, then

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:

provide additional training,  
provide closer supervision,  
offer a clearness committee,  
temporarily restrict participation in Youth Programs pending additional maturity, and/ or  
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 the individual's Monthly Meeting to convey the general outline of the situation and to request that the Monthly Meeting attend to the spiritual and emotional needs of the individual.



Information about the situation will be shared only on an as-needed basis, and, only to the limited extent necessary. Any written documents will be kept locked in a confidential file in the Baltimore Yearly Meeting office.

### **B. Behavior Outside of BYM that Raises Concerns**

An individual may question the appropriateness of a Youth Worker's involvement with youth based upon that worker's behavior outside Yearly Meeting activities. When such a concern is brought to the attention of a BYM youth program leader, care needs to be taken to discern the appropriate response. The response shall be determined by the program manager, program committee clerk and the General Secretary and may include any of the steps listed above. At all times respect and concern needs to be held for all involved, and information about the situation will be shared only on a limited, need-to-know basis.

### **Training**

BYM youth programs will require and provide training on this Policy for all 'Youth Workers. (See Appendix D for Acknowledgement form for Youth Workers to sign and submit upon receipt and/ or training on this Policy.) Additionally, BYM will strive to provide opportunities for additional training classes or events on a regular basis. All persons working with youth are expected to attend training regarding youth safety.

### **Policy Revisions**

The Youth Safety Policy Working Group will meet at least once per year to review this Youth Safety Policy and will bring proposed revisions of this Policy to Interim Meeting or Annual Session as needed.

### **Youth Safety Appendix D.1: Criminal Record & Reference Checks**

#### **Authorization & Release**

Baltimore Yearly Meeting (BYM) requires a criminal records check as well as employer and personal reference checks for those who wish to work with youth or in a support capacity with youth pursuant to BYM's Youth Safety Policy and State law.

I authorize BYM and its affiliates to perform a criminal background check on me. • I authorize the release of information from my current and former employers as needed in response to reference checks by BYM.

I understand and authorize BYM to release the results of my criminal background check and employment and personal reference checks to appropriate leadership on an as-needed basis. Note that this may include an applicant's Monthly Meeting Clerk, though the position applied for is not conducted by the applicant's Monthly Meeting.

I understand and authorize BYM to conduct subsequent periodic criminal background checks so long as I continue to be involved with youth as a volunteer or employee, in any capacity.

I understand that, by law, I have the right to review the results of the criminal records check and I have the right to contest those results with the appropriate civil authorities.

I understand that the results of the criminal background check will be utilized for determining my eligibility for working with youth or in a support capacity with youth.

I understand that it is BYM's policy to disallow anyone with convictions for child abuse or sexual crimes to work with or near youth.

I hereby affirm that I have never been convicted of child abuse or sexual offenses.

I hereby affirm that I have never been accused of being sexually, physically or emotionally abusive of a child.

By my signature below, I for myself, my heirs, executors and administrators, do forever release and discharge and agree to indemnify Baltimore Yearly Meeting and its officers, employees and agents to be harmless from and against any and all causes of actions, suits, liabilities, costs, demands and claims and related expenses including attorneys' fees and court costs and any other expenses resulting from the investigation into my background in connection with my application to take or continue in a position as an employee, friendly adult Mentor or volunteer of Baltimore Yearly Meeting.

Print Name:      Date:

Sign Name:

Signed in the presence of: (Witness signature)

**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:

Date of Birth:

Social Security Number:

Current Address:

Previous Addresses:

List Other Names Previously Used

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 5-570ff as well as in many places throughout the Criminal Law Article such as at Sections 3-60 J -602, 3-301ff and 11-207ff. You will find that when child abuse is discussed it is generally in reference to the laws found in the Family Law Article. In this section, child abuse is generally defined as injury to a child in which the child's health or welfare is harmed or put at substantial risk of being harmed, physically, emotionally, sexually or via neglect by the actions or failures to act of a parent or person with temporary or permanent responsibility for the child. Individuals who cause similar harms to a child with no legal responsibility for the child would be charged under the criminal statutes.

