

Yearbook of Baltimore Yearly Meeting of the Religious Society of Friends

With Minutes of Annual Session 2022
August 2-7, 2022

With Minutes of Interim Meeting
October 9, 2021
December 11, 2021
March 29, 2022
June 11, 2022

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Baltimore Yearly
Meeting of the
Religious Society
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Friends,

Welcome to the Baltimore Yearly Meeting 2022 Yearbook. In 2022, we marked the 350th anniversary of when George Fox landed on the shores of Maryland and gave early Friends the structure that would become Baltimore Yearly Meeting. Together, for 350 years, Friends in the southern mid-Atlantic have nurtured a strong and vibrant Quaker community. Throughout the 2022 Yearbook, you'll see not only the historic records of our business sessions—but also the strength and vibrancy of who Friends are in the world *today*. From reports on our thriving youth ministries and spiritual epistles to minutes recording powerful vocal ministry on anti-racism and the names of more than 250 Friends serving our Yearly Meeting as volunteers, the Yearbook captures the vitality of the Spirit alive among us.

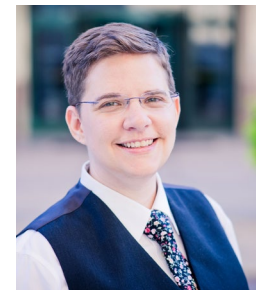
To reflect that vitality and to ensure the Yearbook continues to serve Friends, you'll notice a new book design and organization. I am pleased to bring you this fresh new format designed with you in mind.

The 2022 Yearbook makes the most frequently used sections of the Yearbook simpler to find, improves the visual design for easier reading and accessibility, and reduces the printing costs of the book. I hope these changes will help Friends both access the resources you need and see the breadth and depth of our life together as Friends.

In Service & in Friendship,

Sarah M. Gillooly

General Secretary



2022 BYM Yearbook At a Glance

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Who We Are

Baltimore Yearly Meeting, founded in 1762, builds and nurtures a strong, vibrant Quaker community across the southern Mid-Atlantic. We seek to build community, grow in the life of the Spirit, discern right action, and bear witness in the world. In addition, BYM serves as the point of connection and collaboration for Friends working on a wide range of social justice issues. BYM includes Quaker meetings in Virginia, Maryland, Pennsylvania, West Virginia, and the District of Columbia. About 6,700 Friends of all ages, from more than 40 worshipping communities, make up BYM.

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 four summer camps that serve more than 500 campers annually. The work of BYM is carried out by hundreds of volunteers and nine full-time staff.

Officers and Staff of Baltimore Yearly Meeting

Officers

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

Bette Hoover (she/her)
Sandy Spring Friends Meeting
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

Anna McCormally (she/her)
Recording Clerk of Yearly Meeting
Herndon Friends Meeting

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

Trustees

Katy Schutz (Charlottesville) 2019-2023

Marion Ballard (Bethesda) 2021-2024

Dante Bucci (Washington) 2021-2024

Rich Liversidge (Sandy Spring) 2018-2024

Byron Sandford (Washington) 2018-2024

Tom Farquhar (Sandy Spring) 2019-2025

Rich Thayer (Stony Run) 2022-2025

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)
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 Admin@bym-rsf.org
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Finance Manager

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Development Director

Vacant at Time of Publication
 Development@bym-rsf.org
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Camping Program Manager

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

Catoctin Quaker Camp Director

Dyresha Harris (she/her)
 DyreshaHarris@bym-rsf.org
 301-774-7663 x105
 301-658-1956 (direct dial + text)

Camping Property Manager

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

STRIDE Coordinator

Khalila Lomax (she/her)
 KhalilaLomax@bym-rsf.org
 301-774-7663 x109
 301-358-3375 (direct dial + text)

Youth Programs Manager

Lexi "Sunshine" Klein (she/her)
 SunshineKlein@bym-rsf.org
 301-774-7663 x107
 301-358-6804 (direct dial + text)

Part-Time & Seasonal Staff

Junior Young Friends Assistant

Ana Phillips (she/her)
 AnaPhillips@bym-rsf.org

Catoctin Quaker Camp Caretaker

Dylan Phillips (he/him)

Catoctin Quaker Camp Co-Director

Lyd Hanson (they/them)

Shiloh Quaker Camp Caretaker

Mike Reed (he/him)

Shiloh Quaker Camp Director

Hope Swank (she/her)

Opequon Quaker Camp Director

Jared Wood (he/him)

Teen Adventure Quaker Camp

Co-Director
 Jesse Austell (he/him)

Teen Adventure Quaker Camp

Co-Director
 Rosie Eck (she/her)

Community Statistics

| Meeting | 2020 | | | | 2021 | | | | (+/-) |
|----------------------------------|------|-----------|--------------------|-------|------|-----|-----|-----|-------|
| | Full | Associate | Estimated Attender | Total | | | | | |
| Adelphi Friends Meeting | 208 | 34 | 105 | 347 | 174 | 100 | 78 | 352 | 5 |
| Alexandria Friends Meeting | 156 | 0 | 52 | 208 | 152 | 0 | 49 | 201 | -7 |
| Annapolis Friends Meeting* | 69 | 11 | 71 | 151 | 69 | 11 | 71 | 151 | 0 |
| Baltimore, Stony Run* | 377 | 0 | 140 | 517 | 377 | 0 | 140 | 517 | -69 |
| Bethesda Friends Meeting* | 226 | 48 | 352 | 626 | 226 | 48 | 352 | 626 | -25 |
| Blacksburg Friends Meeting* | 31 | 12 | 29 | 72 | 31 | 12 | 29 | 72 | -2 |
| Buckhannon Friends Meeting* | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Carlisle Quaker Meeting* | 20 | 7 | 16 | 43 | 20 | 7 | 16 | 43 | -23 |
| Charlottesville Friends Meeting* | 129 | 3 | 34 | 166 | 129 | 3 | 34 | 166 | 0 |
| Deer Creek Friends Meeting | 42 | 9 | 38 | 89 | 44 | 8 | 24 | 76 | -13 |
| Dunnings Creek Friends Meeting* | 34 | 5 | 47 | 86 | 34 | 5 | 47 | 89 | 0 |
| Floyd Friends Meeting* | 16 | 9 | 20 | 45 | 16 | 9 | 20 | 45 | 0 |
| Frederick Friends Meeting | 57 | 11 | 55 | 123 | 57 | 11 | 55 | 123 | -1 |
| Friends Meeting of Washington* | 277 | 63 | 453 | 793 | 277 | 63 | 453 | 793 | 0 |
| Gettysburg Monthly Meeting | 10 | 0 | 7 | 17 | 10 | 0 | 6 | 16 | -1 |
| Goose Creek Friends Meeting* | 176 | 15 | 79 | 270 | 176 | 15 | 79 | 270 | 5 |
| Gunpowder Friends Meeting | 110 | 0 | 55 | 165 | 107 | 0 | 55 | 162 | -3 |
| Herridon Friends Meeting | 78 | 27 | 61 | 166 | 86 | 22 | 40 | 148 | 18 |
| Homewood Friends Meeting* | 87 | 20 | 71 | 177 | 86 | 20 | 71 | 177 | -10 |
| Hopewell Centre Meeting | 67 | 1 | 21 | 89 | 67 | 1 | 23 | 91 | 2 |
| Langley Hill Friends Meeting* | 143 | 36 | 53 | 232 | 143 | 36 | 53 | 232 | 2 |
| Little Britain Monthly Meeting* | 66 | 0 | 0 | 66 | 63 | 0 | 0 | 63 | -3 |

| Meeting | 2019 | | | | 2020 | | | | (+/-) |
|--------------------------------|-------|-----------|--------------------|-------|-------|-----|-------|-------|-------|
| | Full | Associate | Estimated Attender | Total | | | | | |
| Little Falls Friends Meeting* | 51 | 4 | 20 | 75 | 51 | 4 | 20 | 75 | 0 |
| Mattaponi Friends Meeting* | 10 | 0 | 6 | 16 | 10 | 0 | 6 | 16 | 0 |
| Maury River Friends Meeting* | 33 | 5 | 42 | 80 | 33 | 5 | 42 | 80 | 0 |
| Menallen Monthly Meeting* | 45 | 5 | 18 | 68 | 45 | 5 | 18 | 68 | 0 |
| Midlothian Friends Meeting* | 79 | 0 | 36 | 115 | 79 | 0 | 36 | 115 | 0 |
| Monongalia Friends Meeting* | 12 | 0 | 15 | 27 | 8 | 0 | 6 | 14 | -13 |
| Nottingham Friends Meeting* | 26 | 2 | 4 | 32 | 26 | 2 | 4 | 32 | -1 |
| Patapsco Friends Meeting* | 34 | 10 | 37 | 81 | 34 | 10 | 37 | 81 | 9 |
| Patuxent Friends Meeting | 32 | 0 | 17 | 49 | 33 | 0 | 17 | 50 | 1 |
| Pipe Creek Friends Meeting* | 21 | 2 | 28 | 51 | 21 | 2 | 28 | 51 | -4 |
| Richmond Friends Meeting | 165 | 24 | 67 | 256 | 139 | 20 | 139 | 298 | 42 |
| Roanoke Friends Meeting* | 23 | 0 | 68 | 91 | 23 | 0 | 68 | 91 | 0 |
| Sandy Spring Friends Meeting | 341 | 62 | 263 | 666 | 358 | 25 | 297 | 680 | 14 |
| Shepherdstown Friends Meeting | 15 | 0 | 13 | 28 | 34 | 4 | 6 | 34 | 6 |
| State College Friends Meeting* | 91 | 5 | 0 | 96 | 91 | 5 | 0 | 96 | 0 |
| Valley Friends Meeting* | 25 | 7 | 34 | 66 | 25 | 7 | 34 | 66 | -2 |
| Warrington Monthly Meeting | 27 | 0 | 2 | 29 | 24 | 0 | 2 | 26 | -3 |
| Williamsburg Friends Meeting* | 15 | 0 | 29 | 44 | 15 | 0 | 29 | 44 | 0 |
| York Friends Meeting* | 36 | 3 | 39 | 78 | 36 | 3 | 39 | 78 | 0 |
| Totals | 3,530 | 429 | 2,469 | 6,428 | 3,429 | 463 | 2,523 | 6,408 | -20 |
| * No report this year | | | | | | | | | |

Local Meetings of Baltimore Yearly Meeting

In 2022, 14 meetings provided updated contact information for their officers and clerks. Meetings that did not provided updated information have only their Clerk of the Meeting listed. Meetings are encouraged to update their Contacts anytime at https://www.bym-rsf.org/who_we_are/meetings/

| Adelphi Friends Meeting | |
|-------------------------|---|
| Contact | 2303 Metzert Road, Adelphi, MD 20783 Wheelchair accessible Hearing assistance system available 301-445-1114 – Meeting House www.adelphifriends.org |
| First Day Schedule | Worship: 10:00am (masks and vaccine cards required) First Day School: 10:20am |
| Business Meetings | 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. |
| Officers & Clerks | Clerk: Martha Seitel; Assistant Clerk: Arthur Karpas; Treasurer: Reuben Snipper; Assistant Treasurer: Patricia Nutter; Recording Clerk: Ruth Flower; Recorder: John Stith; Finance: James Wilkinson; First Day School: Rob Duncan; Ministry & Worship: Cheryl Morden; Nominating: Jamie Buss and Arthur Karpas; Outreach & Fellowship: Jade Eaton; Pastoral Care: Wendy Eck; Peace & Social Concerns: Charlie Goedeke and Connie Meyer; Interchange Correspondent: Joan Spinner; Yearly Meeting Representative: Vacant. |

| Alexandria Friends Meeting | |
|----------------------------|---|
| Contact | 8990 Woodlawn Road, Fort Belvoir, VA 22309 Wheelchair accessible Hearing assistance system available 571-409-1761 – Meeting House woodlawnfriends.org www.facebook.com/AlexandriaFriendsQuakerMeetingWoodlawn contact@woodlawnfriends.org |
| First Day Schedule | Worship: 11:00am First Day School: 11:00am Adult RE: 10:00am |
| Business Meeting | First First Day, 1:00pm (Second First Day in September; none in July and August) |
| Officers & Clerks | Clerk: Karen Hansen-Kuhn |

| Annapolis Friends Meeting (Chesapeake Quarter) | |
|---|--|
| Contact | 351 Dubois Road, Annapolis, MD 21401 Wheelchair accessible Hearing assistance system – 72.9 MHz 410-573-0364 – Meeting House annapolisfriends.org info@annapolisfriends.org |
| First Day Schedule | Worship: 11:00am and 8:00am on Second, Third, and Fifth First Days First Day School: 11:00am Adult Religious Education: 9:15am on Second and Fourth First Days |
| Business Meeting | First First Day of the month, 9:00am |
| Officers & Clerks | Clerk: Martha Baer |

| Augusta Worship Group (Valley) | |
|---------------------------------------|--|
| Contact | 606 Fraser Lane, Staunton, VA 24401-2335 Wheelchair accessible No hearing assistance system 540-885-7973– Meeting House www.bym-rsf.org/who_we_are/meetings/va_meetings/augusta/ tabstevejean@gmail.com |
| First Day Schedule | Worship: 10:00am |
| Business Meeting | First First Day of the month, 9:00am |
| Officers & Clerks | Clerk: Jeanne Tabscott |

| Baltimore Monthly Meeting, Stony Run (Chesapeake Quarter) | |
|--|---|
| Contact | 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 info@stonyrunfriends.org |
| First Day Schedule | 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) |
| Officers & Clerks | Clerk: Blaine Keener |

| Bethesda Friends Meeting | |
|---------------------------------|--|
| Contact | 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– Meeting House www.bethesdafriends.org info@bethesdafriends.org |
| First Day Schedule | Worship: 11:00am First Day School: 11:20am |
| Business Meeting | |
| Officers & Clerks | Co-Clerks: Jabez McClelland and Jillaine Smith |

| Blacksburg Friends Meeting | |
|-----------------------------------|---|
| Contact | 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 – Meeting House blacksburgfriends.org |
| First Day Schedule | Worship: 10:00am First Day School: 10:15am |
| Business Meeting | Second First Day of the month at the rise of Meeting (except July and August) |
| Officers & Clerks | Clerk: Janet Donohue |

| Buckhannon Friends Meeting (Warrington) | |
|--|---|
| Contact | Mailing address: 1316 South Davis Avenue, Elkins, WV 26241 Meeting place: WV Wesleyan College Meditation Chapel Wheelchair accessible No hearing assistance available 304-472-3097 – Meeting House www.bym-rsf.org/who_we_are/meetings/wva_meetings/ buckhan-non jseaman1@frontier.com |
| First Day Schedule | Worship: 10:00am – Second and Fourth First Days First Day School: 10:00am – Second and Fourth First Days |
| Business Meeting | Fourth First Days, 11:15am |
| Officers & Clerks | Clerk: Judy Seaman |

| Carlisle Quaker Meeting (Warrington Quarter) | |
|---|--|
| Contact | 252 "A" Street, Carlisle, PA 17013 Wheelchair accessible No hearing assistance available 717-249-8899 – Meeting House carlislequakers.org carlislequakers@gmail.com |
| First Day Schedule | Worship: 10:00am First Day School: 10:15am (Children present first 15 minutes of worship) |
| Business Meeting | Second First Day of the month, 11:30am |
| Officers & Clerks | Clerk: Fred Baldwin; Nominating: Don Kovacs; Peace and Social Concerns: Don Kovacs; Yearly Meeting Representative: Joan Anderon. |

| Charlottesville Friends Meeting | |
|--|---|
| Contact | 1104 Forest St, Charlottesville, VA 22903 Wheelchair accessible Hearing assistance system available 434-971-8859 – Meeting House www.charlottesvillefriends.org charlottesvillefriends@gmail.com |
| First Day Schedule | Worship: 8:30am and 11:00am (Fall, Winter and Spring); 8:30am and 10:15am (Summer) First Day School: 11:00am – 11:45am (September to June) Adult discussion: 9:45am (September to June) |
| Business Meeting | First First Day, 12:20pm |
| Officers & Clerks | Clerk: Alice Anderson |

| Deer Creek Friends Meeting | |
|-----------------------------------|---|
| Contact | Mailing address: PO Box 415, Darlington, MD 21034 Meeting place: 1212 Main St, Darlington, MD 21034 Wheelchair accessible 40459188 – Meeting House cewalter10@gmail.com |
| First Day Schedule | Worship: 10:00am Friends gather, 10:50 to 11:30am Meeting for Worship First Day School (Children): 10:15 to 11:30am First Day School (Adults): 10:15am |
| Business Meeting | Third First Day of the month, 11:30am |
| Officers & Clerks | Clerks: Pam Cohen and Mary McLean |

| Dunnings Creek Friends Meeting (Centre Quarter) | |
|--|--|
| Contact | 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 |
| First Day Schedule | Worship: 11:00am First Day School: 10:00am |
| Business Meeting | Second First Day, 10:00am |
| Officers & Clerks | Clerk: Susan Williams |

| Eastland Preparative Meeting (Little Britain) | |
|--|--|
| Contact | 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 |
| First Day Schedule | Worship: 11:00am First Day School: 10:00am |
| Business Meeting | See listing for Little Britain Monthly Meeting |
| Officers & Clerks | Clerk: John Yost |

| Fauquier Friends Worship Group (Herndon) | |
|---|--|
| Contact | PO Box 224, Bealeton, VA 22712-0224 www.bym-rsf.org/who_we_are/meetings/va_meetings/fauquier fauquierfriends@gmail.com |
| First Day Schedule | Third First DayWorship: 1:30pm First Day School: 1:45pm |
| Business Meeting | Once a year in spring with the Worship Group Care Committee of Herndon Friends Meeting |
| Officers & Clerks | Convener: Bonnie Stockslager |

| Floyd Friends Meeting | |
|------------------------------|--|
| Contact | 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 |
| First Day Schedule | Worship: 10:00am First Day School: 10:00am |
| Business Meeting | First First Day, 12:00pm, preceded by potluck |
| Officers & Clerks | Clerk: Kim O'Donnell (2022); Alison Prudner (2023) |

| Frederick Friends Meeting (Warrington Quarter) | |
|---|--|
| Contact | 723 North Market Street, Frederick, MD 21701 Wheelchair accessible 301-631-1257 – Meeting House www.frederickfriends.org clerk@frederickfriends.org |
| First Day Schedule | 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 |
| Officers & Clerks | Clerk: Kathy Funkhouser; Treasurer: Chris Elbich; Recording Clerk: Vacant; Recorder: Anne Rill; First Day School: Vacant; Ministry & Counsel: Karen Lockett and Elizabeth Tobin; Nominating: Victoria Bolton; Peace & Social Concerns: Andrea Norouzi; Stewardship & Finance: Carlotta Joyner; Trustees: Jennifer Brooks; Interchange Correspondent: Elizabeth Tobin; Yearly Meeting Representative: Elizabeth Tobin; Bookkeeper: Lisa Fowler. |

| Friends Meeting of Washington | |
|--------------------------------------|--|
| Contact | 2111 Florida Avenue NW, Washington, DC 20008 Wheelchair accessible Hearing assistance equipment available in Meeting Room 202-483-3310 – Meeting House quakersdc.org facebook.com/FriendsMeetingofWashington admin@quakersdc.org |
| First Day Schedule | Worship: 9:00am (Quaker House Living Room); 10:30am (Library with special welcome to LGBTQ people); 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) |
| Officers & Clerks | Co-Clerks: Debby Churchman & Rebecca Nelson |

| Gettysburg Monthly Meeting (Warrington Quarter) | |
|--|--|
| Contact | Mailing address: PO Box 4155, Gettysburg, PA 17325-4155 Meeting place: Flatfelter Lodge, Gettysburg College, Gettysburg, PA Wheelchair accessible 717-420-5900 www.bym-rsf.org/who_we_are/meetings/pa_meetings/gettysburg |
| First Day Schedule | Worship: 10:30am First Day School: 10:30am |
| Business Meeting | First First day of the Month, after rise of Meeting |
| Officers & Clerks | Clerk: Sandy Moyer; Treasurer: Arthur Henne; Recording Clerk: Jerry Johnson; Ministry & Counsel; Meeting of the whole; Religious Education; Meeting of the whole; Peace & Social Concerns: Meeting of the whole; Stewardship & Finance; Meeting of the whole; Interchange Correspondent: Sandy Moyer; Yearly Meeting Representative: Vacant. |

| Goose Creek Friends Meeting | |
|------------------------------------|--|
| Contact | Mailing address: PO Box 105, Lincoln, VA 20160-105 Meeting place: 18204 Lincoln Rd, Lincoln, VA 20160 Wheelchair accessible 540-751-0323 – Meeting House www.goosecreekfriends.org |
| First Day Schedule | Worship: 9:45am First Day School: 10:00am (following worship with adults) |
| Business Meeting | First First Day, 11:00am |
| Officers & Clerks | Clerk: Allen Cochran |

| Gunpowder Friends Meeting (Chesapeake Quarter) | |
|---|--|
| Contact | Mailing address: PO Box 737, Sparks, MD 21152-0737 Meeting place: 14934 Priceville Road, Sparks, MD 21152 Wheelchair accessible Hearing assistance system available 410-472-4583 – Meeting House www.gunpowderfriends.org gunpowderclerk@gmail.com |
| First Day Schedule | 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, Second Seventh Day 9:00am – 3:00pm |
| Officers & Clerks | Clerk: Adair Clark |

| Herndon Friends Meeting | |
|--------------------------------|---|
| Contact | 660 Spring Street, Herndon, VA 20170 Wheelchair accessible Hearing assistance system available 703-736-0592 – Meeting House megcwallace@gmail.com |
| First Day Schedule | 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) |
| Officers & Clerks | Clerk: Margaret Wallace; Assistant Clerk: Tim Stanley; Treasurer: Terence McCormally; Recording Clerk: Mary Brandon; Recorder: Cathy Tunis; Communications and Outreach: Margaret Fisher; Finance: Harry Tunis; Ministry & Pastoral Care: Tim Stanley; Nominating: Gretel Von Pischke; Peace & Social Concerns: Katherine Cole; Religious Education: Inga Erickson; Trustees: Harry Tunis, Kathleen Cole, Margaret Wallace; Newsletter Editor: Vacant; Interchange Correspondent; Margaret Fisher; Yearly Meeting Representative: Harry Tunis. |

| Homewood Friends Meeting (Chesapeake Quarter) | |
|--|---|
| Contact | 3107 North Charles Street, Baltimore, MD 21218 Wheelchair accessible Hearing assistance system available 410-235-4438 – Meeting Office www.homewoodfriends.org homewoodfriends@verizon.net |
| First Day Schedule | Worship: 10:30am First Day School: 10:50am |
| Business Meeting | First First Day, 12:15pm |
| Officers & Clerks | Clerk: Sarah Bur |

| Hopewell Centre Monthly Meeting | |
|--|--|
| Contact | 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 22601 Wheelchair accessible 540-667-9114 – Hopewell Meeting House www.winchesterquakers.org hopecentre@yahoo.com |
| First Day Schedule | Worship: 10:00am First Day School: 11:30am Fourth First Day meeting is at Centre Meeting House |
| Business Meeting | Second First Day, 11:30am |
| Officers & Clerks | Clerk: Dick Bell; Assistant Clerk: Donna Knight; Treasurer: Jim Riley; Assistant Treasurer: Anne Bacon; Recording Clerk: Dan Riley; Assistant Recording Clerk: Vacant; Advancement & Outreach: Margie Riley and Becky Ebert; Ministry & Counsel: Vacant; Pastoral Care: Karen Nelson; Peace & Social Concerns: Vacant; Religious Education: Vacant; Finance: Jim Riley; Newsletter Editor: Michele Christopher; Interchange Correspondent; Margaret Stetler; Yearly Meeting Representative: Jim Riley. |

| Langley Hill Friends Meeting | |
|-------------------------------------|---|
| Contact | 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 langleyhill@freelists.org |
| First Day Schedule | Worship: 10:00am, 9:30am on Second First Day First Day School: 10:30am (nursery at 10:00am) |
| Business Meeting | Second First Day, 10:30am at the rise of Meeting |
| Officers & Clerks | Clerk: Frank Taylor |

| Little Britain Monthly Meeting (Nottingham Quarter) | |
|--|---|
| Contact | 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 |
| First Day Schedule | See listings for Eastland and Penn Hill Preparative Meetings |
| Business Meeting | Third First Day, at the rise of Meeting, (February, April, June, October and November at Eastland) (January, March, May, July, September and December at Penn Hill) (August at Drumore) |
| Officers & Clerks | Clerk: Linda Coates |

| Little Falls Meeting of Friends (Chesapeake Quarter) | |
|---|--|
| Contact | Mailing address: PO Box 240, Fallston, MD 21047 719 Old Fallston Road, Fallston, MD 21047 Wheelchair accessible 410-941-9796 – Meeting House littlefallsfriends.org littlefalls.clerk@gmail.com |
| First Day Schedule | Worship: 10:30am First Day School: 10:45am Adult First Day: 11:15am |
| Business Meeting | First First Day, 11:15am |
| Officers & Clerks | Clerk: Corry Royer |

| Lynchburg Indulged Meeting (Roanoke) | |
|---|--|
| Contact | 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 |
| First Day Schedule | Worship: 10:30am |
| Business Meeting | N/A |
| Officers & Clerks | Convener: Heidi Koring |

| Mattaponi Friends Meeting | |
|----------------------------------|---|
| Contact | Mailing address: c/o Miriam Maloney, Dayspring Farm, 942 Buena Vista Road, Cologne, 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/dayspringfarm@aol.com |
| First Day Schedule | Worship: 10:00am |
| Business Meeting | First First Day, after the rise of Meeting |
| Officers & Clerks | Clerk: Ralph Hutton |

| Maury River Friends Meeting | |
|------------------------------------|---|
| Contact | Mailing address: PO Box 582, Lexington, VA 24450 Meeting place: 34 Waterloo Road, Lexington, VA 24450 Wheelchair accessible news@mauryriverfriends.us |
| First Day Schedule | Worship: 10:00am; adult discussion 11:30am First Day School: 10:00am with children joining Meeting at 10:40am |
| Business Meeting | Fourth First Day, 11:30am, potluck follows |
| Officers & Clerks | Clerk: Peggy Dyson-Cobb and Benjamin Eland; Treasurer: Philip Hyre; Recording Clerk: Daphne Raz; Records Clerk: Philip Hyre; Advancement & Outreach; Benjamin Eland; Finance & Stewardship: Eric Sheffield; Ministry & Counsel: Somer Knight; Nominating: Daphne Raz; Peace & Justice: Kathy Fox and Richard Capron; Religious Education: Kathy Fox; Trustees: Philip Hyre, Katherine Smith and Sandra Stuart; Yearly Meeting Representative: Vacant. |

| Menallen Monthly Meeting (Warrington Quarter) | |
|--|--|
| Contact | Mailing address: PO Box 29, Biglerville, PA 17307 Meeting place: 1107 Carlisle Road (PA Rt. 34), Biglerville, PA 17307 Wheelchair accessible 717-677-6781 www.menallenfriends.org |
| First Day Schedule | Worship: 10:30am First Day School: 10:30am Redlands Meeting House: Worship every Third First Day from April- September Huntington Meeting House: Worship every first First Day from April-October |
| Business Meeting | Second First Day of the month, following Meeting for Worship |
| Officers & Clerks | Clerk: Judy Pyle |

| Midlothian Friends Meeting | |
|-----------------------------------|---|
| Contact | 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 quaker_town_crier@msn.com |
| First Day Schedule | 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 |
| Officers & Clerks | Clerk: Stephen Long; Treasurer: Ann Duncan; Recording Clerk: Tom DeWeerd; Financial Stewardship/Trustees: Ann Duncan; Peace & Social Action: Roselle Clark; Religious Education: Laura Clark; Email notifications: Howard Brod; Yearly Meeting Representative: Tom DeWeerd. |

| Monongalia Friends Meeting | |
|-----------------------------------|--|
| Contact | Mailing address: PO Box 441, Morgantown, WV 25607-0441 Meeting place: 648 East Brockway, Morgantown, WV 26501 Wheelchair accessible 304-599-8233 monquakers.wordpress.com monquakers@gmail.com |
| First Day Schedule | Worship: 11:00am First Day School: 11:00am |
| Business Meeting | Third First Day, 12:30pm |
| Officers & Clerks | Clerk: Catherine Tall; Assistant Clerk: Vacant; Treasurer: Jim Siekmeier; Recording Clerk: Becky Rodd; Recorder: Jim Syphers; Advancement and Outreach: Committee of the whole; Ministry & Oversight: Vacant; Nominating: Vacant; Peace & Social Concerns: Vacant; Religious Education: Vacant; Stewardship & Finance: Vacant; Newsletter Editor: Vacant; Yearly Meeting Representative: Vacant. |

| Nottingham Monthly Meeting (Nottingham Quarter) | |
|--|--|
| Contact | 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 info@oxfordfriends.org |
| First Day Schedule | Worship: 10:30am (both Oxford and The Brick Meeting Houses) First Day School: 9:30am |
| Business Meeting | Second First Day, 9:30am, when scheduled |
| Officers & Clerks | Clerk: Doug Eaby |

| Patapsco Friends Meeting (Chesapeake Quarter) | |
|--|--|
| Contact | 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 patapsco.friends.meeting@gmail.com |
| First Day Schedule | Worship: 10:30am First Day School: 10:30am |
| Business Meeting | First First Day, 12:00pm |
| Officers & Clerks | Clerk: Susan Hills |

| Patuxent Friends Meeting (Chesapeake Quarter) | |
|--|--|
| Contact | 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 www.facebook.com/patuxentfriends pfmmclerk@gmail.com |
| First Day Schedule | Worship: 10:00am First Day School: 10:10am |
| Business Meeting | First First Day, 11:30am |
| Officers & Clerks | Clerk: Richard Adams; Treasurer: Matthew Keck; Recording Clerk: Dusty Rhoades and Cynthia Gonzalez; Recorder: Bruce Perrygo; Budget and Finance: Dave Elkinton; Ministry & Pastoral Care: Shari Adams, Sharoon Bickel, Karen Horton, Melissa Kallfelz, Kim Keck, Rich Adams; Nominating: Vicki Rhoades, Rich Adams, Karen Horton; Peace & Social Action: Layne Ferguson, Sarah Hall, Kelly Keck, Vicki Rhoades, Shelly O'Foran, Cara Scheydt; Religious Education: Cara Scheydt, Shari Adams, Jan Hurst; Trustees: Cynthia Gonzalez, Vicki Rhoades, Ann Trentman; Interchange Correspondent: Bruce Perrygo; Yearly Meeting Representative: Mary Braun. |

| Penn Hill Preparative Meeting (Little Britain) | |
|---|---|
| Contact | Mailing address: c/o Sarah Brabson, 443 Little Britain Road South, Peach Bottom, PA 17563. Meeting place: 2239 Robert Fulton Highway, Peach Bottom, PA 17563 Wheelchair accessible Hearing assistance available – microphone and speaker www.bym-rsf.org/who_we_are/meetings/pa_meetings/pennhill |
| First Day Schedule | Worship: 11:00am First Day School: 10:00am |
| Business Meeting | See listing for Little Britain Monthly Meeting. |
| Officers & Clerks | Clerk: Mary Kirk |

| Pipe Creek Friends Meeting (Warrington Quarter) | |
|--|--|
| Contact | Mailing address: PO Box 487, Union Bridge, MD 21791-0487 Meeting place: 455 Quaker Hill Road, Union Bridge, MD 21791 Wheelchair accessible 301-802-3345 anitavirkus@gmail.com |
| First Day Schedule | Worship: 10:00am |
| Business Meeting | First First Day, 11:30am |
| Officers & Clerks | Clerk: Anita Virkus and Lisa Moyers; Treasurer: TR Wailes; Recording Clerk: Dorothy Dominque; Assistant Recording Clerk: Wilbur Wright; Recorder: Laurel Hummel; Peace and Social Concerns: Frank Reitemeyer; Yearly Meeting Representative: Vacant. |

| Richmond Friends Meeting | |
|---------------------------------|--|
| Contact | 4500 Kensington Avenue, Richmond, VA 23221 Wheelchair accessible Hearing assistance system available 804-358-6185 – Meeting House www.richmondfriendsmeeting.org clerkofmeeting@richmondfriends.org |
| First Day Schedule | Worship: 9:30am and 11:00am First Day School: 11:20am |
| Business Meeting | Third First Day, 11:00am – 12:30pm |
| Officers & Clerks | Clerk: Lynda Perry |

| Roanoke Friends Meeting | |
|--------------------------------|--|
| Contact | 505 Day Avenue SW, Roanoke, VA 24016 Wheelchair accessible 540-723-1131 – Meeting House www.roanokequakers.org |
| First Day Schedule | Worship: 10:30am First Day School: 10:30am |
| Business Meeting | Third First Day, at rise of Meeting for Worship |
| Officers & Clerks | Clerk: Mike Heller; Recorder: Mac Broussard; Advancement & Outreach: Kim Millirones; Ministry & Counsel: Rotates among members; Nominating: Patsy Martin and Judy Marlow; Peace & Social Concerns: Herb Beskar; Religious Education: Mac Broussard; Stewardship & Finance: Letty Collins; Newsletter Editor: Jenny Chapman; Yearly Meeting Representative: Jackie O'Neill. |

| Sandy Spring Friends Meeting (Chesapeake Quarter) | |
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| Contact | 17715 Meeting House Road, Sandy Spring, MD 20860 Wheelchair accessible 301-774-9792 – Community House www.sandyspring.org office@sandyspring.org |
| First Day Schedule | 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 |
| Officers & Clerks | Clerk: Jonathan Glass; Assistant Clerk: Vacant; Treasurer: Graham Johnson; Assistant Treasurer: Gloria Victor Dorr; Recording Clerk: Anna Marsh; Recorder: Susan Brown; Advancement & Outreach: Lydia Rappolt; Finance: Bryan Seith; Friends in Unity with Nature: Antoinette "Toni" Hudson and Munro Meyersburg; Marriage & Family Relations: Julie Eagle and Bruce Evans; Membership & Spiritual Care: Vacant; Ministry and Counsel: Patti Nesbitt and Joan Liversidge; Nominating: Leah Niepold and Alice Bowman; Religious Education: Erik Hanson; Social Concerns: Becky Cromwell and Cathy Henderson; Trustees: Jerry Hurley; Newsletter Editor: Rosalind Zuses; Interchange Correspondent; Jonathan Glass; Yearly Meeting Representatives: Barb Platt and Wayne Finegar. |

| Shepherdstown Friends Meeting (Warrington Quarter) | |
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| Contact | Mailing address: PO Box 1364, Shepherdstown, WV 25443 Meeting place: Shepherdstown Train Station, corner of German Street and Audry Egel Drive, Shepherdstown, WV 25443 304-584-3126 shepherdstownfriends.org shepherdstownquakers@gmail.com |
| First Day Schedule | Worship: 10:00am |
| Business Meeting | Second First Day, following Meeting for Worship |
| Officers & Clerks | Clerk: VA Bainbridge; Treasurer: Bill Telfair; Recording Clerk: Ellen Smith; Finance: Kristin Loken; First Day School: Vacant; Ministry & Pastoral Care: Kris Loken and Zakee McGill; Nominating: Andy Mosholder; Peace & Social Justice: Carol Marujo; Yearly Meeting Representative: Vacant. |

| State College Friends Meeting (Centre Quarter) | |
|---|--|
| Contact | 611 East Prospect Avenue, State College, PA 16801 Wheelchair accessible Hearing assistance system available 814-237-7051 – Meeting House www.statecollegefriends.org office@statecollegefriends.org |
| First Day Schedule | Worship: 11:00am First Day School: 10:45am |
| Business Meeting | First First Day, 9:00am |
| Officers & Clerks | Clerk: Gary Fosmire |

| Takoma Park Preparative Meeting (Adelphi) | |
|--|--|
| Contact | Mailing address: PO Box 11365, Takoma Park, MD 20913 Meeting place: 310 Tulip Avenue, Takoma Park, MD 20912 Wheelchair accessible 301-588-2724 – messages only www.takomaparkfriends.org |
| First Day Schedule | Worship: 11:30am (second hours occasionally follow Meeting) |
| Business Meeting | Third First Day (except Fifth Month), following meeting for worship. |
| Officers & Clerks | Clerk: Arthur David Olson |

| Valley Friends Meeting | |
|-------------------------------|---|
| Contact | Mailing address: PO Box 781, Dayton, VA 22821 Meeting place: 363 High Street, Dayton, VA 22821 Wheelchair accessible No hearing assistance system available 540-350-2765 – Clerk valleyfriends.org |
| First Day Schedule | Worship: 10:00am, followed by potluck meal on First First Day First Day School: 10:00am Adult Religious Education: Third and Fourth First Day |
| Business Meeting | Second First Day, at the rise of Meeting |
| Officers & Clerks | Clerk: Rose Longworth |

| Warrington Monthly Meeting (Warrington Quarter) | |
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| Contact | Mailing address: c/o Stan Jones, Clerk, 1040 Old Mountain Road, Dillsburg, PA 17019 Meeting place: 7790 Quaker Meeting Road, Wellsville, PA 717-514-5595 – Meeting House www.bym-rsf.org/who_we_are/meetings/pa_meetings/warrington www.facebook.com/Warrington-Quaker-Meeting-2218216151767055/ warrington.meeting@gmail.com |
| First Day Schedule | Worship: 11:00am |
| Business Meeting | First First Day of the month, 11:45am |
| Officers & Clerks | Clerk: Stan Jones; Treasurer: Patrick Walker; Recording Clerk: Vacant; Ministry & Counsel: Joan Clippinger; Religious Education: Dee Swope; Yearly Meeting Representative: Vacant. |

| Williamsburg Friends Meeting | |
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| Contact | 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/williamsburg/clerk@williamsburgfriends.org |
| First Day Schedule | Worship, 10:00am Second Hour Forum, 11:30am First Day School, 10:15am |
| Business Meeting | Second First Day, 11:30am, with potluck following. |
| Officers & Clerks | Clerk: Thayer Cory |

| York Friends Meeting (Warrington Quarter) | |
|--|---|
| Contact | 135 West Philadelphia Street, York, PA 17401 Wheelchair accessible 717-814-8437 www.yorkquakermeeting.org yorkfriendsmeeting1@gmail.com |
| First Day Schedule | Worship: 11:00am 9:30am Worship Sharing/Discussion |
| Business Meeting | First First Day, 9:00am |
| Officers & Clerks | Clerk: Committee of the whole |

Epistles and Minutes

The Epistles

Epistle of the Yearly Meeting

As of the Fall 2022 Interim Meeting, the Epistle from the 2022 Annual Sessions, held Aug. 1-6, 2022, at Hood College in Frederick, Maryland, had not been finalized or accepted by Friends. Please see the 2023 Yearbook or the BYM website for the 2022 Epistle.

Epistle of Young Friends

August 6, 2022

Young Friends gathered at Sandy Spring Friends Meeting for our first conference of the year. To maintain social distance, we slept in tents on the grounds of the meeting. We spent time getting to know new Young Friends, built fairy houses, and walked in the woods. At our business meetings, we finalized our COVID protocols of masking, testing, being vaccinated, and separating into small groups when unmasked. On Sunday, we gathered with members of Sandy Spring Friends Meeting to worship amongst them.

For our second conference of the year, Young Friends gathered at Charlottesville Friends Meeting. We spent time watching *Te Ata*, a movie based on a Chickasaw woman who found herself in acting, performing for a United States president, European monarchy, and audiences around the world. We also enjoyed singing camp songs, doing puzzles, and playing on the playground. At the end of our conference, we worshipped with Charlottesville Friends Meeting before heading home.

Unfortunately, due to the pandemic, our third conference of the year was moved online. Luckily, Young Friends have become experienced in facilitating virtual conferences. We explored our neighborhoods, opened our care packages delivered by Young Friends, and played games together. We worshipped together virtually before participating in a thank you circle.

Young Friends were able to gather together at Hopewell Friends for our fourth conference of the year. During our business meeting, we discerned our choices regarding COVID procedures for the specific conference. We were visited by a member of the Friends Committee on National Legislation (FCNL) who led a workshop on Quaker lobbying and finding common ground with those you disagree with. After our workshop, Young Friends spent time doing service by fighting off invasive vines and creating a burn pile from fallen wood. After attending another business meeting, Young Friends created a bonfire from the results of our service. Before heading home, we joined Hopewell Friends for Meeting for Worship.

For our final conference of the year, Young Friends gathered at Goose Creek Friends Meeting. We spent time exploring the grounds, befriending neighboring animals, and playing in the creek. After finishing our responsibilities in committees and business meeting, we enjoyed an assortment of food prepared by Young Friends on our grill. Later into the night we watched "Turning Red," a coming-of-age movie about a young Asian-Canadian girl with a complicated heritage. We joined Goose Creek Friends as they worshipped on Sunday before concluding our conference.

Young Friends would like to thank all of BYM for their support throughout the year. Without your support, we would be unable to meet in this community that we call home.

Love and Light,
Young Friends

Epistle of the 2022 Women's Retreat

February 5, 2022

Greetings to Friends Everywhere,

On Saturday morning, Feb. 5, 2022, 50 women gathered together virtually via Zoom to share worship and fellowship. Representing approximately 25 meetings from within Baltimore Yearly Meeting, plus other meetings farther afield, we welcomed each other and expressed gratitude at seeing these familiar faces. This entire weekend was to be our annual Women's Retreat, which usually has around 150 women sharing meals, workshops and worship in a residential setting; however, COVID is still preventing us from our much-loved, in-person retreat.

The three members of the Working Group asked for new volunteers to be a part of the Working Group, and asked for women to seek leadings within their meetings to step forward and form a Planning Committee for a hoped-for in-person retreat next year.

Attendees were divided into virtual breakout rooms for worship, sharing around the query "How do you find your way to Spirit? What are new pathways for you in this unusual time?" Friends reported finding nourishment in the small group connections.

After we returned to the main gathering, women's faces lit up and eyes grew moist as we sang along to the multi-voiced recording of the chant "We are Strong," which has become a touchstone for many. The Spirit was with us as we settled into silent worship. Whether women were joining the retreat for the first time, or recollecting silent snow walks, beautiful vistas, or gorgeous harmonies of prior retreats, we felt the depth and breadth of this tradition, like a giant oak spreading roots and branches far and wide. Nature sustains us, whether through images or in actuality, much as we are sustained by images of each other on the screen. Perhaps not quite as palpable as the real thing, but meaningful and impactful nonetheless. Women also spoke to radical spirituality, being transformed by giving ourselves over to LOVE. The daily practice of "sinking down into the seed" is vital to transforming the ocean of darkness into the ocean of light. As we see the snow-covered ground, know that the energy of new buds in the spring is pushing up from below, potent. Can we "let go and let God?" One friend also called us

to consider a winter retreat open to all genders. We held many in the Light whose names were lifted up silently and aloud.

At rise of meeting, we shared several announcements. As we look to the formation of a retreat for 2023, we ask women to remain open to the call to serve as plans unfold throughout the year.

In the Light,
The Women's Retreat Working Group
on behalf of the Baltimore Yearly Meeting Women's Retreat

A spiritual practice is right for you if it stills your soul, brings you to rest in God, and holds you in The Light. It is in those moments of rest and reflection that the pilgrim recognizes the journey is inward. And home.

—BYM Spiritual Formation Working Group



Interim Meeting Minutes

Fall 2021 Interim Meeting

October 9, 2021

BALTIMORE YEARLY MEETING
OF THE RELIGIOUS SOCIETY OF FRIENDS

Held at Sandy Spring and via Zoom

Minutes

Friends of Baltimore Yearly Meeting gathered for Meeting for Worship with a Concern for Business in a hybrid format with Friends, both in person at Sandy Spring and in virtual space via Zoom. We began with a period of silent worship followed by a warm Welcome from Joan Liversage of Sandy Spring Meeting.

12021-29 Epistle from 2021 Annual Session to Friends Everywhere. The Epistle was presented by Sarah Gillooly, BYM General Secretary. This year's Epistle Committee consisted of Kathryn Pettus (Stony Run), Sarah Gillooly (Adelphi), and Donna Koalitis. Melanie Gifford was thanked for editing assistance. The printed Epistle can be found in the 2021 Yearbook.

12021-30 STRIDE Coordinator's Annual Staff Report for 2021. Khalila Lomax (BYM staff) shared a slide show depicting activities among the STRIDE community over the year. These included liaisons with partners within BYM and throughout the broader community. Twenty-two STRIDE campers were sent to BYM camps this summer. A goal has been set for 25 campers in 2022. Khalila emphasized other work being done to plant the seeds of continued growth including a number of commitments made to achieve the transformational growth the STRIDE community envisions. The STRIDE Program report is attached.

12021-31 Camp Program Manager's Annual Staff Report for 2021, Brian Massey (Shiloh Quaker Camp, Staff). Brian shared the great joy it was to be back to camp in person, and the camps were filled with love. It was an unqualified success, 97% full with 260 new campers and no positive tests for COVID among campers. The sliding scale fee structure worked to fill the camps and open the BYM camping experiences to new communities. It also taught us that we have work to do to support this transformative program to the level it deserves.

Next year will mark the 100th anniversary of the BYM camping program. Plans are underway to celebrate this with the help of camp families and alumni. Written report attached.

12021-32 Camp Property Manager's Annual Staff Report, David Hunter (Sandy Spring, Staff). We are learning about the importance of privately owned forested property, and BYM is part of that. David stressed the importance of volunteers to maintain our camp property and prepare it for camping season. This was accomplished this year 100% by volunteers. Capital projects are underway and more are planned focused on Shiloh

Camp primarily. Other projects are slated for other camps moving forward. Written report attached.

12021-33 Treasurer's Report, James (Jim) Riley (Hopewell Center). This report covers the year through August 2021. Jim stated that the financial reports for BYM are strong. We heard a concern that Friends in BYM need to recognize the priority the YM has for diversity, equity and inclusion. The written Report is attached and YTD spreadsheets are available through the YM office.

12021-34 Peace and Social Concerns Committee, Jean Athey (Homewood), Co-Clerk of Committee. The committee brings forward a proposal to establish a Working Group on U.S. Militarism and War under the care of this committee. The purpose is to encourage a broad participation across the YM on peace issues in general. Friends **APPROVED** the creation of this Working Group. Text of the proposal attached.

12021-35 Travel Minute in Support of Kallen Benson (Annapolis). Martha Baer (Annapolis) read the minute in support of Kallen's plans to attend the Climate Conference in Glasgow, Scotland, later this year. Friends **ENDORSED** this letter of support with great enthusiasm.

12021-36 Report from the 350th AdHoc Anniversary Committee, Harry (Scotty) Scott (York). The committee has been meeting for over a year with invaluable support from Mary Braun, the YM Development Director. Events and anniversary recognition will occur across the year leading up to the 2022 Annual Session. Every Monthly Meeting is asked to have a contact representative to share information with the Local Meeting. Volunteers are also sought to make presentations to the wider community. Additionally, input is solicited for the collection of Quaker witness and history. Written report attached. Also see the BYM website for more detail.

We heard Friends call for the marking of our 350 years by inviting introspection and recognition of our failings toward racial justice, in particular, in addition to commemorating our rich history.

12021-36 Proposal from the AdHoc Anniversary Committee, Harry Scott (York). The committee requested approval for supplemental budgeted funds (increase over current budget) to support the work on this important anniversary recognition. Two committees, Trustees and Stewardship & Finance, have reviewed and approved the requested amount of \$59,450 to be spent over 2021-2022. Mary Braun gave a breakdown of what would be covered in this supplemental budget.

We heard concerns about the cost relative to both racial and economic justice issues. The matter was laid over for future review, possibly within the next few months.

12021-37 Development Director's Report, Mary Braun (Patuxent). Mary announced some exciting challenge grants to reach the year's fundraising goals. The details of these are included in her extensive report. Written report attached.

12021-38 Presiding Clerk's Report, Steph Bean (Adelphi). Stephanie spoke of the need to hear from each other, to tend and mend relationships so that we can address the commitment, not just the hope, of becoming an anti-racist religious community.

I2021-39 General Secretary's Report, Sarah Gillooly (Adelphi). Sarah reports still "getting to know you." There is much we must attend to, particularly as there has been so much lost in terms of connection over the past 18 months of limited contact and community gathering. Sarah shared a particular joy that at our camps this summer "our kids got to be free" (of most of the pandemic-related restrictions). Written report attached.

I2021-40 Friends United Meeting Report, Georgia Fuller (Langley Hill). The need for FUM gatherings to meet via Zoom provided a gift of bringing us in to new and "closer" contact across the globe. This has also allowed local leadership to step forward and find its voice. We are learning to operate on a larger and more equal playing field.

I2021-41 Nominating Committee, Deborah Haines (Alexandria). The committee reports the following resignations:

From Ministry and Pastoral Care: Walter Brown (Langley Hill)

From Youth Programs: Jennie O'Neill (Adelphi)

From FGC Central Committee: Olivia Bravo (Alexandria)

These resignations were **RECEIVED**, with thanks for the service given by these Friends.

The following nominations are placed before us with a request to waive the second reading:

Annette Breiling (Frederick) to Peace and Social Concerns, Class of 2024

Erika Janifer (Alexandria) to Prisoner Visitation and Support, Class of 2024 (on the recommendation of Peace and Social Concerns). This term begins January 1, 2022. We are very grateful to Susannah Rose (Patapsco) for her dedicated service in this position over many years.

These nominations are **APPROVED**, second reading waived.

I2021-42 Youth Programs Committee, Rebecca Haines Rosenberg (Alexandria). Rebecca reported that in-person conferences have resumed for both Junior Young Friends and Young Friends, which is a source of great joy for our young people. She spoke of the Young Friends COVID Committee, which has worked diligently over the past months to develop guidelines that will keep their community both safe and accessible this year. Rebecca spoke of the amazing meeting for worship with a concern for business where the Young Friends explored and approved these guidelines, expressing a level of caring for each other and a sensitivity to the needs of those not present that she found truly inspirational.

Rebecca invited Friends to consider serving as a Friendly Adult Presence (FAP) at the JYF and YF weekend conferences that are held throughout the year. At JYF conferences, FAPs help with food and clean-up and make sure everyone has a good time. At YF conferences, they are there to support the high schoolers who develop their own policies and plan their own programs. There will be a FAP training in November. Anyone who might consider being a FAP, is urged to contact Sunshine Klein, who would love to hear from you. There are also spaces available on the Youth Program Committee. Please contact the Nominating Committee if you are interested.

I2021-43 Faith and Practice Committee, Helen Tasker (Frederick). Helen reported that the Faith and Practice Committee is beginning to work on the prejudice and discrimination section of **Faith and Practice**, while continuing work on the life of the

spirit section. Friends are encouraged to contact Helen Tasker or Davis Balderston if they have questions, suggestions, or concerns.

I2021-44 Reparations Action Working Group, Marcy Seitel (Adelphi). Marcy reported that she and Phil Caroom (Annapolis) are now serving as Co-Clerks of the Working Group, which began meeting informally three years ago, and was established as a working group two years ago. After collecting and considering many ideas and suggestions, they have put together a three-part plan for the year. (1) The first need is to acknowledge and begin to address past and present hurts within Baltimore Yearly Meeting around issues of race. (2) The second is to explore all the aspects of our history as a Yearly Meeting, in our local meetings and in our camps and other programs, to see where we have fallen short, and what work we have before us. (3) The third is to affirm the truth we find in worship, to honor the spirit in each other, and to trust the Light to guide us forward.

Small groups are forming to work on the different aspects of the plan. A group will be exploring what we need to do to make amends to those we have wronged. Another group will be looking at troublesome aspects of our history. Another may explore the question of why Friends don't have a justice testimony and what such a testimony might say. The Reparations Action Working Group asks all Friends to sit in a place of quiet openness, to discern how they might contribute to this work.

The meeting closed with a period of open worship.

The Minutes were **APPROVED** as we moved through the Meeting.

Meg Boyd Meyer (Baltimore, Stony Run), Clerk

Rebecca Richards (Gunpowder), Recording Clerk

Deborah Haines, (Alexandria) served as temporary recording clerk for the final three items (42-44)

Attachment I2021-30 STRIDE Coordinator's Annual Staff Report

STRIDE Coordinator Interim Report to Baltimore Yearly Meeting
Khalila Lomax October 2021

Khalila – STRIDE Coordinator

This camp season was extraordinary in a variety of ways. It was my first "official" camp season. I was finally able to experience the camps in season and the joys and challenges of a summer camp season. While this summer camp varied from previous years, due to the pandemic, so much of what campers and families were excited for remained.

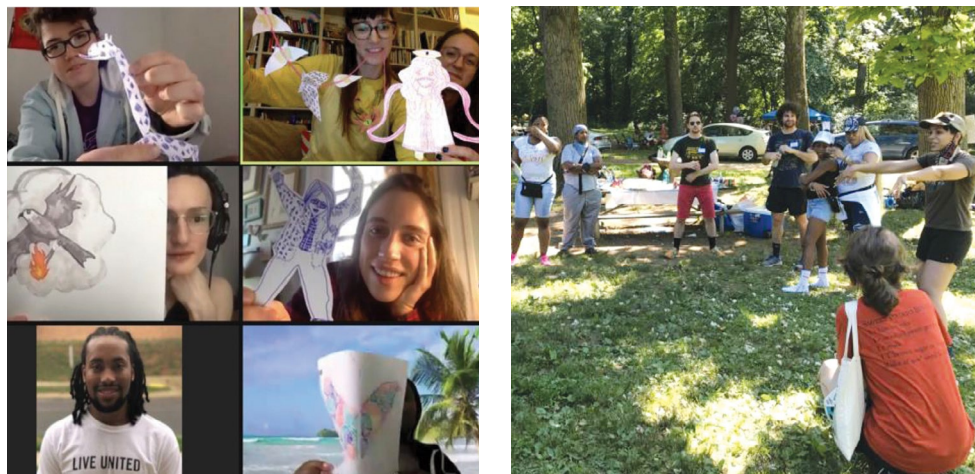
STRIDE has shown me the beauty in friendship, siblinghood, and radical transformations as a staff person. The process of radical transformations involves two parts. The first part is radical thinking. STRIDE embraces a revolutionary thought process. STRIDE is unafraid to think outside of the box. STRIDE embraces letting go of previous ideas we thought would work and brainstorming new ideas and methods. The second part is transformative action. This involves action taken to address inequities and utilize

restorative justice. STRIDE used a restorative justice approach to advocate for a justice-centered incident report. This justice-centered incident report went into effect this summer, and STRIDE is looking forward to implementing new changes in the future. STRIDE is committed to the physical and emotional health of all campers. During our STRIDE retreat, I was also able to host a session around discipline and students of color for STRIDE members and STRIDE liaisons. We were able to discuss how procedures can often affect students of color disproportionately. While it's true that the summer camp season is essential for STRIDE, STRIDE is a year-round program. The groundwork laid during the camp off-season is also necessary, and it helps create wonderful summer experiences for our STRIDE campers.

During our "off-season," STRIDE gets to work toward camp season by applying for grants, building connections with families, recruiting camp staff, and preparing themselves to work throughout the summer. STRIDE also builds relationships within Baltimore Yearly Meeting, connecting with STRIDE liaisons, partner organizations, and the many wonderful Friends who support our work. We host and facilitate numerous fundraising opportunities related to their values of diversity, equity, and inclusion. In addition, we host community events for STRIDE campers and families to foster deeper relationships year-round. Throughout this year, when thinking of STRIDE members, I am consistently reminded of the Margaret Mead quote, "Never doubt that a small group of thoughtful, committed citizens can change the world; indeed, it's the only thing that ever has." STRIDE is a committed group of individuals invested in diversifying the camping experience and making it a place where all feel valued; with this commitment, they have and will continue to shape the camp experience for the better for years to come.

STRIDE Coordinator and STRIDE members

This summer, STRIDE sent 22 campers to camp! We provided COVID testing, tuition, gear, logistical support, and guidance during the orientation process for these campers. Campers expressed excitement about the return to camp! Our campers reiterated how



camp is a unique and one-of-a-kind experience. Our campers missed camp. They missed the camping community, the outdoor educational experiences, and the sweet potato biscuits. The absence of camp during the 2020 season only made the return during the 2021 season much sweeter. One camper wants to return to camp for a month and become a counselor! One of our Opequon campers, fueled by the artsy environment at camp, created a jewelry line! We were able to purchase the jewelry and gift it as prizes for our Trivia Night. STRIDE prides itself in aiding leadership opportunities for youth and young people.

This year 16 of our 22 campers attended Opequon Quaker Camp. This included campers from Baltimore and Philadelphia. Four of our campers beamed with pride about their accomplishment of completing two Cabin Intensives. At Opequon, all campers participate in a multi-day camping trip called a Cabin Intensive or CI. While this is often cited as the most challenging part of the camp, it is also gratifying.