Reporters: Maryland law identifies those who are legally required to report suspected child abuse and neglect. These mandatory reporters are: health practitioner, police officer, educator, human services worker. In 2011, Maryland passed a law which states that "a report is required when a person has reason to believe that a child has been subjected to abuse or neglect." As a result, all adults in Maryland are obligated to report suspected child abuse and neglect. There is an

exception for ministers of an established church of any denomination who are not required to report if the disclosure was made under circumstances in which the minister is bound to maintain confidentiality. While the law now requires any person to report suspected child abuse and neglect, the mandatory reporter sections of the law were maintained. To date, there have not been any cases which have considered the impact of the new reporting requirements; only time will tell how and to what extent Maryland will enforce this new provision. Recently, Maryland also passed a new law which makes it a misdemeanor punishable by up to five years in prison and a fine of up to \$10,000, or both, for any individual to intentionally prevent or interfere with the making of a mandatory report of suspected abuse or neglect.

**When & Where to Report:** A report must be made when a mandatory reporter or other individual has reason to believe that a child has been subjected to abuse or neglect. For mandatory reporters, a report shall be made orally as soon as possible, and followed up with a written report within 48 hours thereafter. Reports should be made to the local department of social services in the location in which the abuse allegedly occurred or to the local police. Maryland State provides a form to use for the written report as attached. Adults who are not mandatory reporters are required to call the department of social services or the police. They may, but are not required to follow up with a written report.

**Past Abuse:** The mandatory reporting requirements do not change if the abuse was alleged to have taken place some time ago, even years ago, and without regard for whether the alleged victim is now an adult or the alleged abuser is no longer living.

**Immunity:** Under Maryland law, reporters are immune to prosecution for making the report so long as the report was made in good faith.

**Background Checks:** Forms for requesting a protective services background check are available from the Maryland Department of Human Resources, Child Protective Services at <http://dhr.maryland.gov/blog/child-protective-services/child-protective-services-background-search-the-central-registry/>.

### West Virginia Child Abuse and Related Laws

**Child Abuse:** West Virginia defines child abuse and neglect as non-accidental harms or threats of harm to a child’s physical, mental or emotional well-being,

sexual abuse or exploitation, or domestic violence by a parent, guardian or anyone responsible for the child's well-being. Additionally, West Virginia specifically includes the following within the definition of child abuse: attempted sale of a child, battered child syndrome, harms or threats of harm via domestic violence, and physical injury as a result of excessive corporal punishment. West Virginia's child abuse laws can be found in West Virginia Code § 49-2-801 ff and the pertinent domestic violence laws at § 49-1-201(D).

Reporters: Mandated reporters, as they are termed in West Virginia, include mental, dental or medical professionals; Christian Science practitioners, religious healers; teachers or other school personnel; social service, child care or foster care workers; emergency medical services personnel; peace officers, law enforcement officials or humane officers; clergy; circuit court judges, family court judges, employees of the Division of Juvenile Services or magistrates; youth camp administrators, counselors, employees, coaches or volunteers of entities that provide organized activities for children; and commercial firm or photographic print processors. Note the specific inclusion of clergy, youth camps and organized activities for children.

In addition, any person over the age of 18 who receives a disclosure from a credible witness or who observes any sexual abuse or sexual assault of a child shall immediately report, no more than 48 hours after receiving the disclosure or making the observation, to the Department of Health and Human Services or the State Police or any other law enforcement agency with jurisdiction. If the person reporting the event has a good faith belief that reporting the event to the police would expose the reporter, the child, or any other children to an increased threat of serious bodily injury, the person may delay making the report until he/she and any affected children have been removed to safety.

With the exception of the attorney-client privilege, the legal privileges that can be asserted to prevent forced testimony for some professionals such as by physician regarding their patients are suspended regarding suspected or known child abuse. Additionally, the husband-wife privilege cannot be invoked in situations involving suspected or known child abuse.

**When & Where to Report:** A report must be made by a mandatory reporter upon reasonable cause to suspect a child is being neglected or abused, or that conditions exist that are likely to result in abuse or neglect. The reporting process

is to immediately (but in any event, within 24 hours for teachers and school personnel and within 48 hours for all other reporters) make a verbal report to the West Virginia Department of Health and Human Resources and the State Police or any law enforcement agency. If requested, a reporter must make a follow-up written report within 48 hours. Any mandated reporter who is a member of staff or a volunteer of a public or private institution, school, entity that provides organized activities for children, facility or agency must also immediately notify the person in charge, who may supplement the report or make an additional report.