Care

Baltimore STRIDE also provided care packages for campers and their families. We planned two rounds of care packages; the first round included materials for a collaborative camper-led workshop held on Zoom. The second round included materials and instructions for workshops to be completed by campers within their own families. The workshop held on Zoom was a craft workshop led by one of our campers, providing STRIDE campers the opportunity to flex their creative muscles and develop leadership skills. The family workshops included a series of prompts and activities related to nature journaling, a kitchen herb gardening kit, and numerous art supplies including suggestions for artistic projects and activities. With this programming, STRIDE ensured that our families continued strengthening their relationships and the larger BYM camp community. With these programs, we provided high-quality and COVID-safe camping experiences in nature, and campers also got the opportunity to engage with the natural world in their neighborhoods.

Sustaining Community

Throughout the summer of 2020, STRIDE worked with families to help fulfill other needs instead of prepping for camp. For example, we provided a camper who had expressed interest in attending a virtual filmmaking camp with the necessary equipment. We also made individualized care packages. In 2021, Members also partnered with a partner organization, Puentes de Salud, and a camp parent to host an online info session about BYM camps. Philly STRIDE detailed "A day in the life of a STRIDE camper." These helped participants understand what camp is like and how camp has changed for COVID safety protocols. Philly STRIDE was also able to have a practice hike at the beginning of the summer. Baltimore STRIDE also held brainstorming sessions with another partner organization, the McKim Center, around camp and healing spaces. DC STRIDE was able to volunteer to Horton's Kids COVID Emergency Response.

STRIDE Liaisons

Growing Diverse Leadership Committee (GDLC) liaisons remained active with the STRIDE groups. Each liaison is in touch with their group and typically joins its regular virtual meetings. Each also helps support fundraising and enters STRIDE “movie night” and other events. This year we hosted a Trivia Night, and it was a great event amongst STRIDE members, STRIDE Friends, and liaisons. STRIDE also has liaisons on the Camping Program Committee (CPC) and the newly formed anti-racism subcommittee. STRIDE remains active with the Reparations Action Work Group (RAWG) and Working Group on Racism (WGR). GDLC, WGR, RAWG, and STRIDE will release a toolkit this fall.

STRIDE in collaboration with the Camping Program Committee is committed to creating an Opequon STRIDE liaison. This liaison would assist with communications from camps to STRIDE. The liaison would also serve as a familiar face and resource for STRIDE campers needing extra support. Eventually, we hope to add this liaison position to Catoctin and Shiloh. We want all of our campers to have a familiar face and resource available to them while at our camps.

Reflection

During this pandemic, STRIDE has reflected on how we can best serve our campers, their families, and their communities. Part of this reflection involves how do we examine our institution’s procedures? How are we able to self-reflect? How do we critique institutional racism we are a part of? Working to disrupt patterns of institutional racism requires that we center the voices of those most impacted. Beyond our queries on racism, engagement with BIPOC campers, counselors, and staff about their experience is necessary. Authentic engagement means that their experiences are validated and that they have the opportunity to co-create solutions for improving camp.

This year, encouraged and led by STRIDE members, we were able to have a moment of transparency and accountability with community partners and our camper families. We shared previous racist events that occurred at camp. In response to these failures and shortcomings, we have committed to implementing the following by next camp season:

- Enhanced EDI (Equity Diversity Inclusion) training, professional development, and support for staff to facilitate the creation of genuinely inclusive and welcoming spaces for all campers.
- Increased opportunities for caucuses/affinity groups/safe spaces for staff of color and campers of color.
- Precise and robust policies and protocols around responding to racist incidents and all threats to emotional and physical safety, both inside and outside our camps.

STRIDE is committed to advocating for these steps to be acted upon fully, carefully, and lovingly, with the input from those most affected. STRIDE also held brainstorming sessions with partner organizations around camp and healing spaces. This session aided STRIDE in conversations around organizing, mobilizing, and re-imagining. We look forward to collaborating with our community partners and creating community experiences that best serve our STRIDE communities.

Attachment I2021-31 Camp Program Manager Report to Interim Meeting

BYM Camps Annual Report – 2021
Presented to Interim Meeting – October 9, 2021

Brian Massey, Program Manager, BYM Camps

First things first: We did it. We re-opened BYM Camps in 2021. We had an incredible, miraculous, restorative, joyous, and necessary summer. Catoctin and Opequon and Shiloh and Teen Adventure were once again full with campers and counselors, with songs and laughter, with friendship and challenge and transformation. The summer of 2021 was an unqualified success, something that was not guaranteed, that was not preordained. We worked incredibly hard to make it happen. We all should celebrate and be proud of that momentous accomplishment.

Now, what did the details of that summer look like? To start, we had 568 individual campers attend one of our camps, signing up for 680 sessions, representing a total of 1430 “camper weeks” at Catoctin, Opequon, Shiloh, and Teen Adventure. Overall, our camps were at 97% capacity for the summer, the highest number in recent memory.

Furthermore, in a typical year, we’ve had between 40 to 60 new campers entering into our program. In 2021, we had 260, a five-fold increase. There are many possible reasons for this level of registration—pent-up demand for outdoor summer experiences after a year of virtual school, our sliding scale fee structure, broad loyalty and word-of-mouth recommendations, etc.—but whatever the factors, it represented an incredible opportunity to build relationships and connections with many new families, and to provide transformational and impactful experiences for many new young people.

To look a little more closely at who our campers were, 398 (71%) of them were white, and 160 (29%) fit under the broad definition of “campers of color.” In terms of religious identity, 131 (23%) of our campers came from BYM Quaker families, with another 31 (5%) coming from non-BYM Quaker families. The rest of the campers came from families that identified as “Not Religious” (33%), non-Quaker Christian (22%), “Other” (9%), Jewish (6%), or Hindu/Buddhist/Muslim (3%).

“BYM Camp Magic” isn’t magical, of course. It doesn’t just appear out of nowhere. No, the magic at camp is created and built, over many hours and days and weeks and even years, by talented and dedicated staff, by wise and visionary Directors. It is built in staff meetings and workshops, it is created through logic models and interview questions and capital campaigns, it is cultivated through modeling and teaching and planning, its seeds lie in constant reflection and refinement and improvement. The magic is the work, imbued with love and joy and purpose.

—Brian Massey, BYM Camping Program Manager

The sliding scale fee structure that was put in place for the 2021 camp season resulted in the broad affordability of, and access to, the BYM Camps. It also gave us a glimpse at the financial reality of our campers' families and the greater camp community, and it gave us a sense of the level of financial support needed to ensure long-term accessibility to these incredible camps. To be specific, 47% of sessions were paid for at the top rate, \$1950 for two weeks, which we identified as the "true" cost of camp. Another 16% were paid for in the second tier (\$1600) and 11% were paid for in the third tier (\$1250). In total, 74% of sessions were paid for in the top three tiers. Of the 26% of remaining sessions, 7% were paid for in the fourth tier (\$900), 5% were paid for in the fifth tier (\$600), 5% were paid for in the sixth tier (\$400), and 9% were paid for in the seventh tier (\$200).

The sliding scale fee structure was wildly successful at ensuring access to the BYM Camps during a pandemic that has been emotionally and financially challenging for so many families. It also helped to make sure that they were full after being empty in 2020. That said, it also highlighted a large gap between what it costs to run these incredible camps in a safe, responsible, and sustainable way, and what we are asking families to pay, either with their own funds or through scholarships or other outside support. To put a number on it, if we assume that \$1950 is in fact the "true" cost of one camper session—and many believe it either is or should be higher—and if we assume that all families paid full price, either on their own or with support, than BYM Camps would have brought in \$1,406,500 in camper fees this summer. Instead, we brought in \$991,450. We effectively provided \$365,750 in camper fee discounts through the sliding scale, plus another \$41,500 in work grant discounts, resulting in a total gap of \$415,050.

The good news is that our budget was built on a projection of camper fees being \$906,000, so we're not *technically* in the red. In fact, we appear to be in the black for the camp season, from a narrow accounting perspective. We also have \$118,000 in the camp scholarship fund to help narrow this gap. But it is clear that we've been radically under-budgeting our camper fees, at the expense of the quality of our program and the well-being of our staff. The real price to camp has been that we are woefully understaffed at a programmatic level, and that we underpay and underinvest in those staff from whom we expect so much. This year, they did more work than ever, with more campers than ever, with more complicated challenges than ever, and they did it with less, coming in under a budget that was 70% of what it should have been. We should celebrate them and that incredible accomplishment, but we should also honor and respect them by making sure they are adequately supported and compensated in the future. We must find a way moving forward to balance the discounts we provide to ensure accessibility at the camper level, with increased fundraising and/or increased full-price fees so that we have the appropriate year-round and seasonal staffing to make our camps sustainable, equitable, accessible, and just at the staff level as well.

Now, I'm sure many of you are wondering about COVID, and how the camps navigated that incredible and unprecedented challenge. I'm happy to report that not one camper tested positive for COVID while at camp. None. Zero. We should all have enough humility at this point to know that this virus is mysterious, that there was surely a great deal of luck involved in that outcome. But nonetheless, an incredible amount of work went into the development and implementation of the BYM Camps 2021 Health & Safety Plan, and everyone should feel proud, Directors and staff most of all.

Beyond that, I want to highlight and lift up the incredible amount of work that our Directors and staff did this summer to balance mental health concerns with concerns about viral transmission. This past year has taken a huge toll on the mental and emotional health of our campers and our staff, and in so many ways that was a bigger challenge and more salient concern this summer. We did not meet those challenges perfectly, and there is plenty of room for institutional growth and improvement, but we were aware of them, and we committed to prioritizing them amidst all the other concerns that were present at camp this summer. There were reports from other summer camps across the country of staff burning out, leaving early, quitting on the spot, as COVID-related mitigation efforts created an unsustainable burden on the staff. While we have a long way to go before we are adequately supporting our staff, this summer showed me that we have a camp-level culture of valuing and listening to our staff that we should be proud of, and that once again we should not take our Directors and their visionary leadership for granted.

Before moving on, I should acknowledge that I tested positive for COVID- this summer, along with two other BYM Camps staff. While it was certainly scary, and while we certainly got lucky, the fact is that none of us tested positive while at a camp that was in session, all of us are fully recovered, and the many mitigation strategies that we implemented—vaccination mandate for all staff, maximum outdoor programming, selective and strategic masking, etc.—managed to break the transmission chain before it spread too far. Ultimately, in a harrowing summer, it was a moment from which we (and I) learned a great deal, but it was also a moment that highlighted the many reasons for us to be proud of what we accomplished this summer.



The last piece of reflection on which I'd like to report is the feedback that we received from our enhanced family and staff evaluation forms. We had 164 families (36%) and 49 staff (40.5%) fill out and submit these feedback forms, a solid sample size that gave us many valuable pieces of information. We analyzed their responses using the Net Promoter Scale, which is essentially measuring how likely someone is to recommend our institution to others. (The scores can be read using the following guidelines: -100 to -1 = Needs Improvement; 0 to 29 = Good; 30 to 69 = Great; 70 to 100 = Exceptional.) The Overall Net Promoter Score from our families was 77, which is exceptional. The Overall Net Promoter Score from our staff was 20, which is good, and in line with other similar institutions.

The conclusions I've taken from both the quantitative and qualitative analysis of these survey results is that our camps are broadly successful, continue to produce fantastic and meaningful and transformative outcomes, and continue to generate significant levels of satisfaction, loyalty, and appreciation. In particular, there was widespread gratitude for the "extra mile" that so many went to pull off camp this year, when it was both harder and needed more than ever. That said, there were also serious and persistent concerns about the need for infrastructure improvements, increased seasonal and year-round staffing, and increased investments in staff through both training and pay. As always, reasons to celebrate, and reasons to keep working.

To end, I'll share my main takeaways from the summer, the lessons I'm carrying forward, the needs and imperatives that I've identified in the program as we move toward 2022, toward 2025, toward 2030 and beyond.

First, there is the need to look honestly and clearly at this large, ambitious, intricate, and multifaceted program. It is a program that has been wildly successful and transformative for countless campers, staff, and families. It is a program that is a leader and exemplar for many within the larger summer camp and experiential education industry.

Second, there is the need to take that program seriously, to invest in and believe in it, to allow for it to be truly sustainable, to enable it to grow and evolve so that it can be as transformative and powerful to young people and their families in 2025 and 2035 as it was in 1985 and 1995.

Third, there is the need to listen to and center the voices of our Directors and our Staff, understanding that they are—and historically have been—the visionary leaders who push that growth and evolution, who create joyous and liberatory communities, who make the camps what they are, full stop.

Lastly, there is the need to open up BYM Camps to all of the stakeholders, all of the people that love and care about it, to build structures and systems and gatherings that are truly welcoming and inviting and accessible to all members of this community, some of whom identify with BYM, many of whom do not. There is the need to understand and acknowledge that it is in the hands of this broad and beautiful community that lies the future of BYM Camps—with their energy, their ideas, their evangelism, their talent and brilliance, their joy and celebration, their expertise and connections, their donations, and, of course, their kids—and to act accordingly.

In 2021, we made it happen. Now we get to work on making it better. Onward.

Attachment I2021-32 Camp Property Manager's Annual Staff Report

Staff Report of the Camp Property Manager to Baltimore Yearly Meeting
David Hunter
October 2021

One of the things I love most about my work as Camp Property Manager here at Baltimore Yearly Meeting is the variety of tasks and projects that I get to take on. One day I might be driving to an auction to pick up a piece of restaurant equipment, some mattress another nonprofit would like us to have or a canoe a Friend has donated to the camps. The next day I might be in the office researching the best variety of seeds to plant on a given piece of bare ground, the most cost-effective type of party tent to purchase or why the ponds at the camps are growing so much algae this year. Later that week I might find myself building a couple of picnic tables, cutting up a tree that has fallen across the driveway or talking with a contractor about the best way to solve a particularly thorny plumbing problem. There are a broad variety of tasks to tackle in this position, and my professional life is never boring.

The reason many of these jobs are necessary is often quite evident. The camps need certain materials and equipment to operate, the driveways need to be passable, it is helpful to have hot and cold running water and some campers may hesitate to go swimming if they think they might come out of the pond with algae in their hair.

The reason we take on some other jobs is not always as clear: Why are we pulling up all of these non-native plants? Some of them have thorns that hurt! We already have an awful lot of trees on the camp properties. Why do we spend so much time planting new ones each year? Do we really need to spend time and energy harvesting timber and concerning ourselves with the health of our forest? The forests seem to be doing OK without our help. Why inoculate piles of wood chips and logs with fungal mycelium so that we can grow mushrooms for the kitchen? They have plenty of mushrooms at the grocery store.



Each year I find myself being drawn into these types of projects. They are stewardship projects. We think of stewardship when we think of taking care of the physical assets on our properties, the buildings and equipment we need to run our camps, but it seems the land upon which it all resides deserves our care and attention too. We can and do have an impact on the places we inhabit and these effects ripple out to the land and waterways around us.

Does all this improve the experience that young people have at the camps? I think it does and I would argue that it is as important for us to practice good stewardship of the land itself as it is for us to take care of the assets on the land. We have inherited an incredible and beautiful gift in these properties. Every day I am grateful for the foresight of those Quakers who purchased the camp properties and for the opportunity to participate in their stewardship. The properties are gifts that enrich our lives and the lives of our children. They have been there for us decade after decade and if we are caring stewards they will be there for decades to come. They change our lives, and the lives of our young people and help to make us who we are as a Yearly Meeting. Given the many gifts they have given, the many ways they have made us what we are, it seems that we must do what we can to give back to these places that mean so much to us!

Opening the Camps in 2021

After 18 months of slumber, the Camp Property Management Committee and a host of volunteers began the work of waking the camp properties up and getting them ready for the summer camping season of 2021. There was a lot to be done after lying dormant for over a year but these friends of the BYM camping program were up to the challenge. There were three workdays planned for each of the residential camps and the kitchens, dining halls, cabins, bathhouses and other shared spaces received a deep cleaning and a lot of repairs. As spring grew warmer, more and more volunteers came to the camps to build picnic tables, erect tents and prepare the camps for the summer to come. By the time we were ready for skills week and pre-camp to begin, most of the necessary cleaning and repairs were done and we were ready to hand the camp properties off to the camp directors and staff so that they could begin working their summer magic!

Lots of careful thought went into considering how we could open the camps safely in the face of a pandemic and several projects were undertaken to keep participants safe and curtail the spread of COVID at camp.

Spread Them Out

One of our goals was to make it possible for there to be as much social distancing as possible during gatherings at camp. Extra benches were added to the fire circles, and many new outdoor gathering places were created. This was accomplished by building eight to 12 large picnic tables at each of the camps, building several picnic table-sized pavilions at each of the camps to shelter campers from rain and provide protection from the sun. In addition, large tents were purchased and set up at each of the camps. All told we were able to provide an additional 1220 square feet of sheltered space at each of the residential camps and around 900 square feet of space at Common Ground where the Teen Adventure program begins and ends.

Clean Them Up

We installed hand sanitizer stations at each of the buildings at camp and improved hand washing stations at Opequon and Shiloh.

Give Them Fresh Air to Breathe

New ventilation fans were installed at each of the dining halls to facilitate the evacuation of hot air from the building rather than moving air around (which spreads germs) as we have when it got hot in previous years. We also provided air purifiers in buildings like the infirmaries where it was necessary to have campers and staff in enclosed spaces.

Camp Rentals – The Catoctin Quaker Campground

As friends probably know we were forced to suspend off-season rentals at the camps due to the pandemic in 2020. Unfortunately, we have not been able to resume off-season rentals at the camps due to reductions in the BYM office staff. We look forward to being able to offer off-season rentals again as staff time becomes available.

In the meantime, we have been able to offer a few other alternatives at Catoctin. In the spring and again this fall we have been offering campsites for rental on hipcamp.com. This effort is just now beginning to take off. We have had several groups rent campsites and we are looking forward to having several more in the weeks to come. Anyone interested in renting a campsite should visit hipcamp.com, search for campsites in Thurmont, Maryland, and look for rentals with Catoctin in the name. They will be listed as cabins like “Elizabeth’s cabin at Catoctin” or “Elias’ cabin at Catoctin.” Hipcamp renters get a cabin to sleep in, a fire pit, a picnic table, ropes that are set up to keep food away from animals, access to the bathhouse, firewood, fresh water, and the opportunity to explore one of the most beautiful places on earth.

We have also been able to offer sites for rental on Airbnb. It is listed as the Studio at Catoctin, but you may know it as the Catoctin Infirmery. Last winter several dedicated volunteers and members of the Camp Property Management Committee worked tirelessly to improve and beautify the infirmery, getting it ready to list on AirBnB. Again, after camp was over, it was transformed into a cozy getaway on the mountain for people to rent and enjoy. Anyone interested in visiting can go to airbnb.com and search for places in Thurmont, Maryland. It is available all year long except during the time camp is in session. The Airbnb and HipCamp rentals have generated as much income in 2021 as all three camps have generated in off-season rentals during previous years.

This winter we are trying something new at Catoctin. We have found a company that is willing to lease deer hunting rights at Catoctin from BYM. They in turn leased the rights to hunt the property to other individuals and families. We have contracted with them to lease the property on the east side of Mink Farm and Tower roads at Catoctin which is helping us manage our overabundant deer herd on the property as well as to increase revenue generated on the property.

Other Work at Catoctin

After having to cancel the construction of a cabin in 2020, we were able to get a cabin constructed in the spring of 2021. It was available for almost all of the summer camping season despite some new inspection requirements from Frederick County that came as a surprise to us. With the completion of this cabin, 10 of the 12 cabins at Catoctin have been replaced. Only two more to go!

Last winter Harry "Scotty" Scott and a few other trusty volunteers cleared a great deal of ground around the caretaker's cabin which had been completely taken over by multiflora rose and other invasive species. We were also able to clear invasive species away from part of the banks of the pond. As spring arrived we began busily planting shrubs and trees to take the place of all those menacing thorns. We planted white pine, elderberries, Nine bark, Gray Dogwood and lespedeza bicolor. We're eager to see which varieties will thrive at Catoctin. Many trees, mostly Papaws, were planted at Shiloh as well.

The Year to Come at Catoctin

Several smaller jobs will need to be undertaken at Catoctin this year. We have budgeted to replace the craft shelter roof in 2020 but since it was not leaking we put that work off. Now it is leaking, and we need to give the structure a new roof. We are also keeping a careful eye on the dining hall roof since we know it will need to be replaced soon.

The tile floor in the lodge and kitchen have served us well for many, many years. However, the tiles are wearing thin and beginning to come up in several places. It is time for a new floor. We look forward to completing that work in the spring.

We also look forward to replacing the 11th of the 12 camper cabins in the spring of 2022. Peter Bugler will be our timber frame contractor again this year and we are grateful for all the time he has put into making beautiful camper cabins at Catoctin! We look forward to replacing the last of the camper cabins in 2023.



Opequon

Work on improving the bathhouses has continued over the last several years. Both bathhouses have received new coats of paint on the floors and walls. This summer the camp staff continued to make improvements by adding paper towel dispensers, cabinets for cleaning supplies, and racks to hang the floor mats on while cleaning. Several new sinks for handwashing have been installed as well.

Shiloh

We had planned to have a new camper cabin constructed at Shiloh for the summer of 2021. Unfortunately, the fates had other plans. We had a great deal of trouble scheduling contractors for the project. We were finally able to contract with Miles Trails, a contractor, Teen Adventure trip manager, and enduring camp presence, to build the cabin. Unfortunately, we did not leave him enough time to complete the cabin before camp opened. We look forward to completing the cabin in the months to come.

Mike Reed, our caretaker at Shiloh, was able to build an awesome new handwashing station outside the dining hall in the spring. He also got ventilation fans installed in the dining hall well before camp began.

The Year to Come at Shiloh

We have been deeply grateful to have received two generous gifts for projects at Shiloh over the last two years. Thoughtful members of the camp community have donated funds to cover the construction of a new maintenance shed, help to purchase a new tractor, the construction of a second well at Shiloh, and to make some repairs to the pond. In addition, these generous donors have funded the construction of the rest of the camper cabins that need to be replaced at Shiloh. We look forward to completing as many of these projects as possible before the 2022 camping season.

Equipment and Vehicles

Over the course of the pandemic we have not attempted to replace any of the camps' vehicles and only critically necessary new equipment has been purchased. While this enabled us to weather these difficult times, we now find ourselves living with some seriously aging equipment and vehicles. We are looking forward to replacing several vehicles, canoes, and other equipment before the 2022 camping season. Fortunately, we did receive a generous contribution that helped us purchase a new compact tractor at Shiloh.

Over the last 18 months we have taken a careful look at the cost of ownership for the pickup trucks that we use at camp. The used pickup trucks that we purchase for the camps are much less expensive to buy than new vehicles. However, keeping these vehicles repaired and running is often quite expensive. These vehicles are also not at all fuel-efficient, increasing our budget for fuel and negatively impacting our environment. After doing some research and analysis we have determined that it would be more cost-effective to purchase new vehicles and avoid costly repairs and high fuel costs. We have also found that new, high-fuel efficiency and electric trucks are beginning to come onto the market. We are looking forward to purchasing a new hybrid pickup truck in the months to come. The development committee has put together a campaign to fund this investment and would love to have the support of all interested Friends. If all goes well, we look forward to purchasing additional hybrid and electric pickup trucks in the future.

Caretakers

We are profoundly blessed to have two great caretakers on our camp properties. Mike Reed continues to take meticulous care of our property at Shiloh. He rose to the particular challenges associated with opening camp during the pandemic with energy and grace. It is a wonderful to have such a competent, capable and diligent resource at Shiloh.

Dylan Phillips came to Catoctin to serve as caretaker in the spring of 2021. He has embraced the challenges of his new position and is well on his way to acquiring the skills that job demands. He is doing a fabulous job hosting HipCampers at the Catoctin Campground as well as managing Airbnb rentals. We have never had a caretaker who has been as engaged with the summer camp community as Dylan was this summer. He is also doing research on and facilitated the installation of a new internet service at Catoctin which is going to serve us well into the future.

Committee Work

The Property Management Committee has grown into a formidable force for accomplishing tasks on the camp properties over the last couple of years. They continue to oversee the management of the properties in the broader sense. The committee organized many work days in order to get the camps open for the summer of 2022 as well as explored and implemented new opportunities for the generation of revenue at the camps, such as opening the Catoctin Quaker Campground and getting buildings ready to post on Airbnb. I hope the Yearly Meeting is aware of all the CPMC has accomplished over the last year and takes the opportunity to say thank you when the opportunity arises.

Conclusion

The Camp properties, as many wild places, carry on whether we are there to appreciate them or not. The quiet, the solace, the peace of the place and the resplendent beauty are always there. We all look forward to the time when more of us can come and enjoy these special places. We hope to see you at Camp soon.

With gratitude,
David Hunter
Camp Property Manager Baltimore Yearly Meeting

All of us—BYM office staff and camp staff, monthly meetings, clerks and committee members, volunteers, parents, and campers—are needed. All of us are vital and important. All of our choices and actions matter.

—Brian Massey, BYM Camping Program Manager

Attachment I2021-33 Treasurer's Report

Today I am reporting on BYM finances as of **August 31, 2021**. These reports show where we stood after eight months in 2021. In August, our camping program was wrapping up after taking a year off in 2020.

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 August 31, 2021. Our total cash was just over \$954,000. Down under prepaid expenses, we have prepaid rent of \$32,500. This relates to Camp Opequon where we lease the property. Our property and equipment, net of depreciation, stands at just over \$2.6 million. This doesn't change very much. Our investments had a total market value of \$1,887,219. A year ago, this total was about \$1.5 million.

In the liabilities section, deferred income of \$356,482 is listed. This represents the total of two Paycheck Protection Program (PPP) loans we received in 2020 and early 2021. Last month, we were informed that our first PPP loan (\$178,241) has been forgiven. This means that we can move that amount from deferred income to current year income. It will be recorded as unrestricted contribution or grant income. Our bank has said that we can now submit the paperwork for forgiveness of the second PPP loan. The balance of our Friendly loans is \$210,825.

Total net assets are the difference between our total assets and our total liabilities. Total net assets on August 31, including year-to-date net income of \$407,383, are \$4,873,140.

The **Statement of Activities or Income Statement** shows the revenues and expenditures for the first eight months of the year. It shows the activity in our unrestricted and restricted funds. Apportionment income is just over \$283,000, which is about 56% of our budgeted amount for 2021. Program revenue is \$1,052,654. This is mostly from camp registration fees. Unrestricted contributions total \$211,326, and restricted contributions total a little over \$127,000. Released funds total \$56,505. This represents temporarily restricted funds from current or previous year contributions which have been spent for their intended purpose. Therefore, they are released from their restriction. Usually this is for camp property purposes. Our investment income is mainly comprised of interest and dividends received and the unrealized gain on our investments. The unrealized gain for the first eight months of the year is \$153,351. Total revenue so far this year is \$1,871,366.

The expenditures are all in the unrestricted column and total \$1,463,984. Total administrative expenses were a little over \$272,000. All the various camp-related expenditures total a little over \$1 million. There were still more to pay after August 31. Net revenue over expenditures totals \$407,383. Of this amount, \$336,566 is unrestricted. But, of this unrestricted total, about \$153,000 is unrealized gains on our investments. The financial reports look strong so far and will be stronger with the forgiveness of the PPP loan in September.

Respectfully submitted, James Riley
BYM Treasurer
Hopewell Centre Meeting

Attachment I2021-34 Proposal for a Baltimore Yearly Meeting Working Group on U.S. Militarism and War

Prepared by Marc Oliver (Stony Run), Malachy Kilbride (Friends Meeting of Washington), Dat Duthinh (Frederick), Jean Athey (Homewood), Andy Conlon

The Peace Testimony of Friends:

“We utterly deny all outward wars and strife and fightings with outward weapons, for any end, or under any pretence whatsoever; and this is our testimony to the whole world. The spirit of Christ, by which we are guided, is not changeable, so as once to command us from a thing as evil and again to move unto it; and we do certainly know, and so testify to the world, that the spirit of Christ, which leads us into all Truth, will never move us to fight and war against any man with outward weapons, neither for the kingdom of Christ, nor for the kingdoms of this world.”

— Declaration of Friends to Charles II, 1660

Historically, the Peace Testimony has taken many forms, including tax withholding, refusal to engage in military service, and requests of Congress to re-allocate funds from military to peaceful purposes. Given the crises now confronting our nation (e.g., COVID, racism, climate change, and economic inequality) and the painful reminder of the damage caused by military campaigns abroad (e.g., in Afghanistan), we as Friends are called upon to renew and expand our Peace Testimony in a way that speaks to and confronts today’s urgent challenges.