The knowing failure to report sexual abuse or knowingly preventing another person acting reasonably from doing so is a misdemeanor punishable by up to six months in prison and a fine of up to \$10,000, or both.

Immunity: Persons, officials and any institution participating in good faith in any act required by the reporting laws shall be immune from any civil or criminal liability as a result.

Background Checks: Forms for requesting a protective services background check are available from the West Virginia Department of Health and Human Resources, Bureau for Children and Families at <http://www.dhhr.wv.gov/bcf/Providers/Pages/Request-an-APS-or-CPS-Background-Check.aspx>.

### Virginia Child Abuse and Related Laws

Child Abuse: In the Commonwealth of Virginia, laws regarding child abuse are found in that state’s Code at § 63. 2-100. Child abuse is defined as the actions or failures to act of a parent, guardian or another responsible for a child under the age of 18 who creates, inflicts, or threatens to inflict or allows another to inflict non-accidental physical or mental injury, who neglects or refuses to provide care necessary for the child’s health, who abandons the child, or who commits or allows to be committed any act of sexual abuse or exploitation upon the child. This specifically includes having a child in the presence of the manufacture of certain controlled substances, during the sale of such substances, and knowingly leaving a child alone in the same dwelling with another unrelated individual who has been convicted of an offense against a minor for which registration as a sexual offender is required.

Reporters: Mandatory reporters in Virginia are as follows: all persons licensed to practice medicine or any of the healing arts; hospital residents, interns and all nurses; social workers, family-services specialists and probation officers; teachers & other employees at public or private schools, kindergartens and nursery schools; persons providing child care for pay on a regular basis; mental health professionals; law enforcement officers, animal control officers and mediators; professional staff of private or state-run hospitals, institutions or facilities to which children have been placed for treatment or care; adults associated with or employed by any public or private organization responsible for the care, custody or control of children; court-appointed special advocates; adults trained by Social Services to recognize and report child abuse and neglect; persons employed by local departments who determine eligibility for public assistance; emergency medical services personnel; persons employed by public or private institutions of higher learning; athletic coaches, directors or adults employed by or volunteering with private sports organizations or teams; and administrators or adult employees of public or private day camps, youth centers and youth recreation programs. Take special note of these last few mentioned mandatory reporters - youth recreation programs and camps.

Any person who suspects that a child is abused or neglected may report.

In Virginia, clergy are exempted as mandatory reporters if the following conditions are met: The clergy is a regular minister, priest, rabbi, imam or duly accredited practitioner of any religious organization or denomination usually referred to as a church as it relates to (i) information required by the doctrine of the religious organization or denomination to be kept in a confidential manner, or (ii) information that would be subject to a privilege in the context of testimony in court. Exemptions to reporting are not allowed due to husband-wife privilege or doctor-patient privilege.

**When & Where to Report:** Reporting is required when a mandatory reporter acting in their professional capacity believes there is reason to suspect a child is being abused or neglected. This includes finding controlled substances in a newborn or the finding of a newborn with an illness, disease or condition that to a reasonable degree of medical certainty is attributable to the in utero exposure of a controlled substance not legally prescribed.

Exceptions include children who in good faith are under treatment solely by spiritual means through prayer, in accordance with the tenets and practices of that religion.

The reporting process is to immediately report to the local department of social services in the geographic area in which the child resides or the abuse is alleged to have occurred or to use the state hotline. If neither the locality in which the child resides nor where the abuse is believed to have occurred is known, then the report should be made to the local department where the abuse was discovered, or to the state hotline. If the alleged abuser is an employee of that department of social services, the report shall be made to the court for that area. The local department is responsible for the report to be reduced to writing on the prescribed form.

Immunity: Under Virginia law, reporters are immune to prosecution for making the report so long as the report was made in good faith.

Background Checks: Virginia does not have any state mandated forms for requesting a background check except for certified preschools, child day centers, children’s residential facilities, family day homes, family day system homes, licensed child placing agencies, religiously exempt child day centers, and voluntarily registered family day homes. Further information is available at [https://www.dss.virginia.gov/family/children\\_background.cgi](https://www.dss.virginia.gov/family/children_background.cgi).

### Pennsylvania Child Abuse and Related Laws

Child Abuse: Pennsylvania State adopted significant changes to its laws on child abuse over the last couple of years. Currently, Pennsylvania’s child abuse laws are located in the state statutes at 23 Pa. C.S. § 6301 ff. This state’s child abuse definition is inclusive of the acts of not only a child’s legally responsible caregivers but also abuse by all others. Child abuse is intentionally, knowingly or recklessly causing bodily injury to a child; fabricating, feigning or intentionally exaggerating or inducing a medical symptom or disease which result in potentially harmful medical treatment; causing serious mental injury; causing sexual abuse or exploitation of the child, or creating a likelihood of sexual abuse or exploitation; creating a reasonable likelihood of bodily injury to a child; causing serious physical neglect; and causing the death of a child. Serious physical harm includes bodily injury that causes severe pain or significantly impairs a child’s physical functioning, either temporarily or permanently. Serious mental injury is defined



as something that renders the child chronically and severely anxious, agitated, depressed, socially withdrawn, psychotic or in reasonable fear that their life or safety is threatened. Other acts such as forcefully shaking a child, causing a child to be present in a methamphetamine laboratory, and leaving a child unsupervised with a known sexual offender are also covered under these laws.

Reporters: Mandatory reporters include: persons licensed or certified to practice in any health-related field; medical examiners, coroners, funeral directors; an employee of a healthcare facility or provider engaged in the admission, examination, care or treatment of individuals; school employees; an employee of a child care service with direct contact with children; clergymen, priests, rabbis, ministers, Christian Scientist practitioners, religious healers and spiritual leaders; paid and unpaid persons who, as part of a regularly scheduled program, are responsible for a child's welfare or have direct contact with children; social services workers; peace officers or law enforcement officials; emergency medical services providers; library employees with direct contact with children; independent contractors, attorneys affiliated with agencies or institutions responsible for the care, supervision, guidance or control of children; foster parents; and adult family members.

Any person who has reason to suspect that a child is abused or neglected may report.

A report is required when a person who in the course of employment, occupation or practice of a profession, comes into contact with children, or is directly responsible for the care, supervision, guidance or training of the child, or is affiliated with an agency, institution, organization, school, church or religious organization or other entity directly responsible for the care, supervision, guidance or training of the child, and has reasonable cause to suspect, that a child is a victim of child abuse.

Exceptions to the reporting requirement are made for attorney-client privilege and members of the clergy that are specially protected under Pennsylvania law regarding confidential communications. Other privileges such as doctor- patient are suspended as regards suspected child abuse.

**When & Where to Report:** The reporting process includes an initial immediate oral or written report, which may be submitted electronically at

<https://www.compass.state.pa.us/cwis/public/home>.

Mandated reporters must immediately make an oral report via the state hotline at (800) 932-0313 or a written report which may be submitted electronically. If an oral report is made, it must be followed by a written report within 48 hours. Reports are to be made to the Department of Public Welfare. Pennsylvania provides a form that is to be used for the follow-up written report, as attached.

Immunity: A person, institution or agency that participates in good faith in making a report whether required to or not shall have immunity from civil and criminal liability.

Background Checks: Forms for requesting a protective services background check are available from the Pennsylvania Department of Human Services at <http://www.dhs.pa.gov/>.

#### District of Columbia Child Abuse and Related Laws

Child Abuse: Child abuse laws for the District of Columbia are found in DC's Code at § 16-230 I. DC's definition of child abuse includes infliction of mental or physical injury, sexual abuse and exploitation as well as negligent treatment or maltreatment by a person responsible for the child's well-being.

Reporters: A report is required by a mandatory reporter when a person knows or has reasonable cause to suspect that a child known to them in their professional or official capacity has been or is in immediate danger or being mentally or physically abused or neglected. Any other person may make a report.

Mandatory reporters in DC include: Child and Family Services Agency employees, agents and contractors; physicians, psychologists, medical examiners, dentists, chiropractors, registered nurses, licensed practical nurses or persons involved in the care and treatment of patients; law enforcement officers, humane officers; school officials, teachers or athletic coaches; Department of Parks and Recreation employees, public housing resident managers, social service workers or day-care workers; human trafficking counselors; domestic violence counselors or mental health professionals.