We therefore have requested that a *Working Group on U.S. Militarism and War* be formed within BYM, under the care of the Peace and Social Concerns Committee. The topic is huge, and it affects all Americans (e.g., through taxes and military service), as well as millions of people around the world, through multiple wars, threats of war, displacement of peoples, death from “kinetic” forms of violence and from war under other names (e.g., sanctions), environmental degradation due to military activities, and much more, including the risk of nuclear annihilation. Within BYM, several Meetings are coordinating with other faith and civic groups to help resettle Afghan refugees. The wide interest in the plight of the Afghan refugees presents one opportunity to call attention to the root causes of war and population displacement.

We believe that a Working Group can help BYM Meetings work more collaboratively on important issues of peace. We anticipate that better coordination will increase the likelihood of success for our activities.

Given the multiple crises overlapping in today’s world, many of our Monthly Meeting peace committees may be somewhat fragmented, with people’s passions dispersed among different issues. Thus, bringing together through a Working Group those people from Monthly Meetings who are led to work on world peace and U.S. militarism and war could enhance the Quaker Peace Testimony in action in the BYM area.

The BYM Peace and Social Concerns Committee endorsed this proposal, and the decision was that the first step would be to have a Zoom meeting with all interested people from the Monthly Meetings. This Zoom meeting will help us determine the initial direction of the Working Group. We will schedule that Zoom meeting following Interim Meeting’s formal approval of the Working Group.

Our proposal—to be further elaborated on the BYM-wide Zoom call—would be that the goals of the Working Group include study, action, and advocacy (e.g., for policy initiatives), and collaborative work through coalitions with other faith, community, and peace groups. The specific initial focus will be developed subsequently within the Working Group. For example, the focus might be on one of these topics: military spending, nuclear weapons, environmental issues related to militarism, peace education, high school military recruitment, conscientious objection to the draft, and war profiteering. To be most effective, we urge that any projects of the Working Group be decided upon with regard to the capacity and interests of its members.

One possible path is to relate the national and international, seemingly distant, dimensions of U.S. militarism to local issues, and emphasize that the national budget is a moral document that should reflect the values of the people. There is ample evidence that war comes home: for example, we see that in the increased militarization of the police and in the way violence is destroying democratic civil discourse in this country. While we devote outlandish and forever increasing amounts of money to war and weapons, we never have enough resources to improve our infrastructure, adequately address climate change, or fund the educational and health care needs of our people. Can we move away from imperialism toward shared security? Can we connect the issues to our lives and make war and militarism local and specific?

Our discourse is important, but to paraphrase Parker Palmer, we must also let our lives speak and tell what truths we embody and what values we represent.

Allen Hester, FCNL’s lead lobbyist for nuclear disarmament and Pentagon spending

Attachment I2021-35 Travel Minute for Kallan Benson

Annapolis Friends Meeting
351 Dubois Road, Annapolis, MD 21401 www.annapolis.quaker.org

October 6, 2021

Dear Friends,

Please welcome Kallan Benson as she travels among you.

Annapolis Friends Meeting knows Kallan well. She grew up with our Meeting and has recently become a full member. We are very familiar with her work in support of the Quaker Testimony of Stewardship for the environment. Kallan has made valuable contributions to the life of our Meeting and to the betterment of the world.

When she was only 13, Kallan initiated Parachutes for the Planet to raise consciousness of global warming, inspiring and receiving “Parachutes” from 45 U.S. states, 79 countries and all continents except Antarctica. In the five years since then, Kallan’s commitment has led her to speak for climate bills before the Maryland legislature and to many climate groups online and in person. In 2019, she delivered the youth response at the United Nations Environmental Program award ceremony in New York City.

Now Kallan is representing the Quaker Earthcare Witness (QEW) at COP 26 in Glasgow. Kallan’s work with Fridays for Future has given her a wide circle of friends among youth activists. After the meetings she plans to travel in Europe connecting with them and joining in their work.

Kallan continues to find strength, support, and encouragement for her activism through the Religious Society of Friends. She says she is filled with gratitude for the warm welcome of Quakers, their Meetings, and organizations that she has experienced in areas of the world she has been fortunate to visit. The enthusiasm, creativity, and generosity of the global community of Friends continually renews her spirit and energy for activism.

We ask you to take Kallan under your care and to hold her in the Light. In Peace,

Martha Baer, clerk

on behalf of Annapolis Friends Meeting

Approved and minuted AFM Meeting for Business, October 3, 2021

Attachment I2021-37 Development Director’s Report

Friends, here we are poised at the outset of the last quarter of this fiscal year, 2021. This timing gives us the opportunity to plan for what we wish to accomplish before the close of the year. The Development Committee is optimistic that the generosity of Friends to date places us in a favorable position to meet our financial goals by year’s end.

The Yearly Meeting approved an annual 2021 fundraising goal of close to \$425,000. Through the end of September, Friends have made gifts in the amount of \$392,055 leaving all of us with the goal of raising \$33,000 before the year’s end. Our fundraising efforts are a key component of our annual budget requirements because apportionments paid by local Meetings amount to 25% of the Yearly Meeting’s annual budget. We are grateful for that support from Meetings!

Today, I’d like to share with you several generous challenge matches that can speed us toward our financial goals by 12/31/2021:

- Launching on Giving Tuesday, November 30, will be a challenge of \$35,000 matching gift dollars on a one-to-one basis under similar terms to recent prior years. If we meet this match, we will finish the year achieving our revenue goal.

- Presently a challenge in the amount of \$10,000 has been set to acquire our first hybrid camp vehicle. Hopefully, this Ford F-150 truck will be the first in a fleet of more energy-efficient transportation at camp. The cost of a hybrid truck is \$47,350, which we hope to raise with the help of the match.
- Lastly, but not least, please help us complete an anonymous challenge to raise \$5,000 that will name a latrine at Catoctin Quaker Camp in honor of Harry Scott and Lamar Matthew. Just think, you could pay tribute to these tireless and stalwart volunteers on your next visit to the Catoctin bathhouse.

These last two challenges, the hybrid vehicle and the latrine dedication are in effect right now and await your participation.

Why does it matter that you support your Yearly Meeting? It matters because BYM exists to promote the religious, charitable service, and educational interests of its members and constituent Local Meetings. With over 50 worshipping communities, BYM nurtures a strong and vibrant Friends community across the Mid-Atlantic region. Together as members of the Yearly Meeting, we seek to grow in the life of the Spirit, to discern right action, and to bear witness in the world. BYM is part of a larger network of Yearly Meetings around the world, helping to connect individual Friends and Local Meetings to a range of national and international Friends and service organizations. Through participating in BYM, Friends are challenged to expand their individual understandings of what it means to be a Friend, to be part of a Friends community, and to be a Friend in the world. *This is why your support matters.*

We encourage Friends who feel led to consider becoming a Sustaining Quaker with a monthly or quarterly gift. Perhaps consider whether a gift from a donor-advised fund, a required minimum distribution from an IRA, a gift of appreciated assets, or inclusion in your Will best suits your intentions. Remember, too, please the 100th anniversary of the camping program next year.

Soon we are to commemorate how Friends with Baltimore Yearly Meeting have adapted their practice while holding close to their faith for 350 years. Consider how few institutions in North America can trace their legacies back to the 17th century. Truly, this is a time for reflection and a time for visioning. Please become part of the exchange of ideas, the gathering to worship, and the interplay of learning and jubilation that awaits us all in the year ahead.

Attachment I2021-39 General Secretary's Report to Interim Meeting

Friends –

I am writing this report to you just a few days after finishing my 90th day as General Secretary of BYM. What a wonderful and busy three months it has been! From learning all of our administrative systems and committees to getting to know our staff and programs, my days—and my heart—have been full.

Wayne Finegar generously stayed on with BYM as a consultant through the month of September to help ease the transition. If you have the good fortune to see Wayne at Interim Meeting today, please continue to wrap him in the gratitude and care of the Yearly Meeting. His deep sense of servant leadership leaves a lasting legacy at BYM, and I feel lucky to have had so much time to learn from him.

I have also felt remarkably lucky to join an organization that is in a healthy financial position. This is a rarity in nonprofit leadership transitions. With much credit to the work of Wayne, Ned Stowe, Mary Braun, Margo Lehmann, Trustees, Stewardship & Finance, Development, the entire Camping program, and the generosity and work of many Friends, BYM weathered the economic storm caused by the COVID pandemic. We are entering the final quarter of the fiscal year with good cash flow and even the possibility of a small year-end surplus, which can supplement our reserves.

Our Clerk of Interim Meeting asked me to speak to the biggest challenges I see facing the Yearly Meeting. Let me begin by noting the flip side of our strong financial position. We balanced our books, in large part, by right-sizing our staffing to meet our current fundraising and apportionment capacity. With the elimination of the Comptroller and Assistant General Secretary roles, the Finance Manager and General Secretary are now each doing the work of at least two people. While we “right-sized” our staffing *numbers*, we have not yet “right-sized” staffing *responsibilities*, and this presents a challenge going forward. What work of the Yearly Meeting office are we willing to give up to meet the new reality of staff capacity? Another way to approach this challenge is through the mindset of abundance: How might we embrace this change? What can we do with what we have in abundance? What is most alive and growing right now? What might we allow to lie fallow? I am eager to hear from Friends on this matter!

Another challenge I see facing BYM is the tension of urgent work in lean times. During my first 90 days, many Friends have talked to me about our real and desperate need for long-term planning, major investments in camp, and bold steps on anti-racism. Other Friends have spoken of deep desires to save our shrinking Society, prepare spiritually for the changing world, and resolve painful conflicts among us. I have also found myself caught in fever dreams of so much urgent work—often demanding more of myself

than time and my human body will allow. But we can only move at the speed of trust, as Black feminist adrienne maree brown reminds us. Yet, I am new to you, as you are new to me. And these long months of physical separation have weakened our bonds of friendship, the global trauma of the pandemic has depleted our emotional reserves, and we continue to live under the trust-crushing weight of 529 years of white supremacy on Turtle Island. I believe the work ahead will require us to deepen trust: to renew our friendships, soothe our central nervous systems, abide in the Light of Love, and uproot the racism within.

Coincidentally, I am enrolled in Steve Angell's Quaker history course at Earlham School of Religion this semester. Each time I go for a long walk with a BYM elder or flip through a past Yearbook in search of some archival fact, I do so with awe for the Religious Society we have been and the Religious Society we are becoming. Our early Quaker ancestors lived an eschatological theology—they understood themselves to be living at the end of time and thus turned themselves over to the Inward Light. 371 years after George Fox was jailed for this quaking blasphemy, the last 18 months have often felt to me as though we too are living at the end of ordinary times. As I look into the year ahead, I find myself thinking perhaps it is time for the ordinary to pass away. Where white supremacy has been the ordinary order of America (and our Society of Friends), let those times pass away. Where environmental destruction and extraction capitalism have been the ordinary way of doing business, may those times, too, pass away. Where conflict is met with war and poverty with policing, let those ordinary times be over. As we move from ordinary times to extraordinary times and the chance to build the world anew, I pray that I might stay grounded in this profound message of the Gospels—in the kin-dom of God, the old, oppressive ways are subverted and replaced with liberation and with love.

Yours in service,
Sarah G.

Called Interim Meeting December 2021

December 11, 2021

BALTIMORE YEARLY MEETING

OF THE RELIGIOUS SOCIETY OF FRIENDS

Held via Zoom

Minutes

12021-45 Opening. The meeting began with a period of open worship. Interim Meeting Clerk Meg Meyer reminded us that in worship we seek to go beyond our own mind, our own individual thoughts, to reach for a collective understanding. She shared the query: "Do we humbly set aside our own preconception of proper action, seeking instead Divine guidance as to the right course?" She reminded Friends that information about items of business was circulated in advance, and that there was a session last weekend for those who wanted to ask questions. Our hope is that the session today will be an opportunity for worship and discernment.

12021-46 Stewardship & Finance Committee. Terence McCormally, Clerk, explained that we are being asked to amend the 2022 budget to reflect changes in the camping program, and several one-time expenditures. He presented the following report from Stewardship and Finance Committees explaining that all of these proposals are financially feasible. Our task is not to decide what we can afford, but to discern what we are led to do. The advance report is attached.

12021-47 STRIDE. Sarah Gillooly, General Secretary, presented a proposal to add \$7675 to the STRIDE budget in 2022. STRIDE uses its funds to recruit and support campers from poor urban communities. Grant applications submitted by STRIDE were repurposed during the pandemic crisis in 2020, and the wounds left by that decision have not been fully healed. This addition to the STRIDE budget does not redress that wrong, but it is what love requires of us at this time. Eden Fuller, Co-Clerk of STRIDE's Baltimore chapter, explained that this is a one-time addition to STRIDE funding, in the amount of the grant applications that were repurposed. Friends APPROVED this request.

12021-48 350th Anniversary Committee. Harry Scott, Co-Clerk, explained that the committee has been active since 2019, but has never had a budget. Funds will be needed for outreach materials and events, to bring in speakers, and to engage our meetings and our members in reflecting on our past and our future. The intent is to review what we have done well, what we have done badly, and what we are called to do now. It is to consider both our roots, and what we are growing toward in Spirit.

Friends raised the question of whether it is appropriate to recognize an anniversary year, and whether these funds could more appropriately be used for reparations. Friends spoke of their deep love for Baltimore Yearly Meeting. Friends spoke of the importance of pausing to take stock of where we are, what we have accomplished, and what we are called to do. Friends spoke of how celebration can give us hope, and expressed a longing for worship time to reflect on our history and what it teaches us. A Friend spoke of the anniversary as an opportunity to rebuild our community and deepen our connections, in a time of stress and grief, so that we can come together to do the

important work we are called to. Friends suggested using the words "commemoration" or "retrospective." Friends asked if we can somehow celebrate with simplicity and open hearts, avoiding ostentation, not celebrating the European church, but making sure everyone has access and feels welcome.

We were reminded that "The present is where the past and future meet and interrogate each other," a time of profound possibility. We were reminded that as we seek to diversify who we are, we need to be willing to pay people for the work they do, not just rely on those who can afford to volunteer. We also need to spend money on publicity, so that those who have not heard about BYM will know that we are here. We were asked to consider whether we expect the commemoration and the speakers we will hear from to change us and bring us to a better spiritual place, or just to affirm what we already think we know. We were asked to consider how the anniversary project could be re-imagined so that People of Color would feel included in it. Friends APPROVED setting this funding request aside for further seasoning.

12021-49 Supervisory Committee. Adrian Bishop presented two recommendations on behalf of Supervisory Committee. Supervisory Committee recommends that we immediately restore the pay that was withheld from our staff in 2020. The total amount for six current and former staff would be \$ 20,700. Sarah Gillooly thanked Victor Thuronyi for working out how this could be accomplished given the extreme complexity of various reporting requirements. Friends APPROVED a full restoration of furlough pay.

Supervisory Committee further recommends that the half-time office assistant position included in the 2022 budget be increased to full-time. This would be for one year only, since we do not know what the financial condition of the Yearly Meeting will be in 2023. Some Friends expressed concern about the temporary nature of this proposed increase. Sarah Gillooly explained that having a full-time staff person for the next 12 months would be extremely helpful, even if we need to reduce the position to half-time in 2023. Friends APPROVED this recommendation.

12021-50 Race Equity Audit. David Etheridge, clerk of the Working Group on Racism, presented a statement on the intent of the Race Equity Audit. (insert). Clinton Pettus challenged us to think bigger. The race equity audit might feel good, but by itself it would not be transformational. We need to find something truly innovative and exciting to commit to in this anniversary year, so that we will be celebrating the future, not the past. This is something the 350th Anniversary Committee, the Growing Diverse Leadership Committee and the Working Group on Racism could work on together. Friends APPROVED setting this recommendation aside for further seasoning. The Race Equity Audit proposal is attached.

12021-51 Camping Program Budget Revision. Anna Best, Co-Clerk of Camping Program Committee, described their proposal to increase staff pay, create one full-time camp director position, and increase the food budget at the camps. There is an urgent need to pay our camp staff more, in order to reduce stress, prevent staff shortages, ensure quality, improve retention, and for the sake of simple justice. The Committee recognizes that camp directors actually work year-round, recruiting campers, hiring counselors, and preparing a program. The committee proposes increasing one director

to full-time this year, if one is willing, as a first step toward making all the camp director positions year-round. She explained that a new sliding scale for camp fees has been developed that should cover the cost of increased salaries. Sarah Gillooly noted that the proposed changes would reduce the administrative burden on office staff. In addition, a year-round director would be able to focus on recruitment, which would help us fill the camps each year.

Elaine Brigham spoke from her heart about her own experience of the camps where she worked for 36 years. She spoke, in a spirit of Truth, of how the camps have exploited staff in the past, underpaying them, expecting more of them than is humanly possible, providing poor working conditions, and failing to address systemic racism. She spoke of how she was fired in 2017 after serving as a camp director for 18 years, because of the waves she raised trying to promote diversity and protect her staff. She thanked the Yearly Meeting for finally giving her the opportunity to speak out after years of forced silence. She observed that there are camp staff and campers that are due reparations by BYM. Friends entered into a time of deep worship. Clerk Meg Meyer noted that Stewardship and Finance has approved the proposed budget increase for the camping program, and that Supervisory Committee has approved increasing one camp director position to full-time. Friends APPROVED the proposed changes to the camping program budget for 2022.

Out of worship, a Friend spoke of how this is the beginning of a conversation, which needs to involve Supervisory Committee as well as the Camping Program Committee and the staff. Several Friends who served on Supervisory Committee in 2017 apologized for failing to intervene to protect Elaine Brigham and Dyresha Harris. One spoke of how Supervisory Committee wants to be supportive of staff, but does not always know what is happening. Our eyes have been opened today to things we did not know. Friends spoke of how we need to remember what we have heard and find ways not to hide the truth. We need to change our culture, and may need new structures to adequately protect our staff. We need worship opportunities that are focused on race and on things we have tried to hide from. Brian Massey expressed his deep gratitude to the Yearly Meeting for taking this step to affirm the value of our extraordinary camp staff.

12021-52 Closing. Friends expressed appreciation for how the recording clerk captured the spirit of this meeting. The meeting closed with a period of worship, to meet again on March 19, or as called by the Clerk of Interim Meeting.

Meg Boyd Meyer, (Stony Run), Clerk
Deborah Haines Rosenberg (Alexandria), Recording Clerk

Attachment 12021-46 Stewardship & Finance Report

Minute on Financial Feasibility of Proposed Revisions to BYM Budget for the Camping Program and Use of Reserves to Fund "One Time" Expenses

At annual session in 2021, Friends approved a budget for the Yearly Meetings for 2022.

Now Friends are being asked to amend the budget to reflect proposals for the camping program, and to approve some additional one-time expenses in 2021 and 2022 to be

funded out of reserves. Details will be presented for each proposal; this document reflects on the combined effects of the recommendations.

The Camp Program Committee recommends increasing the number of camp staff and the pay rate of some camp staff, and to fund that by an increase in camp fees. The fee increase is calculated to also cover the costs of year-round camp employees who had previously been covered under the Administration budget. The proposal includes a program for camp scholarships to assure continued access to camp for disadvantaged families. The proposed changes leave BYM with a balanced budget.

The Stewardship and Finance Committee has reviewed the proposed changes and agree that the projections are conservative and the plan fiscally prudent.

The Yearly Meeting's financial situation was found to be precarious in 2019 due to a mismatch between authorized expenditures and reliable income; this became a crisis in 2020 with the loss of camp revenue due to the COVID-induced camp closure. Because the discipline and hard work of our staff and the generosity of Friends have improved the Yearly Meeting's financial situation, we are now in a position to consider some one-time expenditures.

For some years the trustees have recommended that the Yearly Meeting maintain financial reserves of 25% of our annual budget. This reserve amount (which is calculated at the end of the year) is intended to serve as a buffer against changes in cash flow, and to provide resilience in the event of a financial downturn. We were first able to achieve this level of reserves in 2020, and the projection now is that we will exceed the 25% level of reserves in 2021. Working with the various committees, the General Secretary has recommended the expenditures be presented to Interim Meeting. Although the precise level of reserves cannot be calculated until the end of the years, the Trustees have confirmed that the amount under consideration can be funded from reserves without undue financial risk.

Three of the proposals (to fund the 350th anniversary observance; to conduct a racial equity audit; and to restore staff salaries foregone during the pandemic furlough) are true one-time expenses.

Two of the proposals, (an increase in administrative support, and to restore STRIDE funding that was reallocated in 2020) partially restore some of the cuts necessary to meet the budget amendments of 2020. Whether these expenditures should also be incorporated on an ongoing basis into the 2023 budget will require further discernment, but both have significant benefits even if only a one-time expense funded from reserves in 2023.

The discernment of the Stewardship and Finance Committee is that our financial status is such that all of these proposals are financially feasible.

Approved
Stewardship and Finance Committee, Baltimore Yearly Meeting 6th day, 12th Month, 2021
Terence McCormally Co-Clerk
Linda Pardoe Co-Clerk

Baltimore Yearly Meeting

of the Religious Society of Friends

Attachment 12021-50 Race Equity Audit Proposal

REQUEST FOR PROPOSALS

Project: BYM Race Equity Audit

Proposals accepted on a rolling basis until:

Project Overview:

Baltimore Yearly Meeting of the Religious Society of Friends (BYM) seeks a consulting firm or individual(s), based anywhere within the U.S., to engage in a comprehensive, organization-wide audit, which will help the organization move closer to our commitment to being an anti-racist faith community and will culminate in a report with recommendations. Both BYM paid staff and volunteers will actively support in the audit.

Organizational and Project Background:

Baltimore Yearly Meeting is a regional Meeting of the Religious Society of Friends. In other words, we are the regional office for Quakers in Virginia, Maryland, District of Columbia, eastern West Virginia, and southern Pennsylvania. As a Yearly Meeting, BYM provides a forum for Friends in our region to interact, work together on common projects, and worship and grow our spiritual practices together.

About 49 Monthly Meetings, Preparative Meetings, and Worship Groups (“Local Meetings”) comprise BYM. Our local Meetings are urban, rural, and suburban, and they range in size from over 700 to fewer than 20 members and attenders. All together, we are about 6,465 Friends.

Local Meetings are autonomous. The Yearly Meeting has no central authority over Local Meetings, and Yearly Meeting decisions are made by a Spirit-led process of seeking unity. We currently employ seven full-time staff and our office is located in Sandy Spring, Maryland. BYM operates four summer camps that employ 120 seasonal staff and serve 500 to 600 campers each year—about 60% of whom received financial aid in 2021. Our annual budget, as reported in our 2019 Form 990, is \$2,056,000.

Recent efforts to move ourselves closer to being an actively anti-racist faith community have included:

- Revision of our Vision Statement to include a statement recognizing the experiences of marginalization and oppression within our community and setting our vision of being a community of liberation, equity, and diversity (2016).
- Declaring our intent to be an Anti-Racist Faith Community (2019).
- Formation of “Change Groups” at 14 local meetings to advance anti-racism work.

- Formation and continuation of various committees working to uproot white supremacy and advance anti-racism including:
 - Working Group on Racism
 - Growing Diverse Leadership Committee
 - Strengthening Transformative Relationships in Diverse Environments (STRIDE) Committee
 - Reparations Action Working Group
- Focus group of BYM Black and Indigenous American Friends in 2018

Consulting Services to Be Performed:

In consultation with a wide arrange of Committees and stakeholders, BYM has identified the following areas of interest to illustrate the potential scope of work:

- Focus groups/stakeholder conversations with key groups of Friends—including Friends of color and African Friends.
- Race equity policy review of Yearly Meeting office policies and practices as outlined in the Employee Handbook, Camp Staff Handbook, Manual of Procedure, and budgets with recommendations for improvements based on identified best practices.
- Recommendations for or delivery of training or learning materials for moving toward our goal of being an anti-racist faith community at the Yearly Meeting and Local Meeting level.

Requested Deliverables:

- An audit of programs, policies, structures, practices, and culture resulting in qualitative and quantitative data regarding the current structure, work, and workplace of BYM.
- A comprehensive written report and at least one community-wide presentation of the audit detailing its process, key themes, analysis of the gaps and disconnects between the current and future/desired state of the organization, and opportunities to build upon. The report should include recommendations for embedding new, inclusive policies and practices into the organization’s culture and possible suggestions for achievable short-term and long-term action steps

Desired Deliverable:

BYM hopes to complete the survey work below. However, we recognize it may be beyond the scope of some firms or our existing budget.

- Create a survey to collect the community’s experiences and perceptions of how we are doing in our work to create a diverse, inclusive, welcoming, and just community.
- Qualitative data collection, to be administered to as many members of the BYM community as possible (min. 500, max. 3,000) and reported on:
 - at the aggregate level, with crosstabs by age and race.
 - disaggregated by individual Monthly Meeting (i.e. congregation), without crosstabs (apx. 41 Monthly Meetings)

Preferred Qualifications:

- Experience working with flat organizations and/or nonprofit affiliate organizations.
- Evening and/or weekend Zoom availability.

Budget:

Not to exceed \$50,000

Proposal Submissions:

Please submit your proposal by email to admin@bym-rsf.org, no later than [DATE]. Final selection will take place by March 12, 2022, with work to begin thereafter.

Proposals should include:

1. Background: Name, title, contact information, and general overview of company/firm.
2. Experience: Tell us about pertinent prior experience, specialized expertise, and resources that you can bring in providing these services. Resumes or CV for key staff should be included.
3. Approach: Briefly explain how you would work with us to develop and execute the equity audit, including an estimated timeline. Work samples are welcome.
4. Budget & Availability: Include estimated budget or overall rate for this work and any limitations on your availability.
5. References: Past clients that BYM may reach out to as references, with contact info.

If we do not engage in difficult relationships, if we do not allow ourselves to be uncomfortable, we stagnate. We grow when we commit to relationships with people who provoke us, challenge us, require more of us.

—Emily Provance, 2022 BYM Carey Lecture

Winter 2022 Interim Meeting

March 19, 2022

BALTIMORE YEARLY MEETING

OF THE RELIGIOUS SOCIETY OF FRIENDS

Held at Stony Run Friends Meeting and on Zoom

Minutes

We began in a period of Silent Worship and then heard a welcome from Blaine Keener, Clerk of Stony Run. Blaine recalled the last time Interim Meeting was hosted at Stony Run when the room was packed and then reminded Friends that wherever we are we are in the same Spirit.

Clerk, Meg Boyd Meyer (Baltimore, Stony Run), reminded us to remain in worship as we proceed. Meg gave instructions as to how we will operate in the hybrid format, including cautions that the Clerk will call on speakers and leave time between messages to let them be fully heard in the Spirit in which they are given.

12022-01 Treasurer's Report. Jim Riley (Hopewell Center) gave a report on our financial status from the unaudited records ending December 31, 2021. Highlights include: the camps were held and extremely well-attended; more Monthly Meetings are now being held in person as well as many Yearly Meeting functions. A written report is attached.

In response to a query, Jim reports that the Payroll Protection Plan loan from 2021 has been forgiven (as of January 2022) so will move from a liability to income.

12022-02 Report of the General Secretary. Sarah Gillooly updated Friends in four areas of Yearly Meeting activity: camps, hiring processes, office changes, and 2023 budget season.

As of this week, registration at camps for the 2022 season are at 87% capacity. Since camps reopened last summer, camp fees have been structured on a "pay-as-led" basis. Additionally, we are adding mental health support for campers and staff as well as hiring three full-time year-round camp site directors.

Friends will be happy to know that we are on track to hit the revenue goal which will allow all of these changes to be fully funded.

Brian Massey, our Camp Program Manager, and the camp directors have recently standardized all camp job descriptions allowing us to increase diversity by posting jobs in more external places. Also, while applications for camp volunteers have been steady, there are positions still vacant at all of the camps.

Two hiring processes are underway, one for our first year-round camp site directors and an administrative coordinator for the Yearly Meeting office. Sarah is pleased to report that the applicant pools for these positions are more diverse than previous searches. Also, we are piloting several recommendations made to the Supervisory Committee by an ad hoc hiring equity group, including posting in different places than have been used previously.

Sarah has now served the Yearly Meeting as our General Secretary for eight months and in that time has identified their primary role is to supervise and manage the staff and resources of the Yearly Meeting. In that role it has been important to listen for the “pain points” of staff, programs, committees and Monthly Meetings and, with that in mind, has implemented several changes.

- In consultation with Supervisory Committee and Stewardship and Finance, staff have been granted an additional 1.9% cost of living adjustment (over 4% set in budget) for a total of 5.9% COLA for 2022.
- We have revised the formal annual reviews for staff to a year-round feedback cycle, in addition to the end-of-year review.
- A new automatic timekeeping system has been launched in order to, in part, help our organizational culture better value boundaries, rest, work/life balance, and truth-telling/truth-listening about where we are stretched too thin.
- We will be adding a secure Google Workplace next month which will allow staff, programs and committees to share documents in a secure space rather than having BYM documents created and owned by individuals and floating all over the GoogleSphere. This will be phased in over the summer.
- Sarah also shared that they are working with a Black management coach to provide reflective space and an “accountability partner to help me support all of our staff in their complex and demanding roles.”