Exceptions include attorneys exercising the attorney-client privilege due to active representation of a client and in which the basis for the suspicion arises solely in

the course or that representation. However, neither the doctor -patient nor the husband-wife privilege is permitted as regards suspected child abuse.

Any other person who knows or has reason to suspect that a child is being abused or neglected may report.

**When & Where to Report:** A report should be made when the reporter knows or has reasonable cause to suspect that a child known to them in their professional official capacity has been or is in immediate danger of being a mentally or physically abused or neglected child. The reporting procedures include making an immediate oral report to the police department or Child and Family Services Agency at (202) 671-SAFE. A follow-up written report is to be made only upon request by the agency or police or if the abuse involves drug- related activity.

**Immunity:** Those making reports or suspected child abuse in good faith shall have immunity from civil and criminal liability.

**Background Checks:** Forms for requesting a background check are available from the Child and Family Services Agency at <http://cfsa.dc.gov/service/background-checks>.

### **Youth Safety Appendix D.3: Important Contact Information**

#### **Baltimore Yearly Meeting**

Office of General Secretary  
301-774-7663  
[gensec@bym-rsf.org](mailto:gensec@bym-rsf.org)

#### **Hotlines to Report Child Abuse**

Maryland: 800-332-6347  
Virginia: 800-552-7096  
West Virginia 800-352-6514  
District of Columbia 202-671-7233  
Pennsylvania: 800-932-0313

*\*Contact the state in which the abuse occurred. \*All of these hotlines are available 24/7.*

#### **Law Enforcement**

You may also contact the local law enforcement agency for the jurisdiction in which the abuse took place.

**Baltimore Yearly Meeting Attorney**

Jeffrey Agnor  
Law Offices of Davis, Agnor, Rapaport & Skalny  
10211 Wincopin Circle | Suite 600  
Columbia, Maryland 21044  
410.995.5800 | [www.darslaw.com](http://www.darslaw.com)

**Baltimore Yearly Meeting Insurance Company**

Guide One Insurance  
1111 Ashworth Road  
West Des Moines, IA 50265  
Agent phone: 301-855-9393

**Youth Safety Appendix D.4: Acknowledgement Form**

**ACKNOWLEDGEMENT**

- I have received a copy of Baltimore Yearly Meeting’s Youth Safety Policy.
  - I have read and understand the contents of this Policy.
  - I have participated or will participate in training regarding this policy.
  - I understand that it is Baltimore Yearly Meeting’s policy that if I have a suspicion of child abuse, I will immediately do the following:
    - Inform the Program Manager for the program which I am involved in at the time my suspicion arises; AND
    - Report the suspected abuse verbally to the department of social services or the police for the geographic location in which the suspected abuse occurred; AND
    - Follow up with a written report to the civil authorities within 24 – 48 hours of the verbal report.
  - I agree to comply with the policies set forth in this Youth Safety Policy.

Signature  
Printed Name

Date

## 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 at the end of this section.

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:

- Has prayerfully studied and considered the ministry.
- Unites with the ministry and feels that it is led by the Spirit.
- Undertakes to provide care and spiritual accountability through M&PC.
- Undertakes to endorse travel minutes, if needed.
- 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:

- Individual discernment.
- Corporate discernment: the clearness process.
- The role of BYM and its committees.
- Sponsoring Committee.
- 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:

- The nature of the Friend’s gift.
- The Friend’s understanding of what he or she is called to do.
- How the leading fits with Friends testimonies, values, and practices.
- Resources available to the Friend.
- Resources needed to carry out the leading.

The amount of support likely to be available from the Monthly Meeting, other organizations, host communities, and/or interested individuals.

Historically, the clearness process has often taken years. It is important to take all the time necessary to discern clearly whether the Friend is ready to move forward with the proposed ministry, or whether further seasoning is needed.

If the Clearness Committee feels that the ministry merits the support of the Monthly Meeting, the Committee should bring its recommendation to a meeting for worship with concern for business and ask the Monthly Meeting to embrace the Friend's ministry and to minute its support of it. If the Clearness Committee and the Monthly Meeting discern that the ministry will involve the interests of BYM, or is important enough to merit consideration by BYM, the Monthly Meeting should forward this minute of support to BYM, asking the ministry be embraced by BYM.