Finally, concerning the budget, the 2023 budget season is well underway, so all committees and programs who have not yet submitted budget requests should do so immediately. Sarah is looking forward to the Apportionment & Budget Meeting on April 9 with the understanding that a budget is a moral document and hopes to hear about the values which drive our budgeting process. Sarah also notes that one classic mistake made by nonprofits is to grow program without adjusting administration. They hope that BYM places a value on treating all staff with equity and their work as sacred.

12022-03 Presiding Clerk’s Report. Stephanie Bean (Adelphi) expressed gratitude for meeting again in person and for the technology which allows inclusion of Friends who are unable to travel to the site of today’s meeting. Stephanie called on Friends to give each other grace when a reaction is not what one might expect. Friends should be aware that we are still holding the intention for a racial equity audit. We are also undertaking work to move forward together with deep listening and intention to heal hurt between the STRIDE community and some aspects of the YM leadership. We are working toward being a more whole community.

12022-04 Annual Development Director’s Staff Report. Mary Braun (Patuxent) gave a report of activities. The report is attached.

12022-05 Letter of Introduction for Wayne Finegar. Ken Stockbridge (Patapsco) read a letter of introduction to Friends in North Carolina for Wayne Finegar where he moved to be the Director of Quaker House. Friends united with the letter. The Letter is attached.

12022-06 Indian Affairs Committee Minute. Dellie James (MM) and Pat Powers (MM) presented a Minute in Support of a Truth and Healing Commission for Native Peoples. They opened their presentation by giving recognition to the original users of this land

and the land on which the Yearly Meeting offices and camps stand today. The minute supports the establishment of a national commission. Friends **APPROVED** in uniting with this Minute. The Minute is attached.

12022-07 Supervisory Committee Annual Report. Romana Buck (Patapsco) and Adrian Bishop (Stony Run) encouraged Friends to have patience as changes are rolled out and to work together as we adapt to different levels of staffing at the Yearly Meeting office. Ramona has volunteered to be the Volunteer Coordinator for Friends who would like to volunteer to help with office functions. There are many and varied tasks ready for volunteer assistance, e.g. Susan Griffin (MM) will be distributing links for Zoom meetings which come into the office. The full report can be found in the 2022 Yearbook under the Committee Report section.

12022-08 Development Committee. Committee Clerk. Harry Tunis (Herndon), presented a revised Grant Policy. This was developed in consultation with several members of STRIDE to improve the grant process to make it more consistent with our commitment to be an Anti-Racist Faith Community. Friends **APPROVED** the Grant Policy. The revised Grant Policy is attached.

12022-09 Manual of Procedure Committee. Clinton Pettus (Stony Run) submitted three recommendations on behalf of the Manual of Procedure Committee for discernment.

- I. On behalf of the Youth Safety Policy Working Group, adding the Strengthening Transformative Relationships in Diverse Environments (STRIDE) Coordinator as an ex-officio member of the Youth Safety Policy Working Group. Friends **APPROVED** this addition.
- II. On behalf of the Faith and Practice Committee, deleting Section X of the *Manual of Procedure*. Section X described the procedures for revision of the Faith and Practice that were in place before the standing committee of Faith and Practice was established in 2017. With the establishment of the standing committee, the procedures for making changes are in Section V of the *Manual of Procedure*. Friends **APPROVED** this deletion.
- III. On behalf of the Stewardship and Finance Committee, a description of what would happen if (a) the Yearly Meeting did not approve the annual budget during an Annual Session and (b) amendments needed to be made to the budget during a year for which it had been approved.

Friends asked to lay this matter over until the next meeting with the request that the new description would address two concerns as follows:

- A. Clarify what actions the general secretary should take if a budget was not approved by the beginning of the new calendar year.
- B. Provide steps that would be taken to assure that approval of the proposed budget would occur at Annual Session.

12022-10 Naming Committee. Meg Meyer (Stony Run) asks for two nominations to the Naming Committee who will nominate members for the Search Committee. The names of Donna Kolaetis and David French (both of Menallen) were suggested and **APPROVED**.

I2022-11 Working Group on Racism. Donna Kolaetis, of the WGR, suggests the book, "Caste," by Isabel Wilkerson for the Yearly Meeting's One Book. The WGR will encourage Meetings to undertake study and discussion of this book over the coming year and will lead at least one online discussion for Yearly Meeting wide participation. They will also provide other resources for consideration and further study. Friends expressed appreciation for and encouraged this project.

I2022-12 Ministry and Pastoral Care. Co-Clerk Greg Robb (FMW) presented the charge of a new Working Group to operate under the care of this committee: The Addressing Conflict Working Group. Friends **APPROVED** the formation of this new Working Group. The WG charge is attached.

I2022-13 Nominating Committee. Chip Tucker (Charlottesville) reported on the following resignations:

- Camp Property: Sage Garretson
- Camping Program: Julie Taylor
- Development: Harry Scott
- Program: Jennifer DeLorge-McKeown
- Religious Education: Mike Hansard, Susanna Laird
- Friends General Conference: Lauren Brownlee, Sarah Bur, Gary Gillespie
- Friends World Committee for Consultation: Sabrina McCarthy

At the last Annual Session Friends approved adding two more individuals to the Growing Diverse Leadership Committee. The following persons are nominated, and request is made to waive the second reading so that they can join the committee without delay:

- Chester McCoy (Adelphi)
- Michael Wallace (Bethesda)

These nominations were **APPROVED** and the second reading waived.

I2022-14 Peace and Social Concerns. Phil Caroom (Annapolis) provided information concerning a request from New York Yearly Meeting to sign an amicus brief in support of a *writ of certiorari* for a case that is going to the Supreme Court involving the work of Green Haven Preparative Meeting's prison ministry and limits put upon it by a new warden. Even though several other Yearly Meetings signed on, the time has expired to do so. There might be another opportunity if the case moves forward and Friends expressed interest in doing so.

I2022-15 Epistle from the Women's Retreat. Rep Pickard (Gunpowder) read the Epistle. Friends expressed appreciation. The Epistle can be found in the Epistle section of the 2022 Yearbook.

I2022-16 Annual Session Program Committee and Site Search Committee. Barbara Thomas (Annapolis) reported that Annual Session will be held in person, Aug. 1-7, 2022, with opportunities for online participation to include Plenaries, Business Sessions, and some workshops. The Opening Retreat will be led by Clinton Pettus on the subject of "Trust Circles."

Jennifer DeLorge-McKeown (Annapolis) reported that the site search committee is researching locations for Annual Session in 2023 and beyond and is looking at HBCUs as a way to reinforce our commitment to being an Anti-Racist Faith Community.

Following various announcements, this session of Interim Meeting closed with an extended period of silent worship.

Meg Boyd Meyer (Stony Run), Clerk Rebecca Richards (Gunpowder), Recording Clerk

Attachment I2022-01 Treasurer's Report to Interim Meeting

March 2022

Today I am presenting and reporting on the unaudited financial statements of Baltimore Yearly Meeting for the year ended December 31, 2021. The year 2021 was another pandemic year. However, BYM programs and activities were getting back to normal. Camps were held with extremely strong attendance. And more programs and meetings were held in person.

Our unaudited statement of activities shows an excess of revenues over expenses of \$597,360. More explanation about this to follow. Our cash and investments also showed increases over previous years.

Balance Sheet

The balance sheet or statement of financial position shows the unaudited balances in our various asset, liability, and net asset accounts as of December 31, 2021. In our asset accounts, BYM shows total cash of \$905,754. Our total property and equipment net of depreciation is \$2,639,617, which is just a little less than the previous year. Our investments total \$1,969,434, which is an increase of about \$293,000 from December 31, 2020. However, I will note that the stock market closed at the end of 2021 at a very high level. Since then, as I write this report, the market has fallen over 9%.

Under liabilities, we are showing our second PPP (Paycheck Protection Program) loan of \$178,241 as deferred income. This loan was forgiven in January of this year which means that this amount will move from a liability to a revenue. Our Friendly loan balance is \$207,906, down from about \$213,000 the previous year.

Our unaudited total net assets (difference between total assets and total liabilities) on December 31, 2021, are \$5,063,117, which includes the 2021 income of \$597,360. At the end of 2020, our audit showed that we had unrestricted net assets of \$698,473.

Statement of Activities

The statement of activities shows the total revenue and expenses for the year ended December 31, 2021. 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.

Under revenues, BYM collected \$511,613 in apportionment. Our total contribution income was \$757,690. This total includes unrestricted contributions of \$587,848 and restricted contributions of \$169,842. The unrestricted contribution total includes the forgiveness of our first PPP loan of \$178,241.

Investment income was \$227,404 which includes unrealized gains of \$184,120. Unrealized gains represent the increase in the market value of our investments for the year. Total revenues were just over \$2.5 million.

The expenditures are listed next which total \$1,980,896, all unrestricted. Camp program expenditures total \$784,131. Camp property expenditures total \$509,336.

The bottom line shows net revenues over expenditures of \$597,360. A little over \$615,000 was unrestricted.

Keep in mind that, of the \$615,000 unrestricted surplus, approximately \$184,000 was unrealized gains and \$178,000 represented the forgiveness of our first PPP loan. And, as previously noted, the stock market has dropped over 9% so far in 2022. However, we ended 2021 in a strong financial position. Our unrestricted reserves will undoubtedly increase substantially with the final number coming when the 2021 audit is completed.

Respectfully submitted,
James Riley
BYM Treasurer
Hopewell Centre Meeting

Attachment I2022-04 Development Director's Annual Staff Report

Last year was a leveling year. After the sharp declines and recoveries during the onset of the pandemic in 2020, 2021 served as a return to a level of operating closer to what we had once known. For context, one-third of global nonprofits so far have reported exceeding their financial goals in 2021. A major lynchpin to this communications and fundraising success is increasingly, not surprisingly, digital communications. At BYM, we've seen the amount of giving online stay even between 2020 and 2021. Notably, both years demonstrate a massive jump to online giving compared to gifts in 2019. However, gifts of stocks and IRA distributions have more than doubled since 2020 to seven gifts of stock and 34 IRA checks in 2021.

Nationally, grant making from Donor-advised fFunds (DAF) in 2021 slowed down after a huge surge in 2020. Here at BYM, donations from Donor-advised funds rose slightly. (For more information on donor-advised funds, please contact me.)

So the actual numbers underlying these dynamics show that total gifts in FY2021 were 2,775. These include repeat contributions from our wonderfully generous and constant Sustaining Quakers whose monthly gifts add stability to BYM's array of operations and communications. At this time, we are fortunate to count upon 140 Sustaining Quakers.

While the total number of donors, and new donors among them in 2021 is down from those unusually high counts in 2020, the levels of both remained historically high given past performance. Total gifts received were \$579,365. This includes a very generous \$100,000 gift for camp property needs at Shiloh Quaker Camp. For a breakdown of gifts by program area, please see the following chart.

| 2021 Contributed Revenue | Total |
|--------------------------|------------------|
| Annual Session | \$6,692 |
| Barry Morley | \$7,493 |
| Camp Property Capital | \$162,403 |
| Camping Program | \$119,446 |
| Diversity | \$48,016 |
| General Fund | \$227,240 |
| Gifts-in-Kind | |
| Youth Programs | \$8,076 |
| All donations | \$579,366 |

Overall, in 2021 it costs 27 cents to raise \$1 dollar.

BYM received seven awards from the eight grant requests submitted, which amounted to a total of \$24,700, a modest increase over 2020 grants.

Challenge matches at the end of the year met and exceeded the original match amount of \$35,000 with an added generous \$3,500 challenge that attracted \$43,445 without factoring in the original base challenges.

More recently the STRIDE phonathon in February this year has raised \$4,042 bringing total STRIDE donations to \$5,322 in 2022.

So what does all of this data mean? There are so many ways to measure philanthropy—and some are spiritual in nature. You can detect the weight of your philanthropy by considering the impact of your gift on the BYM community's ability to grow in the life of the Spirit, to discern right action, and to bear witness in the world. The Yearly Meeting supports and strengthens Local Meetings by:

- Providing opportunities for all ages to work, play, serve, learn and grow spiritually;
- Helping Friends connect and collaborate on issues of social justice, anti-racism, equity, environmental protection, peace, and more;
- Deepening worship and building community.

Some of the means for achieving these actions are through Spiritual Formation, Annual Session, Women's Retreat, Youth Programs, and, of course, our robust summer camps and STRIDE initiatives. So much good work happens, too, on the committee and working group level. These initiatives often weave together with other activities occurring across over our 50 worshipping communities. Together, we strengthen our witness as Friends.

Thank you for your support!

Attachment I2022-05 Letter of Introduction of Wayne Finegar

Baltimore Yearly Meeting
of the Religious Society of Friends
301-774-7663
17100 Quaker Lane
fax: 301-774-7087
Sandy Spring, Maryland 20860-1267
info@bym-rsf.org

19 3 mo. 2022

Dear Friends in North Carolina,

Please welcome Wayne Finegar II as he lives, travels, and works among you. He has recently moved to North Carolina to serve as Executive Director of Quaker House in Fayetteville.

Wayne has been a long-time and much beloved member of our Yearly Meeting Community, serving first as a committee member for six years, as well as an active member of Sandy Spring Meeting. Then, in 2009, Wayne joined our staff, eventually serving as Associate General Secretary and then Acting General Secretary until 2021.

As a servant leader, he is a pattern and example whose life and work gives witness to how we can value and build the blessed community. He kept track of everything happening in our Yearly Meeting and its Local Meetings, camps, and programs, seeking to nurture the connections among us. His work updating our information systems and website showed how valuable a tool technology can be to connect us. As difficulties arose among us as they do in any community, he responded with grace and calm, always helping to keep us moving forward together in unity.

We have known Wayne to be a Friend of not only deep integrity but also good humor and easy friendship. His capacity to extend himself for the spiritual growth of others will be a balm to those wounded by war and militarism and a gift for the unique ministry of Quaker House to which he has been led.

We commend him to your loving care and hospitality, trusting that he will be a blessing to you as he has been to us. The body of the Yearly Meeting, gathered this day at our Interim Meeting, wholeheartedly united with this letter.

In the Light of Friendship,
Steph Bean and Meg Boyd Meyer
Clerks of the Annual and Interim Meeting of BYM

Cc: North Carolina Yearly Meeting (Conservative), Piedmont Friends Fellowship and Yearly Meeting, Southern Appalachian Yearly Meeting and Association, Friends Church of North Carolina, North Carolina Fellowship of Friends

Friends in Maryland, Virginia, Pennsylvania, West Virginia, and the District of Columbia
www.bym-rsf.org

Attachment I2022-06 Minute in Support of a Truth and Healing Commission for Native Peoples

brought forward by Indian Affairs Committee of Baltimore Yearly Meeting

Minute

The Baltimore Yearly Meeting wholeheartedly supports the establishment of a national commission to seek truth and a measure of justice for those still suffering the residual effects of public policies that created and maintained hundreds of boarding schools for Indigenous children in the United States from 1869 through the 1960s. We support legislation to fund such a commission. Once established we will hold the people who come before it and the commission members in the Light, in expectation that airing of harms and traumas will lead to some healing of long-suffered wounds. We want a commission that yields real results and changes, not a report that gathers dust on a shelf.

We applaud the fact that one intention of the commission is to prevent continued removal of Indigenous (American Indian, Alaska Native, and Native Hawaiian) children from their families, communities, and cultural connections by adoption and foster care agencies.

We urge research by faith groups that ran residential schools, especially the Religious Society of Friends, to provide explicit data requested by the federal government as part of the commission's documentation of *all* boarding schools and students. We believe accountability requires robust cooperation.

Background

Proposed Legislation. In both houses of Congress, bills named "To establish the Truth and Healing Commission on Indian Boarding School Policies in the United States" have been introduced. Such a commission is similar to one created in Canada. Its formation has been urged by a wide array of Indigenous organizations. This proposed legislation focuses on the federal government's past role in running schools and the commission's present role to hold hearings and make recommendations. Part of the commission's duties will be to collect information from religious groups that ran boarding schools--including records related to attendance, infirmary care, deaths, land, tribal affiliation, and related correspondence. Friends may need to hire an archivist to provide such (scattered) information.

Responsibility. Healing requires recognition and a reckoning. We, as part of the larger community of the Religious Society of Friends, recognize that early Friends, including Friends from Baltimore Yearly Meeting, were part of a system of continued colonization as teachers and Indian agents. We acknowledge the role of our predecessors, our faith, and in some cases our own ancestors, in promoting, participating, and benefitting from the United States federal policy to force assimilation of Indigenous children by creating and supporting Indian Boarding Schools. The National Native American Boarding School Healing Coalition states there were 16 Quaker boarding schools. Researcher Paula Palmer found that Quakers "managed over 30 schools for Indian children, most of them boarding schools, during the nineteenth and early twentieth centuries." Such schools operated for varying periods of time, some in collaboration with the federal government.

Baltimore Yearly Meeting also had a role in efforts to “educate and civilize” Native Americans. We need to bring ourselves to learn this Quaker history, to help correct the harms done in any way possible, and to question future actions that may start from the same ethnocentric or colonizing roots.

BYM Indian Affairs Committee Discernment. Through inquiry, reading, and listening, Committee members are keenly aware that Quakers were, by their direct engagement and involvement, one agency of this now widely discredited educational system. Members also studied broader, historic Quaker roles to advance justice and provide support (now often considered paternalistic). Earlier Friends, being true to their Lights, with sincerity and integrity sought to increase literacy, vocational industry, agrarianism, domesticity, civility, and sobriety among Native populations that brutal colonists had subjugated and disenfranchised, dispossessed and relocated, impoverished and culturally diminished. Earlier Friends also urged the creation of private rather than communal property. With hindsight of the consequences, we view those interventions differently while still valuing the original desire to be of support. We seek to learn more from Indigenous groups about appropriate support/allyship today.

We deeply regret that education turned into cultural indoctrination and forced assimilation. Members have heard, especially from Native voices, that whatever the relationships with or motivations were, the intended outcomes and the unintended consequences of the boarding school system remain as a deep well of grief and sorrow to Native persons, their families, and their communities. It is this contemporary suffering that concerned Friends would have been relieved by an institutional process of truth and healing proposed by Native peoples themselves. Adopting the above Minute is one small step BYM Friends can take.

Broader Quaker Concern. Similar minutes have been approved by the New York, Southeast, and Intermountain Yearly Meetings. Friends Committee on National Legislation, Decolonizing Quakers, Right Relationship groups, and others have urged the formation of the Committee.

Education for BYM Monthly Meetings

To understand what a national inquiry can achieve, in terms of honor and dignity for victims and some closure for families, see a summary of the Canadian Truth and Reconciliation Commission (https://ehprnh2mwo3.exactdn.com/wp-content/uploads/2021/01/Executive_Summary_English_Web.pdf).

To understand the cultural differences that affected Quaker-Native education, read parts of the 1816-1831 journal of Quaker schoolmaster Joseph Elkinton in a dissertation by Jill Kinney at ([file:///C:/Users/patri/Downloads/Jill_Kinney_Dissertation%20\(2\).pdf](file:///C:/Users/patri/Downloads/Jill_Kinney_Dissertation%20(2).pdf)).

To learn the history of the Quaker Indian schools, see <https://swarthmorevoices.com/content-1/2019/11/20/the-quaker-indian-boarding-schools-facing-our-history-and-ourselves> and read Martha Claire Catlin’s book published in 2021 entitled *As They Were Led: Quakerly Steps and Missteps Toward Native Justice, 1795-1940*.

Also consider ways to support Native-managed healing processes, including programs to teach Native languages, prevent youth suicide, and to promote awareness on the critical issue of murdered and missing Indigenous women (see <https://www.nativehope.org/en-us/understanding-the-issue-of-missing-and-murdered-indigenous-women>). The Canadian Friends Service Committee has a reconciliation fund (see <https://quakerservice.ca/our-work/indigenous-peoples-rights/reconciliation-fund/>).

Queries

To progress towards a deeper appreciation of this concern, the Indian Affairs Committee offers the following Queries:

How am I led in the Spirit to address the particular concern of this committee, that is, of the need for a commission for truth and healing for the relief of the survivors and descendants of Indian boarding schools?

What deeper insight do I need, what more information should I gather, to bring me to a right understanding of this suffering and support for moving beyond this Minute?

Upon reflection, how am I moved by consideration of the long-term and residual effects of the historic Indian boarding school policy?

Is our Meeting willing to support a fund to research any existing records of Quaker-operated boarding schools?

Is our Meeting willing to support a fund to provide compensation money to boarding school victim’s families?

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?*

Attachment I2022-08 Grant Policy

Background: Baltimore Yearly Meeting (BYM) relies on a wide range of sources of financial support to provide its programs and services. The primary sources are: apportionment (contributions from member Monthly Meetings), contributions from individuals, and fees for activities. In addition to these main sources, grants are sought and accepted to support program initiatives.

Grants differ from other sources of support in several ways:

1. Grantors are generally private foundations, nonprofit organizations, or governmental agencies, rather than individuals or constituent Meetings.
2. Grant funds are typically restricted by the grantor to be used for specific program activities, and may include more narrow specifications regarding the use of funds (e.g., that funds be used only to provide scholarships, or that funds not be used for administrative overhead expenses).

3. Grants typically require submission of a written proposal that describes the proposed program activities and how the requested funds will be used, and, if awarded, often require that BYM enter into a detailed grant agreement that defines management and reporting requirements. In addition, grants often require submission of reports to the funder describing the use of the funds and impact of the program.

Because of these characteristics, the submission of grant proposals and acceptance and management of grant funds places significant administrative and fiduciary obligations on BYM. In addition, because BYM may seek funds from a grantor for multiple program activities over time, the cultivation and stewardship of BYM's relationship with the grantor is an important organizational priority. Therefore, it is essential that BYM staff be involved centrally in the grant process, from proposal submission, to acceptance, to management and reporting. This policy is intended to guide staff, committees, and leadership throughout this process. Further details about how the process works are provided in a Grants Process document, which is periodically revised by the BYM Development Committee.

The BYM Development Committee, as the administrative body with stewardship of all fundraising activities, exercises general oversight to assure that grants align with grants policy.

The General Secretary is responsible for the submission, acceptance, and management of grants. The General Secretary may delegate the administration of this process to the Development Director¹ or other BYM staff but must personally approve grant applications and the acceptance of grants.

In every case, grant seekers and BYM staff consider how a decision to seek or not seek a grant affects any who are harmed by racist behavior and how the grant promotes diversity, equity, and inclusiveness within BYM activities, in accordance with the "Declaration by Baltimore Yearly Meeting as an Anti-racist Faith Community" that was approved at Annual Session in 2019.

This consideration includes testing the decisions in light of the Anti-Racist Queries listed in the Declaration.

Decisions to Seek Grants

Inquiries into potential grant sources may be initiated by a committee, working group, special group, or ad hoc group of BYM, by BYM program staff, or by the Development Director.

The decision to seek a grant to support program activities should be made in a spirit of discernment. The Grant Process document lists several considerations and queries that should be considered in deciding whether to pursue a grant opportunity. Regardless of who initiates a grant inquiry, the Development Director and/or General Secretary must approve the decision to prepare a proposal.

¹ In this document, "Development Director" in relation to a grant, includes any other BYM staff assigned responsibility for that grant by the General Secretary.

This requirement for pre-approval does not apply if a group is applying again for a grant received within the past three years. In this case, the group must inform the Development Director and should be in communication throughout the process, but does not need formal approval to reapply. However, to facilitate communication and coordination, all members of the grant preparation team should identify themselves to the Development Director, especially those who prepare the grant narrative. Sharing this information will enhance communications among all concerned with the effort.

Preparation and Submission of Grant Applications

If the grant application was initiated by a committee or other group, or by BYM program staff, that group or staff member(s) ("grant initiators") will work with the Development Director to prepare the application. On some occasions, the Development Director may prepare a grant application in its entirety.

The Grants Process document contains a list of considerations for guidance in the preparation of a strong application. BYM also has many experienced grant writers within our community who may assist with this process.

The Development Director ensures that BYM submits appropriate and high-quality grant applications by reviewing all proposals prior to submission. The General Secretary must approve the submission of each application. In determining whether to approve submission, the General Secretary will consider whether the activity to be financed by the grant has the requisite program and budget approvals within BYM and whether BYM has, or is in a position to acquire, the human and material resources needed to carry out the proposed activities in accordance with the grant terms.

The Development Director consults with the grant initiators before making any changes to the grant application.

Acceptance of Grant Awards

The Development Director, in consultation with the grant initiators, reviews the final terms of any awarded grant for appropriateness to BYM. If the terms of the award differ significantly from the proposal (e.g., funds awarded in an amount significantly less than the request, or only a portion of the proposed activities funded), the Development Director will consult with the grant initiators to determine appropriate action. After this review, the General Secretary accepts the award on behalf of BYM and notifies the grant initiators and any other interested committees.

Grant Management and Reporting

Once the award has been accepted, the proposed program activities will be carried out by the grant initiators. These individuals will coordinate closely with BYM administrative staff to ensure proper tracking and recording of grant expenditures and to prepare reports as required by the grantor. The Development Director will coordinate with the grant initiators at the outset to ensure that they understand all reporting requirements, fiduciary responsibilities, and deadlines.

At times, changes to the terms of the grant (e.g., the timeframe for spending the funds or completing project activities) or the allocation of grant funds may be warranted, due to changing circumstances. Any proposed changes require the approval of both the grant initiators and the Development Director/General Secretary. The Development Director/General Secretary will communicate with the grantor to request such changes and inform the grant initiators of the results. The Development Director reviews and approves all interim reports to the grantor. The General Secretary approves any final report to the grantor.

Attachment I2022-12 Addressing Conflict Working Group Charge

While conflict is part of our community life as Friends, a path for responding to conflict is not always clear. Conflict can hurt our relationships and community, or conflict can help us clarify our values and get to know one another and the Spirit more deeply; it can be a time of pulling apart or a time to let the Spirit work with us. We are therefore proposing that a working group be established under the care of BYM's Ministry and Pastoral Care Committee to support all entities within BYM to address conflicts in Spirit-led, productive, and peaceful ways.

Purpose of the Working Group:

1. To serve as a resource for the Yearly Meeting in addressing conflict in ways that lead to peaceful, Spirit-led resolutions.
2. To support Friends in BYM who are seeking to address specific conflicts of any size, from ones that seem to be brewing under the surface to ones that are open in the community and involve a number of people.
3. To help all other entities within BYM become more knowledgeable about and more effective in handling conflict in productive ways.

Spring 2022 Interim Meeting

June 11, 2022

BALTIMORE YEARLY MEETING OF THE RELIGIOUS SOCIETY OF FRIENDS

Held at Richmond Friends Meeting and on Zoom

Minutes

We began in a period of Silent Worship and then heard a welcome from our Interim Meeting Clerk, Margaret (Meg) Boyd Meyer (Stony Run) and Lynda Perry, Clerk of Richmond Friends Meeting. Meg asked Friends, as we continue in Worship opening to the business before us, to consider whether a question or comment we might raise is Spirit-led. Also, we are reminded that part of clerking is to discern on whom and when to call on speakers, not everyone with a hand raised may be asked to speak.

I2022-17 Introduction of New Staff. Sarah Gillooly, General Secretary. Sarah introduced two new staff, one already known to us is Dyresha Harris, who takes on a new full-time, year-round position on the camping staff. The second is Lucy Azenga, who works in the Yearly Meeting office in administration.

I2022-18 Youth Program Manager's Annual Report. Sunshine Klein, (YAF) Friends viewed a video highlighting the activities of Junior Young Friends (JYFs), Young Friends (YFs) and the Youth Program Committee. During much of the past year JYF activities were somewhat disrupted, but then got going strongly with a JYF conference at Homewood in late winter. YFs Nuts and Bolts committee has been strong in leading great conferences. Their COVID Policy Working Group came up with an excellent policy on gathering in the ongoing reality of COVID. It has been a very invigorating and transformative year of reestablishing in-person youth programs.

Sunshine made an appeal to Friends to consider volunteering as FAPs, DFAPs or Youth Program Committee members. A full written report is attached.

I2022-19 Search Committee. Catharine Tunis (Herndon) presented a slate of officers for first reading. The slate was **APPROVED** to be forwarded to Annual Session for a second reading. The full report attached.

I2022-20 Naming Committee. Donna Kolaetis (Menallen) states that there are no names to bring forward at this time. The Naming Committee is looking to fill three positions on the Search Committee.