Whether the ministry is supported within the Monthly Meeting, or embraced by BYM, the Monthly Meeting will take responsibility for receiving donations and disbursing funds needed to support the embraced ministry financially. This responsibility may be delegated to another organization, as appropriate.

If a ministry is embraced by BYM, all fund-raising activity within BYM must be coordinated with BYM's Development Committee. The Monthly Meeting should prayerfully consider whether it has the capacity to manage the administration of these financial matters.

### **The role of BYM and its committees**

When a Monthly Meeting asks BYM to embrace the ministry of a particular Friend, BYM should take the following steps:

Refer the Monthly Meeting's request to M&PC.

M&PC should ascertain how the proposed ministry expresses Quaker values, practices, or beliefs, and how it relates to the work of BYM.

M&PC should determine whether the scope and nature of the ministry's work truly justify embracing the ministry at the Yearly Meeting level.

M&PC should decide whether to take responsibility for supporting the embraced ministry or to ask another BYM standing committee to do so.

The appropriate BYM committee presents a minute to BYM asking it to embrace the ministry.



If the minute is approved, either M&PC or another BYM committee will convene (nominate) two committees to support the embraced ministry:  
a Sponsoring Committee and  
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.

Assure compliance with general standards of satisfactory financial management, including relevant insurance and tax matters.

Verify the resources supporting the ministry are well-used and accounted for.

Review and present travel minutes to BYM for endorsement.

Meet with the Friend and members of the Working Support Committee often enough to maintain good communication.

Receive and review periodic reports submitted by the Working Support Committee.

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:

Encourage the embraced Friend to maintain a daily spiritual practice.

Help the Friend with discernment and use of his or her leading, skills, and judgment.

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. 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.

Help the Friend in handling adversity.

Serve as traveling companions to the embraced Friend whenever possible.

Identify others with similar leadings.

Report annually or more frequently on program progress. Reports should be forwarded to the Sponsoring committee and the Monthly Meeting.

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."**

Pray for greater clarity regarding your ministry.

Read and prayerfully consider the resources available to you.

If your Monthly Meeting is unsure how to proceed, ask for assistance from BYM's M&PC.

Ask your Monthly Meeting to convene a Clearness Committee to help in the discernment of your ministry and its spiritual foundation.

Meet with your Clearness Committee to explore your ministry and consider the resources it might require.

If your Clearness Committee unites with your ministry, it should bring a recommendation to its meeting for business asking that the Monthly Meeting:

Minute its support of your ministry, including in the minute a description of the work you are led to do.

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.

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.

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.

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.

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.

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.

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.

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.

The Sponsoring Committee is responsible for recommending to BYM that your ministry be embraced by BYM.

The Sponsoring Committee confers with you and your Monthly Meeting to identify Friends to serve on a Working Support Committee.

Meet frequently with the Working Support Committee and provide an annual report to the Sponsoring Committee.

Continue your spiritual practices and prayerful discernment.

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.

Share the fruits of your experience with your ministry with other Friends.



## Appendix F: Grants Application and Management Policy

Approved at Tenth Month 11th 2014 Interim Meeting

Baltimore Yearly Meeting nourishes Friends' ways of worship and service and supports and upholds Quaker values. It offers its constituent Monthly Meetings a wide range of services and support through its programs. To accomplish this, the Yearly Meeting relies on the financial resources provided through the apportionment process, through gifts from individuals and Monthly Meetings and through fees from its programs and activities. Where appropriate, it also seeks grants from outside sources, both Quaker and non-Quaker, whose mission and values are aligned with Baltimore Yearly Meeting. The Development Program is charged with oversight of all funding requests made to foundations and other outside organizations. This grants policy details the research, application, approval and acceptance, and management policies to be followed with regard to any such grants.

(NOTE: For grants awarded by BYM, see Educational Grants Committee and Sue Thomas Turner Quaker Education Fund Committee.)

### **Overview**

The use of grants to fund BYM programs or activities may be considered as a sequence of distinct phases:

Grant Research. When and how is it appropriate to seek a grant for a program or activity? This section of the policy identifies issues for discernment.