I2022-21 Nominating Committee. Deborah Haines (Alexandria) presented the following committee and board resignations:

Harry Tunis from Development
Matt Higgins from Educational Grants
Betty McCormick from Ministry and Pastoral Care
Susannah Laird from Religious Education
David McClellan from Stewardship and Finance
Kathryn Munnell from Miles White Beneficial Society Board
Kathrin Gilbert from Sandy Spring Friends School Board

Deborah also presented the following two nominations and asked that the second reading be waived so that service can begin immediately.

Richard Thayer (Baltimore, Stony Run) to Trustees, class of 2025

Nikki Richards (YAF) to Sandy Spring Friends School Board, class of 2025

These nominations were **APPROVED** and the second reading waived.

Friends raised questions about whether we might reconsider the policy of not serving on more than one committee (simultaneous service) and also about the status of membership pertaining to certain committee service. Clerk asked that Friends who carry this concern write to Yearly Meeting Clerk to ask that attention be given to the matter on the Annual Session agenda.

12022-22 Travel Minutes. Adelphi Meeting forwards two travel minutes for their members, Jolee Robinson and Jade Eaton, who hope to travel among various branches of the Religious Society of Friends prior to Annual Session and so ask for endorsement now. Friends **UNITED** with these minutes and expressed gratitude for the ministry of these Friends and appreciation for the deep listening and gifts of the Spirit they share with others and bring back to us. Both travel minutes are attached.

12022-23 Maryland Health Care for All Resolution. Nikki Richards (YAF) and Stephanie Klapper (MD Citizens Health Initiative) presented this resolution on health care and asked for the Yearly Meeting's endorsement. Friends **APPROVED**. One of our Clerks will formally sign on as an endorsing organization.

12022-24 Treasurer's Report. Jim Riley (Hopewell Center) gave an overview of our finances at the end of the first quarter, 31st Third Month, 2022. He notes that the PPP loans were both forgiven and were entered as "grant income." After responding to a few clarifying questions, Jim expressed thanks to Harriet Dugan who ably and accurately handles our financial matters at the Yearly Meeting office. The full financial report is attached.

12022-25 Development Director's Report. Development Director Mary Braun (Patuxent) gave an overview of donations for the first five months of 2022. Donations for this period are down as compared to the same period in 2021 which Mary attributes to the twin pressures of inflation and a stock market downturn. She reminds Friends that it is crucial at this time to remember the importance of financial support for both local and Yearly Meetings. The full report is attached.

12022-26 Friends United Meeting Report. Georgia Fuller (Langley Hill) prepared the report which was read by Stephanie Bean (Adelphi). Georgia seeks to maintain unity among Friends, but also raises the need for FUM to foster opportunities for what they call "difficult conversations" including matters theological, social, and ecclesiastical. She asks us to consider the need for all Friends to talk more about the things that we have been reluctant to address. Friends spoke to the need to attend to these things and to hold them in the care of our commitment to be an Anti-Racist Faith Community. Friends' attention was directed toward resources within our own Yearly Meeting which can be tapped to support and facilitate these "difficult conversations." We were also reminded that we are affiliated with both FGC and FUM. The full report is attached.

12022-27 Camping Program Committee. Anna Best (Richmond) reports that the camps are still hiring for the season which begins in just a few weeks so Friends are asked to consider if they may know of persons they could recommend for working at camp. Volunteers are also needed.

An All-Camps Gathering is planned for the end of Eighth Month (26-28 8th 2022) at Catoclin. It will be a reunion of sorts as well as a celebration of the 100th anniversary of the BYM camping program. Friends can find further information and a registration link on the Yearly Meeting website.

12022-28 Stewardship and Finance Committee. Linda Pardoe (Patapsco) presented an initial 2023 Budget for feedback and a first reading. She gave thanks to the Yearly Meeting staff, particularly Sarah Gillooly and Harriet Dugan in helping prepare the budget report. Linda noted that food and fuel costs are making a particular impact on the camps' budget. Staff expenses are increasing due to new hires this year and staff costs related to benefits, but no new positions are included in the budget for 2023.

Linda also notes that costs specific to our commitment to anti-racism work comprises 7 to 7.5% of the budget. This is noted not because we are satisfied with this amount or feel the work is in any way complete, but to help us think about how our budget expressed our values in this area and how to increase our budgetary focus on this work. It was noted that a search for social justice and maintaining a strong supportive community are intertwined.

Friends **APPROVED** forwarding these budget recommendations to Annual Session for further discernment.

12022-29 Peace and Social Concerns. Annette Breiling (Frederick) came with a concern for addressing major issues which have been recently very much in the news: reproductive rights and gun violence. Clerk made a suggestion to establish two Working Groups, each focused on one of these two issues, and charged to return to Yearly Meeting, by Annual Session initially, with proposals for action. These Working Groups would be under the care of the Peace and Social Concerns committee, and comprised of Friends who feel called to this work. Clerk requested that Ministry and Pastoral Care consider sending representatives to both Working Groups.

Friends **APPROVED** the establishment of these two groups. Annette asks for Friends to consider their interest and make that interest known to the committee. An announcement and request for volunteers will be made in the Weekly Announcements.

The committee also brought forward a concern for the Poor People's Campaign and the March planned in Washington D.C. for 18th Sixth Month, 2022 (next weekend). A video was shown highlighting the issues to be addressed in this effort and the committee asks for the Yearly Meeting's endorsement. Friends **APPROVED** this endorsement.

12022-30 Presiding Clerk's Report. Stephanie Bean (Adelphi) notes the many deeply disturbing concerns are coming at us at this time—"our hearts are heavy, and we can feel overwhelmed." Stephanie asks, "What is ours to do?" In seeking an answer to this question, we must stay grounded in the spiritual practices that help us hear those answers from a place of love.

Friends are reminded that all of the Yearly Meeting Committees are asked to submit their annual reports, preferably prior to Annual Session. Prompt submission makes preparation of the Yearbook a much more manageable task.

Stephanie also spoke of an intention, and a process underway, for moving into the work of reviewing our practices and structures so that we can make our life together more welcoming and inclusive. At Annual Session we will hear a proposal to establish an Ad Hoc Committee to take up this work.

12022-31 Program Committee. Linda Coates (Little Britain) cautioned Friends that anyone wishing to attend Annual Session in person (in particular, to be housed on campus) MUST register by 15 Seventh month (JULY 15!!). Annual Session (at least some aspects) will be offered in a hybrid format to provide greater geographic access, and registration will be "Pay-as-Led." Together, these ensure that the broadest spectrum of our community will be able to participate.

12022-32 Appreciation. Rebecca (Rep) Pickard (Gunpowder) asked that we minute our appreciation for the leadership of both Interim Meeting Clerk, Meg Meyer and Recording Clerk, Rebecca Richards for their service to the Meeting. Both will be leaving these posts at the rise of Annual Session. Gathered Friends united in this.

We concluded in a period of silent worship, followed by some time of fellowship.

Meg Boyd Meyer (Baltimore, Stony Run), Interim Meeting Clerk
Rebecca Richards (Gunpowder), Recording Clerk

Attachment 12022-19 Search Committee Report

Search Committee of BYM

2022 Nominations

First Reading, June 11, 2022

Yearly Meeting Officers:

(All serve 2-year terms.)

Presiding Clerk: Steph Bean, Adelphi (24)

Recording Clerk: Anna McCormally, Herndon (24)

Treasurer: Jim Riley, Hopewell Centre (1/20) (term expires 12/23)

Assistant Treasurer: Terence McCormally, Herndon (1/22) (term expires 12/23)

Interim Meeting Officers:

(All serve 2-year terms.)

Clerk: Bette Hoover, Sandy Spring (24)

Recording Clerk: Deborah Haines, Alexandria (24)

Supervisory Committee:

(This committee has 2-year terms.)

2023

Adrian Bishop, Stony Run (17)

Betsy Tobin, Frederick, (21)

2024

Ramona Buck, Patapsco (18)

Susan Griffin, FMW (21)

2025

Vacancy

Vacancy

Ex-officio committee members:

Jim Riley, Treasurer

Bette Hoover, Interim Meeting Clerk

Steph Bean, Presiding Clerk

Nominating Committee:

(This committee has 3-year terms.)

2023

Janet Eaby, Nottingham (20)

Melissa Meredith, Bethesda (20)

Marilyn Rothstein, Gunpowder (19)

Debbi Sudduth, Goose Creek (20)

Chip Tucker, Charlottesville (17)

2024

Alex Arbor, Adelphi (21)

Kevin Caughlan, Sandy Spring (18)

Jose Woss, FMW (21)

2025

Karie Firoozmand, Stony Run (19)

Monique Russell, FMW (22)

Vacancy

Vacancy

Names in bold type are being nominated or re-nominated at this time. All other names are for information only.

Dates above each group of names indicate year when the present term of service will end.

Numbers in parentheses after the Monthly Meeting indicate the year the person's service began.

Attachment I2022-22
Travel Minutes for Jade Eaton & Jolee Robinson

ADELPHI FRIENDS MEETING

2303 Metzert Rd.

Adelphi, Maryland 20783

Dear Friends:

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

Jade Eaton, a beloved member of our Meeting, has opened to us her leading to continue to travel among Friends, to share in fellowship and worship among other branches of the Religious Society of Friends. In her travel in this ministry over the past four years she has listened attentively to others and heard faithful and honest witness to the work of the Spirit moving in Indiana Yearly Meeting, Western Yearly Meeting and Evangelical Friends Church—Eastern Region. She has returned to us refreshed and enriched our own Meeting. Last year, 2020, although she was unable to travel physically due to Covid 19 restrictions, she had the opportunity to attend a number of virtual Annual Sessions. She hopes that sincerely engaging in this listening ministry, which is rooted in early Friends' practices, can break down barriers and increase the bonds of love and understanding among Friends whose faith and practice grows from common roots.

Among her countless acts of service over many years, Jade has served as Clerk of Adelphi Monthly Meeting and various committees including Adult Religious Education, Library, and also our Ministry and Worship committee, as Clerk of the School Committee of Friends Community School and on the Board and the Quaker Life committee of that school which was founded by Adelphi Meeting. She is currently on our Continuing Quaker Education Committee and Outreach and Fellowship Committee. She has given workshops on Spiritual Listening at Adelphi and at Baltimore Yearly Meeting Annual Sessions. Her listening ministry grew out of and has been nourished by her active participation in Baltimore Yearly Meeting's Intervisitation Working Group.

Since first travelling as a companion and then as a travelling minister, Jade's leading to do this work has deepened, and so she again requested us to minute her travel in our name.

Our Meeting unites with Jade's leading. We are fortunate to share with other Quakers through Jade. We know you will find her filled with deep spiritual understanding, caring, joy, intelligence and thoughtfulness. We commend Jade to your care and hospitality.

Approved and minuted at our Meeting for Business held on the 16th day of Fifth Month, 2021.

Carole Hoage

Carole Hoage, Clerk

Adelphi Friends Meeting

Adelphi, Maryland

*Endorsed and minuted at BYM Interim Meeting 12 June 2021
Meg Boyd Meyer
Clerk, Interim Meeting
Baltimore Yearly Meeting*

*ENDORSED WITH
APPRECIATION &
GRATITUDE, JUNE 20, 2021
Mick Hulse - CO-CLERK
SCYMF*

Adelphi Monthly Meeting

of the Religious Society of Friends

2303 Metzert Rd.

Adelphi, Maryland 20783

(301) 445-1114

Dear Friends,

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

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

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

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

Approved and minuted at our meeting for business held on the 10th of Third Month, 2019.

Paul Edy

*We remain in support
for Jolee's traveling ministry.*

Mary Beth Seitel

Clerk, Adelphi Friends Meeting

June 5, 2022

Attachment I2022-24 Treasurer's Report

Treasurer's Report Baltimore Yearly Meeting Interim Meeting June 2022

Today I am reporting on BYM finances as of **March 31, 2022**. It is too early in the year to draw any conclusions about how the year will end up. 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, 2022. Total cash is just over \$1 million. You can see the listing there of our 10 cash accounts. Nine of these are bank accounts and there is one petty cash account. 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 \$2,010,618 on March 31. The stock market has gone down quite a bit in 2022.

However, despite having unrealized losses of \$133,000 for the first three months of the year, the market value of our investments is up about \$295,000 from a year ago, March 31, 2021. Assets total just over \$6.1 million.

The second page of the Balance Sheet shows the liabilities and net assets. On the liability side, I will note that, for the first time in several years, we are not showing any deferred revenue from our two PPP loans. The second PPP loan was forgiven in January so that amount is removed as a liability and shown in the Statement of Activities as grant income. Total liabilities are just over \$701,000. Net assets, including the current year-to-date net income of \$385,000, are \$5,452,314.

The **Statement of Activities** shows the revenues and expenditures for the first three months of the year. Apportionment income thus far is about \$129,000. Program revenue is just over \$480,000. This is mostly from camp registration fees. Unrestricted contributions total about \$53,000. Both apportionment income and unrestricted contributions are coming in at a slower pace than last year. As noted previously, we now show grant income of \$178,000 due to the forgiveness of the PPP loan. Since this loan was received in 2020, the current year grant income does not represent new cash flowing to BYM. The unrealized loss on our investments for the first three months of the year is about \$133,000. Total revenue so far this year is about \$734,000.

The expenditures total about \$349,000. Of that amount, \$68,702 are camp program expenses and \$64,121 are camp property expenses. Much more to come in 2022 in both these categories. Net revenue over expenditures totals \$384,985. Of this amount, a little less than \$375,000 is unrestricted.

Our audit for 2021 is well under way, and we are looking forward to having it in hand soon. Many thanks to the BYM Finance Manager, Harriet Dugan, for so diligently and effectively carrying out her job.

Respectfully submitted,
James Riley
BYM Treasurer
Hopewell Centre Meeting

Baltimore Yearly Meeting Balance Sheet As of 3/31/2022

| | <u>Current Year</u> | |
|---------------------------------------|----------------------------|------|
| Assets | | |
| Current Assets | | |
| Cash & Cash Equivalents | | |
| Operating Account | 956,673.50 | 1001 |
| Payroll Acct | 20,049.01 | 1002 |
| Camp Property Manager | 8,427.49 | 1004 |
| Catoctin Caretakers | 1,690.52 | 1005 |
| Shiloh Caretakers Account | 24,171.72 | 1006 |
| Catoctin Directors | 880.21 | 1007 |
| Shiloh Directors Account | 1,000.00 | 1008 |
| Opequon Directors | 1,000.00 | 1009 |
| TA Directors Account | 1,000.00 | 1010 |
| Petty Cash | <u>100.00</u> | 1050 |
| Total Cash & Cash | 1,014,992.45 | |
| Accounts Receivable | | |
| Apportionment Receivable | 374,971.25 | 1200 |
| Student Loans Receivable | 11,388.85 | 1300 |
| Allowance for Doubtful | <u>(50,000.00)</u> | 1302 |
| Harford Friends School | 40,000.00 | 1512 |
| Other Receivables | <u>7,750.00</u> | 1599 |
| Total Accounts Receivable | 384,110.10 | |
| Prepaid Expenses | | |
| Prepaid Rent | 32,500.00 | 1711 |
| Deposits | <u>9,862.26</u> | 1715 |
| Total Prepaid Expenses | <u>42,362.26</u> | |
| Total Current Assets | 1,441,464.81 | |
| Long-term Assets | | |
| Property & Equipment | | |
| Land | 1,106,495.65 | 2010 |
| Land Improvements | 377,407.96 | 2011 |
| Buildings | 1,867,424.56 | 2020 |
| Leasehold Improvements | 285,601.15 | 2030 |
| Accum. Depr. Buildings & | <u>(1,125,560.52)</u> | 2039 |
| Leasehold | | |
| Furniture, Fixtures & | 271,671.54 | 2050 |
| Accum. Depr. FF&E | <u>(197,706.09)</u> | 2059 |
| Vehicles | 185,384.22 | 2060 |
| Accum. Depr. Vehicles | <u>(157,732.84)</u> | 2069 |
| Projects in Progress | <u>88,335.28</u> | 2900 |
| Total Property & Equipment | 2,701,320.91 | |
| Long-term Investments | | |
| Friends Fiduciary | 1,544,544.08 | 1110 |
| Sandy Spring Bancorp | 1,442.40 | 1111 |
| Morgan Stanley Smith | <u>464,631.32</u> | 1113 |
| Total Long-term | <u>2,010,617.80</u> | |
| Total Long-term Assets | <u>4,711,938.71</u> | |
| Total Assets | <u>6,153,403.52</u> | |

Baltimore Yearly Meeting
Balance Sheet
As of 3/31/2022

| | <u>Current Year</u> | |
|----------------------------------|---------------------|------|
| Liabilities | | |
| Short-term Liabilities | | |
| Accounts Payable | | |
| Account Payable | <u>39,361.51</u> | 3000 |
| Total Accounts Payable | <u>39,361.51</u> | |
| Deferred Revenue | | |
| Prepaid Apportionment | 6,060.00 | 3130 |
| Deferred Apportionment | <u>374,971.25</u> | 3200 |
| Total Deferred Revenue | <u>381,031.25</u> | |
| Other Short-term Liabilities | | |
| Wages Payable | 48,071.29 | 3010 |
| Payroll Taxes Payable | 11,560.23 | 3020 |
| Pension Payable | 14,582.86 | 3030 |
| FSA Payable | <u>(28.86)</u> | 3060 |
| Total Other Short-term | <u>74,185.52</u> | |
| Total Short-term Liabilities | <u>494,578.28</u> | |
| Long-term Liabilities | | |
| Long-term Liabilities | | |
| Friendly Loans | <u>206,511.10</u> | 3510 |
| Total Long-term Liabilities | <u>206,511.10</u> | |
| Total Long-term Liabilities | <u>206,511.10</u> | |
| Total Liabilities | <u>701,089.38</u> | |
| Net Assets | | |
| Beginning Net Assets | | |
| Net Assets | | |
| Net Assets | <u>5,067,329.64</u> | 4099 |
| Total Net Assets | <u>5,067,329.64</u> | |
| Total Beginning Net Assets | <u>5,067,329.64</u> | |
| Current YTD Net Income | | |
| | <u>384,984.50</u> | |
| Total Current YTD Net Income | <u>384,984.50</u> | |
| Total Net Assets | <u>5,452,314.14</u> | |
| Total Liabilities and Net Assets | <u>6,153,403.52</u> | |

Baltimore Yearly Meeting
Statement of Activities
From 1/1/2022 Through 3/31/2022

| | <u>Unrestricted</u> | <u>Designated</u> | <u>Temp Restricted</u> | <u>Perm Restricted</u> | <u>Total</u> |
|---|---------------------|-------------------|------------------------|------------------------|---------------------|
| Operating Revenue | | | | | |
| Apportionment Income | | | | | |
| Apportionment | 128,803.75 | 0.00 | 0.00 | 0.00 | 128,803.75 |
| Apportionment Adjustments | <u>0.00</u> | <u>0.00</u> | <u>0.00</u> | <u>0.00</u> | <u>0.00</u> |
| Total Apportionment Income | 128,803.75 | 0.00 | 0.00 | 0.00 | 128,803.75 |
| Program Revenue | | | | | |
| Program Revenue | 480,431.69 | 0.00 | 0.00 | 0.00 | 480,431.69 |
| Contributions | | | | | |
| Contributions | 52,895.67 | 0.00 | 0.00 | 0.00 | 52,895.67 |
| In Kind Contributions | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 |
| Bequests | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 |
| Restricted Contributions | 0.00 | 0.00 | 15,551.38 | 4,145.00 | 19,696.38 |
| Grants Received | <u>178,241.00</u> | <u>0.00</u> | <u>0.00</u> | <u>0.00</u> | <u>178,241.00</u> |
| Total Contributions | 231,136.67 | 0.00 | 15,551.38 | 4,145.00 | 250,833.05 |
| Revenue Released from Restriction | | | | | |
| Released Funds | <u>9,675.00</u> | <u>0.00</u> | <u>(9,675.00)</u> | <u>0.00</u> | <u>0.00</u> |
| Total Revenue Released from Restriction | 9,675.00 | 0.00 | (9,675.00) | 0.00 | 0.00 |
| Investment Income | | | | | |
| Interest & Dividends | 1,767.01 | 0.00 | 0.00 | 0.00 | 1,767.01 |
| Unrealized Gain (Loss) | <u>(133,060.38)</u> | 0.00 | 0.00 | 0.00 | <u>(133,060.38)</u> |
| 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> |
| Total Investment Income | <u>(131,293.37)</u> | 0.00 | 0.00 | 0.00 | <u>(131,293.37)</u> |
| Property & Vehicle Rental | | | | | |
| Property Rental Income | 2,948.80 | 0.00 | 0.00 | 0.00 | 2,948.80 |
| Program Rental of Property | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 |
| Vehicle Rental Income | <u>0.00</u> | <u>0.00</u> | <u>0.00</u> | <u>0.00</u> | <u>0.00</u> |
| Total Property & Vehicle Rental | 2,948.80 | 0.00 | 0.00 | 0.00 | 2,948.80 |
| Gain(Loss) on Sale of Assets | | | | | |
| Gain(Loss) on Sale of Assets | 600.00 | 0.00 | 0.00 | 0.00 | 600.00 |
| Revenue from Sale of Goods | | | | | |
| Book Sales | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 |
| Clothing Sales | 1,613.18 | 0.00 | 0.00 | 0.00 | 1,613.18 |
| Other Sales | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 |
| Purchase for Resale | <u>0.00</u> | <u>0.00</u> | <u>0.00</u> | <u>0.00</u> | <u>0.00</u> |
| Total Revenue from Sale of | 1,613.18 | 0.00 | 0.00 | 0.00 | 1,613.18 |
| Other Income | | | | | |
| Other Income | <u>0.00</u> | <u>0.00</u> | <u>0.00</u> | <u>0.00</u> | <u>0.00</u> |
| Total Operating Revenue | <u>723,915.72</u> | <u>0.00</u> | <u>5,876.38</u> | <u>4,145.00</u> | <u>733,937.10</u> |
| Total Revenue | <u>723,915.72</u> | <u>0.00</u> | <u>5,876.38</u> | <u>4,145.00</u> | <u>733,937.10</u> |

| Expenditures | Baltimore Yearly Meeting Statement of Activities From 1/1/2022 Through 3/31/2022 | | | | |
|----------------------------------|--|------|------|------|------------|
| | | | | | |
| Admin | 151,727.08 | 0.00 | 0.00 | 0.00 | 151,727.08 |
| Camp Program Administration | 67,693.51 | 0.00 | 0.00 | 0.00 | 67,693.51 |
| Catoctin Program | 14.63 | 0.00 | 0.00 | 0.00 | 14.63 |
| Shiloh Program | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 |
| Opequon Program | 40.00 | 0.00 | 0.00 | 0.00 | 40.00 |
| Teen Adventure Program | 953.99 | 0.00 | 0.00 | 0.00 | 953.99 |
| TA Bike Program | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 |
| Camp Alumni Program | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 |
| Outreach & Inclusion | 15,207.12 | 0.00 | 0.00 | 0.00 | 15,207.12 |
| Camp Property Administration | 43,567.34 | 0.00 | 0.00 | 0.00 | 43,567.34 |
| Catoctin Property | 9,865.09 | 0.00 | 0.00 | 0.00 | 9,865.09 |
| Shiloh Property | 9,212.08 | 0.00 | 0.00 | 0.00 | 9,212.08 |
| Opequon Property | 1,476.68 | 0.00 | 0.00 | 0.00 | 1,476.68 |
| Young Friends | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 |
| Young Friends Exec. | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 |
| Jr. Young Friends | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 |
| Youth Programs Committee | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 |
| Youth Secretary | 13,761.95 | 0.00 | 0.00 | 0.00 | 13,761.95 |
| Advancement & Outreach | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 |
| Ministry & Pastoral Care | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 |
| Peace & Social Concerns | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 |
| Religious Education | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 |
| Young Adult Friends | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 |
| Unity With Nature | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 |
| Interim Meeting | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 |
| Stewardship & Finance | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 |
| Trustees | 1,112.00 | 0.00 | 0.00 | 0.00 | 1,112.00 |
| Indian Affairs | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 |
| Racism WG | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 |
| Intervisitation | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 |
| Faith & Practice Revision | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 |
| Growing Diverse Leadership | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 |
| Reparations Action Working Group | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 |
| Annual Session | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 |
| Spiritual Formation | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 |

| | Baltimore Yearly Meeting Statement of Activities From 1/1/2022 Through 3/31/2022 | | | | |
|-------------------------------|--|-------------|-----------------|-----------------|-------------------|
| | Unrestricted | Designated | Temp Restricted | Perm Restricted | Total |
| Women's Retreat | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 |
| Other BYM Programs | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 |
| Development | <u>34,321.13</u> | <u>0.00</u> | <u>0.00</u> | <u>0.00</u> | <u>34,321.13</u> |
| Total Expenditures | <u>348,952.60</u> | <u>0.00</u> | <u>0.00</u> | <u>0.00</u> | <u>348,952.60</u> |
| Net Revenue over Expenditures | <u>374,963.12</u> | <u>0.00</u> | <u>5,876.38</u> | <u>4,145.00</u> | <u>384,984.50</u> |

During these past two years, there was a concern about whether our rather small meeting could survive... Today, the walls of our Meetinghouse echo the laughter of our children and the joy of members and new attenders coming together again.

—2022 BYM Spiritual State of the Meeting Report

Attachment I2022-25 Development Director's Report

Interim Meeting Development Report

11 June 2022

This development report covers the period from January 1 until May 31, 2022. At this point in the year, the development numbers shared with you are not audited or verified with our parallel financial recording system. Still, the difference in revenue between 2021 and 2022 is noteworthy, and this variance is the topic Development wishes to share with you today.

Through May, we are finding that gifts to the Yearly Meeting are down compared to donations received in 2021. At the same time, the stock market is down and inflation is up. We each realize this reality every time we fill up at the gas pump or check out at the grocery store. Like your household, Baltimore Yearly Meeting, as an organization, also experiences the squeeze.

Amid these conditions, BYM entrusts its operations to the benevolence of its community. This trust is especially illustrated by the total pay-as-led approach to Annual Session participation and the sliding scale registration evident at BYM camps again this year. One immediate impact of this change has been a significant decrease in "work grant" volunteers—which may require BYM to hire additional assistance to help execute on these two programs. Notably, camps and Annual Session are BYM's largest two programs reaching more than 1,000 individuals each year. This realization coupled with less contributed income through May in 2022 prompts us to both tighten our belts at the Yearly Meeting and to proactively consider revenue needs for the remainder of the year.

Specifically, contributed income through May amounts to \$96,950. In 2021 at this time, total contributed revenue was \$167,400, representing more than \$70,400 gifted from many more donors around this time last year.

Collectively, our members approve (or modify) our budget each year at Annual Session; soon this cycle will be upon us once more. The responsibility for approving a budget is accompanied by an obligation to secure the necessary annual revenue and to help manage the expenses. A positive outcome for 2022 looks like fully funded programs (like summer camps, youth programs, spiritual formations and women's retreat); robust communications (like your *Interchange*, weekly announcements, the website, Yearbook and more); and importantly, multiple venues to join together for worship and discernment during this special 350th anniversary year. *If you have not already*, please remember to support your Monthly and your Yearly Meetings. Thank you.

Attachment I2022-26 Friends United Meeting Report

Friends United Meeting Report

Georgia Fuller, Langley Hill

BYM Representative to the General Board

Interim Meeting, June 10, 2022

Representatives to the General Board for the new Triennium (three-year term) met September 30-October 2, 2021, by Zoom. Representatives and staff attended from around the world. FUM, like every organization, has been laboring to survive the COVID pandemic. By our meeting March 3-5, 2022, some representatives and staff were able to meet in Richmond, Indiana, in person and the rest of us used Zoom. The organization has experienced numerous staff changes both in Indiana and Kenya, with many long-time members retiring and current members being promoted to keep the organization functioning.

Kira Young, Director of Finance, has converted our financial reports to a form that even I can read. It has been a mammoth task to put income (which comes from several different endowments, grants, sales, rent, and different kinds of contributions) and expenses (which occur in the U.S., Ramallah, East Africa, and Belize) all in the same program. This is a major step forward in keeping FUM functioning in good order!

During their tenure in our African Office, Shawn and Katrina McConaughey traveled to our many projects and did masterful work supporting the local leadership with quiet assurance. As a result, many of them have stepped up to new responsibilities. This is fantastic!

When FUM redid its bylaws to move us to a true global partnership, it also opened the possibility of membership to groups other than Yearly Meetings or formal associations. As a result, several African congregations in North America have approached us about joining FUM. One American congregation in Indiana has also inquired about membership. Growth is exciting and invigorating. Because of my training in cultural anthropology and social change and my experience with some of FUM's diversity, I can see the downside of growth. The downside is even more diversity. Twice at the March meeting I brought up the need for us to find "a way to have difficult conversations." ("Difficult conversations" is an FUM phrase.) This is a glimpse of the sociological diversity we now have:

East Africa Yearly Meeting in the tribal region of the Luhya Tribe has been replaced by 21 yearly meetings.

Friends' meetings have spread to the Samburu and Turkana tribes in Kenya.

Missionary work in Tanzania is growing.

A significant number of African Friends, who have lived in the U.S. and Canada long enough to become somewhat Westernized, have formed their own Quaker churches.

We now have two Friends organizations in Indiana instead of one.

We now have two Friends organizations in North Carolina instead of one.

Representatives from other Yearly Meetings approached me after the March Board meeting about the need for FUM to develop a way to have difficult conversations. As a result, I sent a letter to our Presiding Clerk, Ron Bryan, our General Secretary, Kelly Kellum, and our Director of North American Ministries, Colin Saxon, explaining why we need to develop a way to discuss our differences now, and not wait until our diversity erupts into a crisis. It is attached.

This work is in the embryonic stages. Talking about it in public would stifle the opportunity for General Board members to exchange ideas, to refocus concerns, and to explore different ways to approach them. Sexual ethics and gender identity are among the issues. Because of the current composition of the General Board, I can promise you that concerns about sexuality and gender in FUM will not go away. It is wise to say no more at this time.

I am not with you today because the Executive and General Boards of FUM are meeting now.



2022 Annual Session Minutes

BALTIMORE YEARLY MEETING OF THE RELIGIOUS SOCIETY OF FRIENDS

Held hybrid due to COVID pandemic

Online and in-person at Hood College, Frederick, MD

Tuesday, August 2, 2022

Y2022-1 Opening Worship. The Meeting opened with a period of silent worship.

Y2022-2 Welcome and Process Review. Presiding Clerk, Steph Bean (Adelphi) welcomed Friends to the session and introduced those assisting with this session including Recording Clerk Meg Boyd Meyer (Stony Run), Tech Assistants, Jason Eaby (Nottingham) and Carl Benson (Annapolis), and our Prayerful Presence, Gary Sandman, (Roanoke), holding us all in the Light. Steph requested Friends who wish to hold us in the Light to notify Ministry and Pastoral Care. Steph offered guidance on how to use the Zoom features for this Meeting and reiterated advices for speaking in Meeting. They also read queries on anti-racism aloud so Friends could hold them in preparation for business.

Carl Benson spoke to Friends online describing how they could ask for assistance if needed. Closed captions are available if that is helpful. Additional details were added.

The Clerk spoke about Meeting for Worship with a Concern for Business and provided Friends with guidelines for speaking. They reminded us that we have agreed as a group to make our decisions using our anti-racism queries. They read these queries.

Y2022-3 Land Acknowledgement. The Clerk read the land acknowledgement provided by the Indian Affairs Committee:

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, Maryland), the Massawomek (Opequon Quaker Camp, near Winchester, Virginia), and the Manahoac (Shiloh Quaker Camp, near Stanardsville, Virginia). BYM honors peoples and cultures of the many past and present Native Nations in our geographic area. We honor these peoples and cultures by actions more than words. As a Yearly Meeting and as individuals, we have a Spirit-led duty to act on our acknowledgement of these lands' original peoples by our deeds.

Y2022-4 Welcoming Visitors and First-Time Attenders. The Clerk invited visitors and first-time attenders to introduce themselves. The following individuals did so: Nikki Holland, of Belize Friends and Staff with Friends United Meeting; Rania Maaya, Head of Ramallah Friends School and FUM Field Staff; Emily Provence, a (member of Friends United Meeting Board) of 15th Street Meeting in NYYM; Brian Holland of Belize and West Richmond Friends Meeting; Susan Nahni, Friends Committee on National Legislation; Auguste Kirkpatrick, NYYM; Faith Josephs, Associate Secretary for Development with Friends General Conference; Wayne Finegar (Sandy Spring) and Quaker House; and Sarah Gada, Representative of Friends Publishing.

Y2022-5 Welcome Message from Program Committee. Barbara Thomas (Annapolis) and Linda Coates (Little Britain) welcomed all. They described the work of the committee and Friends were invited to work with them. Volunteers are also needed for this week. Friends are also invited to share personal history in this anniversary year.

Y2022-6 Epistle Committee. The Clerk wishes to nominate Friends to serve on the Epistle Committee: Please volunteer or suggest someone who may do this.

Y2022-7 Report from Interim Meeting. Meg Boyd Meyer (Stony Run) reflected on her observations over two years as Interim Meeting Clerk. She spoke of the Search Committee's responsibility for finding officers of YM and members of the Supervisory and Nominating Committees. She asked Friends who have ideas for new members for the Search Committee to contact Donna Kolaetis (Menallen).

Meg reflected that perhaps Baltimore Yearly Meeting has too many committees—some should probably be working groups. Also, committees seem to talk a lot, but perhaps not actually have a Meeting for Worship with a Concern for Business. Also, does your committee meet more often than it needs to?

The Interim Meeting Clerk spoke of working at camp for a week, and remembering that many Friends come to BYM through camp and are not familiar with the ways of our Meetings and Meetinghouses—but Young Friends learn well how to do business in a Quaker fashion, so we need to look to them for ways Friends will meet in the future. Quakerism in the future will not look like Quakerism today. She hopes that Friends can be open and flexible in trying new things.

The Clerk thanked the Interim Meeting Clerk, noting that it was helpful working with someone with experience at BYM.

Y2022-8 350th year Acknowledgement of Baltimore Yearly Meeting. The Governor of Pennsylvania sent a letter to BYM remembering William Penn's founding of the state and acknowledgements of what Quakers have done over 350 years. The letter will be sent to the archives.

Y2022-9 General Secretary Report and Staff Introductions. Sarah Gillooly, General Secretary, (Adelphi) spoke of things they have seen and learned this year. They also introduced the staff.

- Brian Massey, Camp Program Manager, *Thanks for your visionary ambition.*
- David Hunter, Camp Property Manager, *Thanks for your spiritual devotion to your work.*
- Dylan Philips, Caretaker at Catoclin, *Thanks for diving in with Hands, Head, and Heart.*
- Dyresha Harris, Camp Director, *Thank you for saying "yes" again.*
- Harriet Dugan, Finance Manager, *Thank you for endless hours managing our books and for a heart of companionship.*
- Khalila Lomax, STRIDE Coordinator, *Thank you for resilient persistence, rooted in a vision for liberation.*

- Lexi "Sunshine" Klein, Youth Program Coordinator, *Thank you for your effervescent presence.*
- Lucy Azenga, Administrative Assistant, *Thank you for taking a risk on us.*
- Mary Braun, Development Director, *Thank you for talking to people about money with a deep spiritual grounding.*
- Mike Reed, Caretaker at Shiloh, *Thank you for endless creativity.*

They spoke of seeing at camp self-governance; richly spiritual young people; joy, play, and fun as well as challenges and difficulties. These youth have found a way to live in both/and.

They left us with queries: How can we be open to a new generation of wild flowers? What kind of ancestors do we want to be?

They spoke of how their capacity to love grows every day—despite the busyness of the office with fewer staff than needed.

Y2022-10 Closing Worship. Worship was enriched with a song. "This Love that I have, the world didn't give it to me....the world can't take it away" and subsequent verses sung together.

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When we deliberately refuse to commit to vulnerable relationships with the other, whoever that may be, no matter what our reason is—we eliminate all hope for actual change. There will be no change in us, no change in the other, no change in the wider community, and no change in the world.

—Emily Provance, 2022 BYM Carey Lecture

Wednesday, August 3, 2022

Y2022-11 Opening Worship. The Meeting opened with a period of silent worship.

Y2022-12 Welcome. Presiding Clerk, Steph Bean (Adelphi) introduced the Recording Clerk Meg Boyd Meyer (Stony Run), Tech Assistants Carl Benson (Annapolis) and Jason Eaby (Nottingham), Reading Clerk Greta Garrison-Taylor (Sandy Spring) and Prayerful Presences, holding us all in the Light, Eileen Stanzione (Patapsco) and Greg Robb (Washington).

Y2022-13 Land Acknowledgement. The Clerk read the 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, Maryland), the Massawomek (Opequon Quaker Camp, near Winchester, Virginia), and the Manahoac (Shiloh Quaker Camp, near Stanardsville, Virginia). BYM honors the peoples and cultures of the many past and present Native Nations in our geographic area. We honor these peoples and cultures by actions more than words. As a Yearly Meeting and as individuals, we have a Spirit-led duty to act on our acknowledgement of these lands' original peoples by our deeds.

Y2022-14 Queries on Anti-Racism. The Reading Clerk read queries on anti-racism aloud so Friends could hold them in preparation for business. In addition, the query for today was read: "In this year of our 350th anniversary are we observant of our Quaker Spirit that is rooted in the past? In what way does this foundation of love and justice continue to feed our communities?"

Y2022-15 Welcoming Visitors and First-Time Attenders. The Clerk invited visitors and first-time attenders to introduce themselves. None were present, but the Clerk reminded Friends that intervisitation does an evening gathering each evening at 9:30 in Blazer Hall.

Y2022-16 Announcement and thoughts of those who cannot be present. Margaret Stambaugh of Gettysburg Meeting died about one and a half hours ago. She had come to the Yearly Meeting office once a month for the last 30 years to minister to staff. Many others also remember her.

Martha Baer (Annapolis) brought greetings from Barbara Platt (Sandy Spring) who planned to attend but could not due to family needs.

Ken Stocbkridge (Patapsco) reflected that these Friends and Sheila Bach (Langley Hill) cared deeply for this gathering of Friends. Sheila was registrar of BYM Annual Sessions and Clerk of the Program Committee for many years. She moved to Idaho recently to be with her son.

Ellen Arginteanu (Richmond) is loved by the children of Yearly Meeting; she and her husband Jules are at home where he is in hospice care.

Y2022-17 Clerk's Message: A word on process, speed, and documents. Steph Bean (Adelphi) noted that there have been 'bumps' on the road toward bringing documents to Friends. She also reminded us that making statements is only a small part of what we bring into the world. We must also ask ourselves what resources we will commit to working on each situation.

Y2022-18 Peace and Social Concerns: Poor People's Campaign and Working Group on Reproductive Justice. Annette Breiling (Frederick) noted a Working Group on Friends and Gun Violence under the care of Peace and Social Concerns. Quaker Voice of Maryland is another Working Group under the care of the Committee. This group is having a fellowship gathering on October 1 to explore issues facing the state of Maryland.

Peace and Social Concerns committee received endorsement of the Poor People's Campaign at Interim Meeting. Friends present today chanted "No Justice, No Peace." The Maryland Poor People's Campaign is now asking for endorsement of the statement "The Maryland General Assembly shall establish a joint Senate-House Commission to end poverty in Maryland that includes representatives that are poor or low income." The Poor People's Campaign presents with this statement a 14-page resolution. Friends are asked to study this document.

Kathy Rogers (Stony Run), clerk of the Working Group on Reproductive Justice, read the names of the working group aloud. The Statement was read and is attached.

Kathy reported on what several individual Meetings are doing in these areas, and spoke of ways the committee plans to create materials and online forums for Monthly Meetings. Three interest groups online and in person will be held this week.

One Friend asked Baltimore Yearly Meeting to act beyond the requests of the Working Group. Friends Meeting of Washington approved a minute which provides a groundwork to stand on and allows action to be taken. Every Monthly Meeting in BYM is asked to consider passing a similar minute.

A member of Bethesda Meeting noted that that Meeting has also passed a minute. This is a national crisis. Friends are called upon urgently to act.

A member of Sandy Spring spoke: "Open your hearts, In Love, hear me. I hear outrage in many over the loss of reproductive rights. When justice is denied to any person we are all not-free. For a long time Africans and Native Americans were not considered human in this country. Many people did not get involved; did not speak up. We are all together, we are all humans. The same outrage belongs to reproductive rights and Native Americans and People of Color. These are all connected and we need to reach out in love and care and support of everyone."

An Adelphi member reminded Friends that an acknowledgement of the need for reproductive justice comes from Women of Color, reminding Friends that the history of work on reproductive rights has not included all parts of care needed. A Charlottesville Friend spoke of the ways she has volunteered to help work on some of the oft-neglected issues. A Friend from Friends Meeting of Washington reminded us that young adults care deeply about these issues.

A Herndon Friend spoke of the need for Friends to be more frank about the range of issues on which they may agree and disagree. A Takoma Park Friend reminded us that connecting our actions to one of our Testimonies would help us. Others also spoke.

A Friend noted that religious freedom and abortion is noted in the 350th anniversary history documents. These also include BYM's 1979 minute on abortion, when three minutes were proposed, but only two were approved.

Y2022-19 Indian Affairs Committee. Dellie James (Stony Run), Co-Clerk of BYM Indian Affairs Committee, spoke. The committee has crafted a land acknowledgement and also asked Interim Meeting to approve a minute to support steps necessary to gather records and reparations of injustices at Board Schools this year, which was done.

She mentioned many resources available to use and share. An interest group will be held with a Chicksaw professor on Thursday this week. The Baltimore American Indian Center will hold a pow-wow in November. She read the names of the committee members.

Dellie feels that Baltimore Yearly Meeting has a lot of learning to do to understand better what BYM had to do in or with Boarding Schools. The committee is willing to meet with any Meeting which wishes. We also need to look forward to see with love in our hearts what we can do to correct the errors of the past.

It was noted that "Indian" is often not the preferred name. A Friend spoke that this was "mis-naming" and not changing this use is not acknowledging what is understood. There are many other possible ways to talk about it. The committee hasn't worked on this, but it was strongly suggested that this work be initiated. Many of the things brought by this committee are relevant to the Reparations Action Working Group.

Y2022-20 Reparations Action Working Group. Marcy Seitel (Adelphi) introduced a minute for consideration. Meetings and the Yearly Meeting are asked to learn our own history to work together to take action to make things better. The minute was read aloud and will be considered at another Meeting for Business.

Y2022-21 Camping Program. Brian Massey, Camp Program Director introduced the Camp Directors. Rosy Eck (Homewood) and Jesse Austell (Stony Run) of Teen Adventure who spoke of transformations they see in campers at Teen Adventure, which has its largest ever number of campers. Jared Wood (Opequon) spoke of a "trying and excellent" summer. Most exciting was having "teaching artists" on campus—the art walls have been "hair-raisingly" beautiful. The degree of commitment and love the staff bring to campers has been "awesome." Hope Swank (Shiloh) spoke of challenges in staffing which led to new opportunities—some from other programs, which added a lot. Staff coming from Teen Adventure are also good to have. The change of having longer staff training was really helpful.

Brian noted that camp has been very, very successful. Many people were present: 268 newcampers and the largest number of new staff. The directors and staff have done "incredible work"—but it has been a very challenging summer. A strategic planning process for the camps is being worked on.

A Friend appreciated the work of the Camping Program Director and others and wants everyone to hold in the Light all at camp and to recognize that Black children often have had no opportunity to experience the out-of-doors. Often when they join a community of campers they feel out of place; they need to be given love and welcome and white children need to be taught to be caring and sensitive to differences. The Camp Directors are supported in their work.

Y2022-22 Closing Worship.

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4:15 PM Visioning Worship Sharing Imagining Our Quaker Future Together

The Clerk felt that we needed a space together to reach into our spiritual selves about the future of Quakerism. Friends will speak out of the silence, as in worship sharing.

Some possible queries: What is special about Baltimore Yearly Meeting? What makes us who we are? What might we need to change or let go of to be more present to the Spirit and to each other? What does the best version of BYM look like 10, 50, or 100 years from now?

Nonprofit organizations often go through a Strategic Planning Process—this involves not only imagining the future but also looking at the strengths and weaknesses in the organization or the plan. We need to become aware of what we have done well and what we have done badly.

One strength is to lift up the leadings of individuals...to make this a better world.

Perhaps we should convert some committees into working groups...

BYM has seemed open to learning from our children and youth in the past; in as much as we let them lead us, it seems easier to find unity and community.

One of our strengths is our people. Our challenges include a slowness in process, racism and our desire to never evangelize. I remember Meetings with more people, and younger people. I'd like to see meetings being run by people in their 30s and 40s... resisting their talents and suggestions is a barrier for us. In 100 years I'd like to see Quakerism reflect the diversity of our country following Spirit.

Our bond of Friendship is our willingness to care for each other. Deep mutual caring for one another is what I long for.

Metaphor of a path—individually and for the YM. Equality testimony—Equity is a better word. You can't have Equity without Diversity. Diversity by itself isn't the same as Inclusion. From this should come Friendship. Then Love. This is close to Wholeness—possibly the Integrity testimony.

In this complex time it is helpful to focus on the basic testimonies: Simplify—Focus on what’s most important. What can we do well? Friends of the Truth—being able to tell the Truth to Power is a mainstay of Quakers. Standing up for what is True. A place of refuge and safety in the Inner Light can be offered to this world. Silence is a simple path.

I’ve come to BYM since 1969—Many people were role models and mentors. Some had tenacity. I’m different than I would have been without BYM. I appreciate the opportunities I had to develop my skills. This was always a safe place to try things out and test myself. I hope BYM will continue to help people develop their skills and offer them to one another.

I have two dear friends. One gets in touch with her Spirit through a quiet time in the morning. “What is mine to do today?” I have another Friend who operates with the same principle—even if it isn’t articulated that day. He had a desire to stand on Georgia Avenue with a sign saying “We are ONE family.” We need not to think we all have to move together—you go to the place of Love and Light within and say, “What is mine to do today?” and you move. Young people have been trying to reach us for a long time, and we don’t step up and ask, “What is mine to do today?” If we do, we will begin to make it a better place for everyone.

I was excited by the Reparations Action Working Group saying that BYM could join intentionally with the wider Reparations movement. Meetings that engage with the broader community have as much or more enrichment than others. We should join the wider world in some projects.

Our camps and our youth programs have done really well. I’ve seen young people in my Meeting transformed by two weeks at camp. It is exciting to see their enthusiasm. I hope that in five, 10, 50 years down the road, we will be open to having more leadership from young people. We need to be mindful of giving youth more skills needed. Lots of exciting things can happen if we don’t close ourselves off. We need to live our passions.

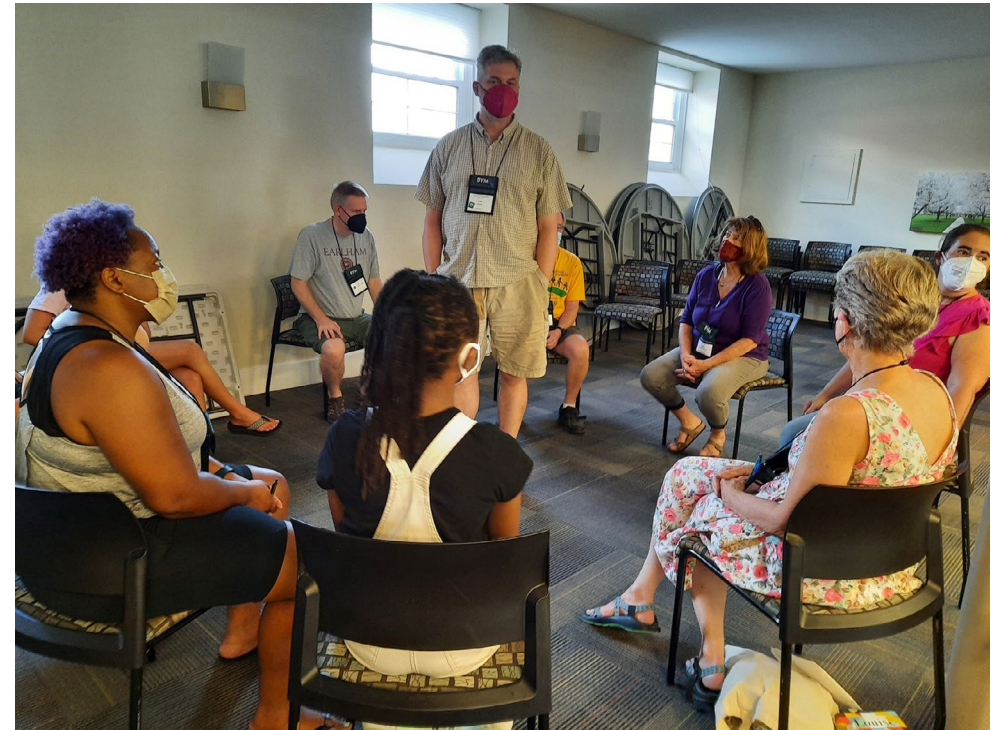
The Quaker Leadership Institute weekend gathering of Young Adults was held for a few years long ago. Some version of this needs to be reinstated to bring together folks from around the YM to grow leadership skills.

Lack of safety in the world for children and particularly Black children—the ease with which white children often encounter the world. In a lot of Quaker work, we’re often continuing to build new dichotomies, new differences, when we seek elsewhere—but in the equality testimony we push the coals together, we keep the remnant of fire at the center, and we’re able to receive emerging testimony and truth gladly, joyfully, even when we don’t know what it means, and we do it as a corporate body, which is needed in creation.

BYM has been a transformative setting for my life. “How is my life spiritually centered in worship sharing?”—and I continued all year long to reflect on that. A year later I had been inspired by a Friend at Sandy Spring. I asked the head of Sandy Spring Friends

School about starting a school for elementary students. The next summer I spoke to another Friend at Annual Sessions, and she suggested I start a school independently. That started me on the path. I started a school. The second school I started is about to celebrate its 25th year. People really appreciate this culture for youth where our Quaker values are put to practice. I am very grateful personally to BYM and I treasure coming here.

I have a vision for our YM with many different pieces: We could grow camps for our adults. I see a broader role of pastoral care for our YM. I see more services for young families, for those approaching retirement years, for becoming a grandparent. A more open pay-as-led retreat program. Sharing our burial grounds. More services to our elderly. More naming of Ministry; holding roles that various of us are playing, releasing those to their ministries. A more diverse worship style. Camp worship is vibrant—we need to do that more widely. We need to welcome all who walk in.



Thursday, August 4, 2022

Y2022-23 Opening Worship. The Meeting opened with a period of silent worship.

A Friend expressed a “feeling necessary for the growth of the Baltimore Yearly Meeting community made up of those who love one another and promote growth and Love and Light to be carried into the world—if it is less than that it is a club. Yesterday I felt in pain and I am coming to you with this message. I expressed to you yesterday about the inequity and injustice that is coming to Black youth in our country. I spoke about it. Some Friends sat with me and I am grateful. There are Lights among you. I learned that the Black teenagers left Teen Adventure. The Camp program and the STRIDE program did all they could for these youth; there was no incident coming from the staff or anyone which caused this. They saw what was happening.

I’m proud of these youth who see flying Confederate flags as they come—but they also saw firsthand that white children live in safety and without fear and they see that Black people are treated differently. Despite the love and care and concern given to them by the staff and the camp community—they were still aware of the wider world and it hurt them. My pain is not just for myself, but for Khalila too—who works hard for the children and to see this kind of pain for the youth despite all that was done for them is painful. Race is the biggest issue we have in our country and everything else comes from that. I am not discouraged because I see that. The camping program is Light—there are others, but one thing I know is that your own children have tried to express to you the pain they see in the world, and they want you to address it and you have shut them out because you want to remain in your current lives. That is not care and concern for each other. I see Light around me every day. I’m in pain but I move forward. I am saying to you that if there are those among you who care about the life of Black youth in our country—reach out. Get involved in whatever the Spirit leads you to do that day. Together we must work. This is a movement throughout the world to see love and justice and equity for all. Please wake up.

The Clerk asked “What would it look like for our community to be wholly safe for all people?”

Y2022-24 Welcome. Presiding Clerk Steph Bean (Adelphi) welcomed Friends to the session and introduced those assisting: Recording Clerk Meg Boyd Meyer (Stony Run), Tech Assistants Carl Benson (Annapolis) and Jason Eaby (Nottingham), Reading Clerks Corinne Hess (BYM Camps) and Caroline Hill (Charlottesville) and our Prayerful Presences, Eileen Stanzione (Patapso) and Greg Robb (FMW) holding us all in the Light.

Y2022-25 Land Acknowledgement. A Reading Clerk read the 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, Maryland), the Massawomek (Opequon Quaker Camp, near Winchester, Virginia), and the Manahoac (Shiloh Quaker Camp, near Stanardsville, Virginia). BYM honors the peoples and cultures of the many past and present Native Nations in our geographic area. We honor these peoples and cultures by actions more than words. As a Yearly Meeting and as individuals, we have a Spirit-led duty to act on our acknowledgement of these lands’ original peoples by our deeds.

Y2022-26 Queries on Anti-Racism. A Reading Clerk read queries on anti-racism aloud so Friends could hold them in preparation for business.

Y2022-27 Welcoming Visitors and First-time Attenders. The Clerk held space for visitors and first-time attenders to introduce themselves. Emily Clark (Frederick) representing the American Friends Service Committee and will be joined today by visitors from Quaker United Nations Office. Intervisitation Working Group hosts an informal gathering each evening at Blazer Lounge at 9:15.

Y2022-28 Epistle Committee. The Clerk announced that Susan Russell Walters is willing to work on an Epistle. All are welcome to either join with her or to send suggestions for things to be mentioned or feelings/thoughts you have about Annual Session.

APPROVED

Y2022-29 Nominating Committee—First Reading. The Nominating Committee presented a first reading of nominations. All nominations and current committee members are available online for Friends to view.

The Clerk hopes that Friends are willing to share their gifts and talents and that none are overburdened but all can join in joyfully.

Chip Tucker (Charlottesville) read the names of new nominees. Those underlined have agreed to renew an appointment for an additional three years. 76 individuals are new or renewing their work. The Nominating Committee seeks input from all and will have a table at lunch for people to talk about themselves or others!

Appreciation was expressed. The committee has not had difficulty with Baltimore Yearly Meeting’s practice of naming Friends to only one committee. Some committees are, however, understaffed.

Y2022-30 Search Committee. Anne Bacon (Hopewell Centre) reported. Search Committee is tasked with finding officers of the Yearly Meeting, and members of Nominating and Supervisory Committees. Some vacancies still exist.

Steph Bean (Adelphi) for two more years as Presiding Clerk
Anna McCormally (Herndon) for two more years as Recording Clerk of Yearly Meeting
Bette Hoover (Sandy Spring) for Clerk of Interim Meeting
Deborah Haines (Alexandria) for Recording Clerk of Interim Meeting

Supervisory Committee

Ramona Buck (Patapso)
Susan Griffin (Friends Meeting of Washington)
Becca Haines Rosenberg (Alexandria)
1 vacancy for one year remains

Nominating Committee

Marilyn Rothstein (Gunpowder) for one year only
Karie Firoozmand (Stony Run)
Becca Gardner Rhudy (Deer Creek)

APPROVED

Y2022-31 Naming Committee. Donna Kolaetis (Menallen) of the Naming Committee which brings forward names for Search Committee. Usually the Naming Committee reports to Interim Meeting. It has had difficulty finding volunteers. Two more openings exist: one for one year and one for two years.

Meg Boyd Meyer, (Stony Run)

APPROVED

Y2022-32 Manual of Procedure. Clinton Pettus (Stony Run) presents two items, previously approved at Third Month Interim Meeting. One is to include The STRIDE Coordinator in the Youth Policy Working Group. The second is to change the Manual of Procedure to remove Section 10 as out-of-date information about the procedure for revising Faith and Practice.

APPROVED

Y2022-33 Treasurer's Report. BYM Treasurer Jim Riley (Hopewell Centre) reported on the financial position as of June 30, 2022. Jim began with a poem written by a Seattle Friend. "Friend, if thee feels moved to speak in Meeting, we beseech thee—Shriek!" Thee will be held in terms endearing by those of us who are hard of hearing!"

Jim reported on finances as of June 30, 2022.

The full Treasurer's report is ATTACHED. The Independent Audit is available.

A short report based on the 2021 Draft Audit has just been received. Consolidated financial statements combine BYM financial statements with Miles White Beneficial Society. There are also statements for BYM alone. The Auditors are finished, but Baltimore Yearly Meeting Trustees need to approve them.

The Statement of Activities for 2021 shows that BYM had an excess of revenues over expenses of \$590,667. Of this amount, \$190,107 was from operating activities. We received \$222,319 of investment income and \$178,241 from the forgiveness of the first Paycheck Projection Project Loan. On December 31, 2021, our unrestricted net assets (unrestricted reserves) were \$1,166,103. The 2021 audit report includes a "clean" opinion which means that the financial statements accurately present the financial position of BYM.