Grant Application. When it discerns that grant funding is appropriate, a BYM standing committee (referred to herein as a program committee) prepares a grant application based, in part, on the response to a series of considerations, with assistance from the Development Program.

Grant Approval and Acceptance. This is a quality assurance phase designed to ensure that BYM submits complete, high-quality grant applications and can comply with the terms and conditions of grant awards. The Development Program reviews each grant application. After the Development Director and General Secretary approve the application, it is submitted to the granting organization. If the grant is awarded, the Development Director reviews the final terms and conditions with others as appropriate before the General Secretary accepts the award on behalf of BYM.

BYM Consultation Process. This process draws on the knowledge and experience of bodies of the Yearly Meeting that have responsibilities related to a grant.

Grant Management. The program committee and staff and volunteers identified in the grant application carry out the program or activity, with assistance from other BYM staff, as appropriate.

### **Grant Research**

The Development Program is responsible for seeing that assistance is available to Yearly Meeting grant seekers as needed and, along with the General Secretary and possibly others, for determining the appropriateness of grant sources. All parties must be responsive to the time sensitivities of any grant processes.

The Development Program maintains a grantor criteria document and a list of previous grantors to BYM. Grantors must have priorities and policies that are in harmony with BYM Faith and Practice.

The Development Director identifies grants resources that could be helpful for the Yearly Meeting and serves as a resource to BYM on these issues.

From time to time the Director may make recommendations to BYM programs about possible opportunities.

Anyone seriously considering applying for a grant notifies the Development Director about this as soon as possible.

The Development Director keeps the Development Committee and General Secretary informed of potential applications.

### **Grant Application**

A program committee, in consultation with the Development Program (the Development Director and the Development Committee), may initiate grant applications for a proposed program or activity of the committee that is already under its charge. During this phase, the Development Program considers how the proposal relates to other current or anticipated fund-raising activities.

This program committee, with the assistance of the Development Director, drafts the grant application. In preparing the request, this committee needs to consider the information and questions below.

#### **Grant requests**

Proposed program or activity description and reason for the grant request.

Why is this program or activity needed?

What individual(s) or group(s) would benefit?

Is any Quaker testimony or concern addressed by this proposal? Which one(s)?

List of events and activities planned, with timetable for implementation and completion. • Expected duration of the proposed program or activity.

List of key staff /volunteers involved and their roles, qualifications and BYM committee or meeting membership where applicable.

Explanation of interactions with other organizations, if relevant.

Description of the grant for which BYM is applying, including grant purpose and conditions. • Whether the mission and values of the granting organization are aligned with those of BYM.

Does acceptance of the grant create any conflict of interest or appearance of conflict of interest for BYM?

Are there considerations that might weigh against pursuing the particular grant?

Which BYM individuals or committees have been consulted, and what is their feedback?

#### Evaluation

If this grant is awarded, how will the use of the funds be defined as successful in the short term?

How will the use of funds be defined as successful over the long term?

By what measures will the funds use be gauged in a final report?

#### Finances

A budget for the proposed program or activity project with all potential or actual funding sources indicated, including a list of all sources applied to, amount requested, and status (pending, granted or refused).

The dollar amount of funds for the proposed program or activity in the BYM budget. Why is this project not fully covered by the BYM budget?

Does the program committee have any existing funds that can support the proposed program or activity? Please explain.

Are there any matching requirements? If yes, how will they be addressed?

Are there any ongoing budget commitments? If yes, how will they be addressed? BYM Consultation Process

Any committees that have responsibility for specific grant-related activities must approve of the grant application before it goes forward.

Trustees must be informed of any grant applications before they go forward and may review them for potential legal, fiduciary, safety or other concerns.

The Treasurer, Comptroller, and Stewardship and Finance Committee must be notified of the likely financial management requirements before the grant application can go forward.

If the grant involves possible staff changes, Supervisory Committee must be notified of this possibility before the grant application goes forward.

### **Grant Approval and Acceptance**

The Development Program and General Secretary approve the submission of the grant application if the above questions and considerations have been fully addressed and the proposal meets the criteria of the granting organization. If the grant is awarded, the Development Director approves acceptance of the funds and determines whether BYM is able to comply with the reporting requirements and final terms and conditions of the award. All grants are made in BYM's corporate name, Baltimore Yearly Meeting of the Religious Society of Friends. The signature of the General Secretary is required on grant submissions and award acceptances.

### **Grant Management**

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

- Assuring that the funds awarded are spent in accordance with the goals and objectives as stated in the grant proposal.

- Maintaining adequate records for the funded program or activity, including records of the evaluation measures specified in the grant proposal.

- Maintaining adequate accounting records for the grant funds.

The Development Director will review any required report(s) prepared by the relevant program committee and submit the report to the granting organization.

Once the grant has been awarded, if any unforeseen significant adjustments in expenditures appear to be required for the funded project, then the responsible program committee must immediately notify the Development Director, who will



consult as needed with the granting organization and any responsible parties as named in the consultative application process to address the changes.

At the conclusion of any grant, those in BYM responsible for the grant write a report to the Meeting for Business on issues, outcomes and lessons learned. This may be included as part of an annual committee or staff report.

The Development Director provides the Development Committee with a report on the status of all current grants once a year at a time designated by the Committee.

## Appendix G: Anti-Racist Faith Community Declaration

In struggling with how to ensure that our Yearly Meeting is an anti-racist faith community, we have come to some convictions.

### We Aspire To Recognize And Affirm Diversity As A Means To Truth

We Friends are of many skin colors, ethnicities, socio-economic backgrounds, gender identities, sexual orientations, abilities, stages of life, and socially constructed racial identities. We are all seeking the Spirit's presence in our lives, and in our life together. We recognize that some of us have experienced oppression and marginalization in ways that others have not. We aspire to live as members of the blessed community, which is one of liberation, equity, and great diversity across all differences.<sup>1</sup>

### We Approach Racism As A Virus To Be Healed

Simply "addressing" racism is too weak. Believing that we can simply end racism is too optimistic. Our response to racism must be to challenge it, to confront it, to correct it, and to heal this societal infection.<sup>2</sup>

### We Are Committed To Becoming More Inclusive And Welcoming To All

We are committed to discerning how our Meetings at all levels can be more inclusive and welcoming to all, can encourage participation and leadership among all Friends, and can build an anti-racist, multicultural community.<sup>3</sup>

### We Strive To Do More To Build And Maintain Trust

We will focus upon being more authentic (sharing the real me), logical (being rigorous in my thinking), and empathic (my being in it for others).<sup>4</sup>

### We Seek to Ensure That We Do Not Benefit Some at the Expense of Others

We are encouraged by a practice that was adopted by the Board of Trustees at Pendle Hill Conference and Retreat Center several years ago to vet each decision using the following queries:

How might this decision affect people from other cultures or those within the same culture who have different experiences, perceptions, belief systems, and perspectives from our own?

To what degree have privilege, class, stereotypes, assumptions, and our ability to include other perspectives affected this decision?

Will this decision promote inclusiveness, allow equal access, and welcome those we perceive as different from ourselves?

How might this decision advance Pendle Hill's goals of promoting diversity, fostering justice, and creating the Beloved Community for all people?

A Major Step Toward Becoming More Anti-Racist is To Test Decisions We Make Using queries to examine how our decisions may promote inclusiveness, allow equal access, and welcome those we perceive as different from ourselves could, we believe, guide us in our deliberations. It will also make us more accountable for our actions and less likely to be satisfied with a statement that sounds laudatory, but proves empty or even harmful. In that regard, we seek to always be able to answer the following queries:

How could this decision affect those who have been harmed by racist behavior?

To what degree have privilege, class, stereotypes, assumptions, and our ability to include other perspectives affected this decision?

Will this decision promote equity, diversity, and inclusiveness?

Will it enable us to be more friendly and whole? How will we provide opportunities for those most likely to be directly affected by our decision to influence that decision?

How does this decision support the declaration of our Yearly Meeting that we are an anti-racist faith community?

**In Love and Peace, We Can Live as Friends**

We will reach out to and welcome others we do not yet know, but who are God's children, as we are. This must be done with warmth, compassion, love, and truth so it is rightly ordered (has integrity) and reciprocated in love and peace.

Further, we will include friends-to-be in our activities and welcome their questions and differences in understanding and action so as to develop friendships and become a whole community, richer due both to our more diverse composition, perspectives, and strengths and to the truth and love we have grown and used in the process.