Friends expressed appreciation to Harriet Dugan and former comptroller Margo Lehman along with Jim Riley and Terrence McCormally for their work.

We **ACCEPTED** these reports, with gratitude.

Y2022-34 Stewardship and Finance First Reading of 2023 Budget. Terrence McCormally (Herndon) Co-Clerk of Stewardship and Finance Committee presented the first reading of the 2023 Budget and Apportionment.

The 2023 apportionment plan was presented; a few Meetings have not yet responded. The apportionment will include 3% more than last year, indicating that Monthly Meetings have received more income. Apportionment is capped at 25 % of a Meeting's income but represents only 20% of Baltimore Yearly Meeting income.

A small surplus of \$12,568 is predicted for 2023. This budget does not require any spending from unrestricted reserves. A detail of 10 areas where the money comes from shows that most comes from Camp Program and Camp Property. Money is spent on nine full-time employees, however we are still without an Assistant General Secretary and a Comptroller. Camp has added a full-time director and wants a second full-time director; however, the Stewardship and Finance committee did not feel there are funds for the second director at this time. Perhaps that can change when camp funds for this year are resolved. Administrative expenses include administration of burial grounds and depreciation.

The proposed budget includes funding to Quaker Groups as these were before the pandemic; a complete list is in the published budget. The End of Life Care Committee hopes to publish a book this year and the budget includes this. A large part of the cost of the printing will probably be recouped in sales. Some funds are also included for Growing Diverse Leadership for Juneteenth Work, the Reparations Action Working Group, Working Group on Racism, Young Adult Friends, and Intervisitation.

The committee does have a contingency fund that can be approached by other committees.

Camp Property may have to defer some needed work if funds aren't available. Camp Property budget is primarily restricted funds. Some funding is being included for maintenance of the Baltimore Yearly Meeting office.

Terence thanked staff who worked diligently on this proposal. Sarah Gillooly invited Friends with questions to meet at lunch.

Friends would like to know the impact of Pay-as-Led for Annual Sessions. This will be clear in three months.

Friends were reminded that funds that formerly were used at Monthly Meetings for scholarships to camp or BYM annual sessions can be sent to the Yearly Meeting, since the sliding scale and Pay-as-led program reduce the request for these at the Monthly Meeting level. Friends need to recognize that Camps are on a Sliding Scale and Annual Sessions are Pay-as-Led.

Does the budget include funding for individuals who represent BYM to travel to Meetings? The Administrative budget does include expenses for Friends to travel.

A Friend noted that this budget is the budget of all of us, not of the committee. One Friend is disturbed that the cost-of-living raise for our staff is so low. It was noted that the cost-of-living changes were higher for lower income staff.

Y2022- 35 Closing Worship. We closed with a period of silent worship.

APPROVED

Friday, August 5, 2022

Y2022-36 Opening Worship. The Meeting opened with a period of silent worship.

Y2022-37 Welcome. Presiding Clerk Steph Bean (Adelphi) welcomed Friends to this session and introduced those assisting including the Recording Clerk, Meg Boyd Meyer (Stony Run), the Tech assistants Carl Benson (Annapolis) and Jason Eaby (Nottingham), Reading Clerks, Graham Hill (Charlottesville) and David Covington (Charlottesville) and our Prayerful Presences, holding us all in the Light, Rita Willett (Richmond), Greg Robb (Friends Meeting of Washington), and Martin Melville (State College).

The Clerk reminded Friends that our policy is for masks to be worn indoors. People are immuno-compromised and are with us.

Steph also held space for visitors and first-time attenders to the Meeting. Caleb Holland, from Belize Friends, introduced himself. The Intervisitation Committee has a gathering for all Friends each evening at Blazer Hall at 9:15 p.m.

Y2022-38 Land Acknowledgement and Queries. Out of the silence, a land acknowledgement provided by Indian Affairs committee was read:

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, Maryland), the Massawomek (Opequon Quaker Camp, near Winchester, Virginia), and the Manahoac (Shiloh Quaker Camp, near Stanardsville, Virginia). BYM honors the peoples and cultures of the many past and present Native Nations in our geographic area. We honor these peoples and cultures by actions more than words. As a Yearly Meeting and as individuals, we have a Spirit-led duty to act on our acknowledgement of these lands' original peoples by our deeds.

The anti-racist queries were read.

The queries for the day were read:

What brings us to love, to manifest Spirit? How can Spirit aid in our healing of the hurts that we suffer as individuals and as a community?

Y2022-39 Roll Call of Meetings. The Clerk read the names of Monthly Meetings and Worship Groups comprising Baltimore Yearly Meeting. Friends stood or raised their hands to be recognized when their community was called.

| | |
|-------------------------------------|---|
| Junior Yearly Meeting | Langley Hill |
| Young Friends | Little Britain |
| Young Adult Friends | Little Falls |
| Camp Community Friends | Lynchburg Indulged |
| Adelphi | Mattaponi |
| Annapolis | Maury River |
| Augusta Worship Group | Menallen |
| Baltimore Monthly Meeting Stony Run | Midlothian |
| Bethesda | Monongalia |
| Blacksburg | Nottingham |
| Buckhannon | Patapsco |
| Carlisle | Patuxent |
| Charlottesville | Penn Hill Preparative |
| Deer Creek | Pipe Creek |
| Dunnings Creek | Richmond |
| Eastland Preparative Meeting | Roanoke |
| Fauquier Friends Worship Group | Sandy Spring |
| Floyd | Shepherdstown |
| Frederick | State College |
| Friends Meeting of Washington | Takoma Park Preparative Meeting |
| Gettysburg | Valley |
| Goose Creek | Warrington |
| Gunpowder | Williamsburg |
| Herndon | York |
| Homewood | |
| Hopewell Centre | Also visiting: Friends Church Baltimore |

The Clerk noted to Friends that seeing who is here helps us see who is not here. We should consider whom we need to visit.

Y2022-40 Junior Yearly Meeting. Junior Yearly Meeting Friends were welcomed.

Y2022-41 Development Report. Mary Braun, Development Director reported. She reminded Friends to look at the report of the committee which says that BYM is \$72,000 behind our goals for the first six months of this year.

Mary reflected on Friends' philanthropy, reviewing for us ways in which our actions help our Friends community. Baltimore Yearly Meeting communicates regularly with us—through announcements, newsletters, and webpages—by phone and email—and it promotes communicating with one another.

She noted that Friends work for equity and inclusion, in part through Pay-as-Led registrations for Annual Sessions, Youth Programs, and Spiritual Formation. She appreciated the ways that committees work together to provide spaces and resources for our work.

Friends were reminded that financial and personal gifts of time are important ways of being involved in Baltimore Yearly Meeting.

One Friend reflected that some felt the Yearly Meeting's recent hiring process was not as inclusive and reflective as needed.

Mary Braun was thanked and appreciated for her work.

The report was **ACCEPTED**.

Y2022-42 Ministry and Pastoral Care. Gary Sandman (Roanoke) and Greg Robb (FMW) Co-Clerks of Ministry and Pastoral Care presented. The work of the last year highlighted being a resource for/with Local Meetings through quarterly meetings with clerks and others from Monthly Meetings. A meeting was also held with people who wrote the Spiritual State of the Meeting reports.

The committee is working on a group to help Friends with conflicts that are a little too big for the Local Meeting. A joint project with Stewardship and Finance Committee visiting regional groups of Meetings has been successful and will be expanding this fall.

Appreciation and gratitude were expressed for the Zoom meetings where Friends talked with other Meetings. Writing the Spiritual State of the Meeting is quite a task, so support and reflection is appreciated.

The committee was asked how diversity is reflected in the work of the group. It was noted that it is "folded into the work we do." There are internal discussions about diverse ministries as well.

One Friend noted that broad publication of the availability of the working group on Conflict was very necessary.



Next year, the Co-Clerks of Ministry and Pastoral Care will be Eileen Stanzione (Patapsco) and Rita Willet (Richmond).

The report was **ACCEPTED**.

Y2022-43 Spiritual State of the Yearly Meeting. The report was read aloud by Gary Sandman (Roanoke), Greg Robb (Friends Meeting of Washington), and Eileen Stanzione (Patapsco).

The report can be found in the 2022 Yearbook.

Eileen said she and Rita would like to know from individuals and Meetings how the Ministry and Pastoral Care Committee can serve them.

A long period of speaking followed with most of the speaking by Global Majority Friends (Friends who identify as dual- or multi-heritage, Indigenous, Aboriginal, Black, Pacific Islander, Brown, and West, South or East Asian and see themselves as belonging to the global majority rather than as "minorities." These groups represent about 80% of the world population. The term "People of Color" by contrast, centers whiteness as the norm while implying that white people have no race in a racialized world.)

Individuals were disappointed in the report of the Spiritual State of Baltimore Yearly Meeting and felt a lack of leadership from the Ministry and Pastoral Care Committee.

A lot of concern was expressed about the experiences of Global Majority Friends in Baltimore Yearly Meeting and apparent lack of recognition of them; little was said of the things which individuals and Meetings are doing to address concerns on this issue. Some Global Majority Friends feel they are not truly welcomed at Meetings. Global Majority Friends and Young Adult Friends have repeatedly experienced identifying a problem and then having white Friends give it back to them to fix.

Baltimore Yearly Meeting was reminded that early Friends did things that were very much against the prevailing culture and were courageous, yet today Friends seem to use Quaker process to stall real change.

A number of Friends noted that Friends have agreed to work on anti-racism, but often seem to give the work back to Global Majority Friends or Young Friends, when it is work that white Friends need to do. Friends also need to provide pastoral care for all in the Meetings, not just for white Friends.

Almost all of BYM's racism work currently is "opt-in." Quakers of poverty do not have this privilege. Meetings have to be safe for all. The Spirit is leading us to truly come together in a space like this annual session for deciding how to move forward. If we have a young Quaker saying the same thing in 2017 and 2022, we have to do something in Baltimore Yearly Meeting that makes change true for us.

The Clerk noted that Friends have been reminded of several places where we have work to do. Friends are encouraged to reflect on what they can personally do and to continue the conversation. After hearing this message, Friends left for lunch, being encouraged to continue their conversations.

APPROVED with thanks to the Clerk and Recording Clerk.

Attachment to August 5, 2022 Minutes Baltimore Yearly Meeting, Annual Session Notes

Friday, August 5, 2022

NOTES FROM MEETING AFTER MINISTRY AND PASTORAL CARE REPORT

A Friend spoke. "I am deeply disappointed in what I have heard. To me, Ministry and Counsel is a pivotal community in any spiritual community. As such they should be concerned in the care and leadership of us all. I don't see leadership, I see conforming to the status quo to turning over to what each Monthly Meeting can do. That is an abdication of leadership."

"I am extremely concerned that the larger share of the reports was around the pandemic. The effects on People of Color was never mentioned. I am concerned that many think that giving money to organizations to People of Color is a way of demonstrating that you are becoming non-racists. I don't see that and I don't buy that, I can't see that there is genuine open-hearted desire to include People of Color in your meetings and I don't think you are being realistic to the challenge that this is to your community. The only way we can deal with it is to have truth, and I don't see real truth coming forward."

"The change groups are foundering. The challenge of people opening their hearts and hearing is there. The isolation and people living in white communities closed off from People of Color—many people make no effort to actually go into these communities. Sometimes one or two may.... But that doesn't happen often. Many times People of Color will reach out and come to you, but very seldom do you go into there. I don't see any real reach into neighborhoods and asking children of color to come to your meetings. I don't think you are truly listening. There are processes that you have to seek out and separate out People of Color ... and separate them from your community ties Some people say 'this is the way we've always done things.'"

"Who do you have on your financial committees? Are they the people who are the most racist in your environment? Are they leaders in your community? Do you deliberately accept them because you know they will limit the participation....?"

"I will say that we are not whole. We as a community and as a people of faith and as a spiritual community we are not following the Spirit. We are not whole if we are not together. If we are not working with love to all people."

"We have serious issues we are not putting on the table. We need the Ministry and Pastoral Care Committee to step up to their role even if in conflict with what Monthly Meetings are doing, and I don't see it."

The committee stated that it has been trying to "lead from the back" and that this may not be the way it needs to happen. The final chapter has not been written. The committee would be glad to have any request a meeting with it.

The committee was told to do its own work and not ask others to tell them what to do.

The Clerk noted that Friends have been reminded of several places where we have work to do.

"One of the things that this process has highlighted for me has shown how Quaker process has allowed us in some ways to abdicate our responsibility. Going forward the onus needs to come from this body; we, as a body, need to take the first steps. We need to reach out to People of Color individually and ask them to share their concerns. Someday I hope this body takes personally the need for pastoral care for others."

A participant noted that M&PC had asked for information about anti-racism. "Because it was asked for but there wasn't much in the report on it I was concerned because it didn't seem to reflect our anti-racist queries and commitment as a body. One thing I found of importance of our adoption as a body of the anti-racist queries was that we took the burden on every member of this community to think but how decisions we made affected People of Color and we didn't say we made a commitment to ask People of Color. We took the burden off of their shoulders so it would be borne by the community as a whole. I feel very much that as a whole we may not be meeting the commitments that we made on this point. And the idea that People of Color should read out to any committee seems to be the opposite of "what are we doing to hold concerns of groups that are not here with us." We have taken those commitments on. I am grateful that this Friend and others out of deep love have continued to raise these issues."

Another Friend united with the last three messages. "We need to think about what we're doing, what we're not doing, and what we should do now. We have to change our behavior. We need a special group to undertake that in my view."

A Friend noted that in 2017 they stood in the same place and told BYM that it was racist. "It was very hard to come out and call your family racist. You raised me up. Many times I had to brush off racism. This community is, in its own way, doing what it thinks it needs to be done. 'I'm sorry we disappointed you' is so different than 'we have let you down and we apologize.' We are so broken. And those who feel most broken have been very quiet and now are screaming. We use Quaker process so much to stall change. There was a time when Quakers moved the earth to get things changed. There is something wrong with this community and our Spiritual State of the Meeting needs to show that."

A Friend noted that Young Adults had previously reported having a similar experience; when they brought a concern it was given back to them to fix. It seems that white BYM wants People of Color and Youth to fix the situation for themselves.

A Friend spoke, asking "how dare you not respond to a beautiful young woman who is trying to decide whether to stay in BYM.... Very few AA people dare to come back from where they had been. Rashid tells BYM he has survived your racism. I have hope that there are those among you who can give up your racist past...You have an opportunity for growth. I'm grateful for the Light that I see among you."

Read—White Fragility by Robin DiAngelo

"This is a generational problem. Racism has kept my brother from being part of Quaker Meetings. I feel like our Meeting is broken and I don't like it. We can't ignore this problem."

Friends were asked to scan their bodies. Anger- sadness- grace- wholeness. "We allow almost all of our racism work to be 'opt-in'. Quakers of poverty do not have this privilege."

"The first time I heard the word 'eldering' I thought it was something good. Have we sat with those we know are explicitly opting out of this work? Have we passed along the things that are helping us?

"It seems that the Spirit is pulling us into 'not annual session but into anti-racist session.'

Will we be able to go forward? We are being moved—we have to opt in or people silently push against it and opt out. This space has to be safe for all. Some eldering needs to happen.

"The Spirit is leading us to truly come together in a space like this for deciding how to move forward. If we have a young Quaker saying the same thing in 2017 and 2022—we have to do something for our Meeting that makes it true for us. The Spirit is speaking."

Saturday, August 6, 2022

Y2022-45 Opening Worship. The Meeting opened with a period of silent worship.

Y2022-46 Welcome. Presiding Clerk Steph Bean (Adelphi) welcomed Friends to this session and introduced those assisting, including the Recording Clerk, Meg Boyd Meyer (Stony Run), the Tech assistants Carl Benson (Annapolis) and Jason Eaby (Nottingham), Reading Clerk Young Friend Z Tate (Sandy Spring) and prayerful presences, Martin Melville (State College) and Sabrina McCarthy (FMW).

Y2022-47 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, Maryland), the Massawomek (Opequon Quaker Camp, near Winchester, Virginia), and the Manahoac (Shiloh Quaker Camp, near Stanardsville, Virginia). BYM honors the peoples and cultures of the many past and present Native Nations in our geographic area. We honor these peoples and cultures by actions more than words. As a Yearly Meeting and as individuals, we have a spirit-led duty to act on our acknowledgement of these lands' original peoples by our deeds.

Y2022-48 Queries on Anti-Racism. The Reading Clerk read the Yearly Meeting's queries on anti-racism aloud so Friends could hold them in preparation for business.

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 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?

The Clerk quoted another part of the Declaration from Appendix G of our Manual of Procedure:

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.

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.

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).

Y2022-49 Welcoming Visitors and First-Time Attenders. No one identified themselves.

Y2022-50 Activity about racism in our communities. The Clerk said that we are called to do deeply spiritual work in listening and responding to each other and introduced a short activity. Each person was asked to write answers to two questions on a card, then share with someone else. Afterward the cards were collected and will be anonymously put into a form that can be used at our first Interim Meeting in the fall by Daquanna Harrison (Adelphi) and Breyette Covington (Charlottesville). The planning for this activity seemed filled with Spirit.

1. As we have engaged in the worship and conversation about racism in our communities, what arises within you? (thoughts, feelings, reactions, obstacles)
2. What work can I do on myself to truly support BYM's commitment to be an anti-racist faith community?

Y2022-51 Reparations Action Working Group. Marcy Seitel, Clerk of RAWG, presented a minute. She spoke of her gratitude for yesterday and today's speaking. We don't have to understand, we have to lift it up to the Spirit. The members of the RAWG were listed.

She presented the suggested actions.

The minute was read aloud.

Y2022-52 Announcements. The Clerk made some announcements.

Y2022-53 Memorial Meeting. A Memorial Meeting was held, remembering the following Friends. Full memorial minutes are on the website.

Ann Morley, Sandy Spring
Linton Harrington, Sandy Spring
Mosi Harrington, Adelphi
Ian Tasker, Frederick
Katrina Darnell, Frederick

Lois Sexton, Gunpowder
Tom Hill, Charlottesville
Michael Boardman, Stony Run
Jules Arginteanu, Richmond
Margaret Stambaugh, Gettysburg

APPROVED



Sunday, August 7, 2022

Y2022-54 Present. Presiding Clerk Steph Bean (Adelphi) welcomed Friends to this session and introduced those assisting including the Recording Clerk, Meg Boyd Meyer (Stony Run), the Tech assistants Carl Benson (Annapolis) and Jason Eaby (Nottingham), Reading Clerks, Young Friends Greta Garretson-Taylor (Sandy Spring) and Anjali Shah (Sandy Spring). Tom Webb (Young Adult Friend) served as prayerful presence.

Y2022-55 Land Acknowledgement.

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Y2022-56 Queries on Anti-Racism.

The Reading Clerk read the Yearly Meeting's queries on anti-racism aloud so Friends could hold them in preparation for business.

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 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?

Y2022-56 Travel Minutes. Travel minutes have been received and signed for Emily Provence (15th St Meeting, New York Yearly Meeting), Jerry Knutson (Orlando and Monongalia MMs) and Jean Smith (East Africa YM). The Clerk announced that Rania Maaya (Ramallah Friends School) has made it back to Palestine safely.

Y2022-57 Stewardship and Finance. Co-clerk Terrence McCormally (Herndon) brought the second reading of the Plan of Apportionment and the 2023 Operating and Capital Budget Proposals.

Terrence noted responses to some earlier questions. Representative Travel is available. Cost of living increases for staff, given the unstable economy, are allowed by the Supervisory Committee in consultation with Stewardship and Finance as the year progresses.

The Meeting **APPROVED** both the plan of apportionment and the Budget proposal. They can be found in the 2022 Yearbook.

Y2022-58 Nominating Committee. The Nominating Committee presented a Second Reading, with the addition of a few changes. Kari Firoozmand (Stony Run) reported.

Additions:

Cy Merriweather DeVries (State College) Program Committee

Barbara Thomas (Annapolis) Ministry & Pastoral Care Committee

Jade Eaton (Adelphi) BYM representative to Friends World Committee on Consultation

Friends **APPROVED** the nominations roster, waiving the second reading for the three new names.

The Nominations Roster is ATTACHED.

Y2022-59 Reparations Action Working Group. Marcy Seitel and Phil Caroom Co-Clerks were present. The minute was shared on screen.

In response to a question the group said it would like to include immigrant groups. The committee would like to add this if this is important.

Suggestions for improvements were made, with the understanding that the Working Group will labor with ideas suggested for changes or improvements.

A request to change "let us embrace" to "we embrace" was approved by those present.

APPROVED. The minute is ATTACHED.

Meetings were asked to share this at business meetings. Friends were encouraged to share with the additional *thousands* of Friends within Baltimore Yearly Meeting. A Friend noted that the challenges of immigrants and American People of Color are different. The working group scope is African-American and Indigenous; more may be included. Some Friends spoke in favor of this. Others say that a difference needs to be recognized between repair and social justice.

Y2022-60 Endorsement of Maryland Poor People's Campaign Statement. "The Maryland General Assembly shall establish a joint Senate-House Commission to end poverty in Maryland that includes representatives that are poor or low income."

APPROVED

Y2022-61 Search Committee. Anne Bacon (Hopewell Centre) presented additional names.

Joan Liversidge (Sandy Spring) for Supervisory Committee for 1 year

Diane McHale (Sandy Spring) for Nominating Committee for 3 years

APPROVED

Y2022-62 Epistle from Young Friends. Young Friends shared their epistle.

Friends **ACCEPTED** this epistle. It can be found in the 2022 Yearbook.

Y2022-63 Epistle. Susan Russell Walters (Homewood) read the first draft of an epistle. Friends were asked to volunteer if they would like to work on this. The Epistle will come to Interim Meeting for approval. Friends are invited to send comments or questions to epistle@bym-rsf.org or Steph Bean directly.

A Friend asked all to consider 'what would our request be to other Yearly Meetings to join with us in doing X?. with BYM deciding what that X should be.' Friends were encouraged to read Epistles from other Yearly Meetings. They will be in the electronic Weekly Announcements as they are received.

Friends have a long understanding that we never have committees of one. We all have a responsibility to let Susan Russell Walters know what needs to be mentioned or said in the Epistle before Interim Meeting in October.

The Clerk noted that an epistle is expected from Global Majority Friends.

Y2022-64 Clerk's Message. The Clerk noted that she regretted that Friends were unable to hear reports from other bodies at this session and referred Friends to those which have been distributed.

The Minutes were **APPROVED** with gratitude.

Attachments

Attachment Y2022-18 Addendum: Draft Statement by Working Group on Reproductive Justice

July 19, 2022

The Religious Society of Friends (Quakers) believe that there is that of God in every person, and that the spiritual journey is one of continual seeking and revelation. Often life brings us to difficult, meaningful moments of decision-making. We are taught to hold these decisions in the Light, seeking guidance by Spirit. We may turn to our community for help in gaining clarity.

We know and respect the individuality of each person's spiritual journey, knowing that decisions can lead to both endings and beginnings, often in unexpected ways. The decision to have, or

not have, children and the decision of who to marry, or not marry, are examples of deeply personal, individual decisions to be made by the person or people involved, in the presence of Spirit.

We are troubled by recent federal and state legal actions which threaten the autonomy of women's and pregnant people's bodies, and which criminalize these private, personal decisions. Friends should work to decriminalize any such decisions, and to preserve an individual's right and ability to carry out their decision.

Baltimore Yearly Meeting Friends draw on our shared beliefs and practice in rejecting the reasoning that would enable judges and legislatures to ban abortion and promote forced birth, no matter the risks. We are also concerned about proposed restrictions on additional rights, including same gender couples and contraceptive access. We support rights of conscience, freedom of religion, and separation of church and state.

As a religious organization that adheres to the testimony of equality, we believe that both rights and equitable access to care are important. We believe an equitable society does not impose the greatest burdens on those least able to bear them.

In allyship with other faith traditions and social justice advocates, we seek to address injustice and inequity in reproductive health. We set forward these queries for consideration by individual Friends, Monthly Meetings, and the Yearly Meeting as a whole.

- What actions do we take that empower and support people to choose when, how and if they will have children?
- How do we support people in our meeting and in our larger community to make informed, values-aligned decisions about their sexual and reproductive health throughout their lives?

- How can we support and help individuals obtain the reproductive health care they seek?
- What conversations do we need to entertain to understand the myriad concerns (e.g. theological, emotional, spiritual, economic and social) of Friends as we carry this work forward?

The Working Group on Reproductive Justice will continue to meet and discern further on these issues, working within the reproductive justice framework. We invite concerned Friends to join us as we work on these issues.

The Working Group consists of Kathy Rogers (Convener), Debby Churchman, Charlie Goedeke, Rob McGarrah, Martha Solt, Sharon Stout.

Liaisons from Ministry and Pastoral Care: Martin Melville, Rebecca Richards.

Attachment Y2022-33a Treasurer's Report Baltimore Yearly Meeting Annual Session

August 2022

Today I am reporting on BYM finances as of **June 30, 2022**. This marks the halfway point in our fiscal year. Lots of camp payments had been collected, but camps had not started yet. So the cash balance is high. The first six months also included the forgiveness of our second PPP loan and the paying down of some of our Friendly loans.

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, 2022. Our total cash is a little under \$1.6 million. This is very similar to our cash position one year ago on June 30, 2021. Our property and equipment, net of depreciation, stands at just over \$2.7 million. Our investments had a total market value of \$1,760,582 on June 30. A year ago, this total was about \$1,838,000. At the end of 2021 when the stock market was at a peak, the value was \$1,969,000.

In the liabilities section, there is no entry now for deferred income since our two PPP loans have been forgiven. The balance of our Friendly loans is \$80,115. We recently paid off three loans totaling \$125,000. A year ago, we owed \$211,677 in Friendly loans. Our total liabilities are \$572,819. This is much less than a year ago when our total liabilities were a little over \$956,000. This significantly strengthens our balance sheet.

Total net assets are the difference between our total assets and our total liabilities. Total net assets on June 30, including year to date net income of \$840,639, are \$5,907,969.

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 \$222,000, which is a little less than last year. Program revenue is \$1,556,925. This is mostly from camp registration fees. Unrestricted contributions total about \$137,000 and restricted contributions total a little over \$22,000. Both totals are down as compared to the first six months of 2021. Our investment

income is mainly comprised of interest and dividends received and the unrealized gain or loss on our investments. The stock market has been dropping so the unrealized loss for the first six months of the year is \$408,161. Most investment income is ultimately allocated to restricted funds. This is done by our auditors, and we don't show this allocation on our interim financial statements. Total revenue so far this year is \$1,757,701.

The expenditures are all in the unrestricted column and total a little over \$917,000. You can see the various camp-related expense categories. The camping program expenses total about \$225,000.

The camp property expenses total about \$178,000. So net revenue over expenditures totals \$840,639. But, as I noted earlier, there are lots more camping expenses to come. Nevertheless, we ended the first six months of 2022 in a reasonably strong financial position.

Respectfully submitted,
James Riley
BYM Treasurer
Hopewell Centre Meeting

Baltimore Yearly Meeting
Statement of Activities
From 1/1/2022 Through 6/30/2022

| | | Unrestricted | Designated | Temporarily Restricted | Permanently Restricted | Total |
|--------------------------------------|---|---------------------|-------------|------------------------|------------------------|---------------------|
| Operating Revenue | | | | | | |
| Apportionment Income | | | | | | |
| 5100 | Apportionment | 222,118.00 | 0.00 | 0.00 | 0.00 | 222,118.00 |
| 5101 | Apportionment Adjustments | <u>0.00</u> | <u>0.00</u> | <u>0.00</u> | <u>0.00</u> | <u>0.00</u> |
| | Total Apportionment Income | 222,118.00 | 0.00 | 0.00 | 0.00 | 222,118.00 |
| | Program Revenue | 1,556,924.69 | 0.00 | 0.00 | 0.00 | 1,556,924.69 |
| Contributions | | | | | | |
| 5001 | Contributions | 136,985.42 | 0.00 | 0.00 | 0.00 | 136,985.42 |
| 5005 | In Kind Contributions | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 |
| 5020 | Bequests | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 |
| 5052 | Restricted Contributions | 0.00 | 0.00 | 17,551.29 | 4,470.00 | 22,021.29 |
| 5055 | Grants Received | <u>178,241.00</u> | <u>0.00</u> | <u>0.00</u> | <u>0.00</u> | <u>178,241.00</u> |
| | Total Contributions | 315,226.42 | 0.00 | 17,551.29 | 4,470.00 | 337,247.71 |
| Revenue Released from Restriction | | | | | | |
| 5090 | Released Funds | <u>29,675.00</u> | <u>0.00</u> | <u>(29,675.00)</u> | <u>0.00</u> | <u>0.00</u> |
| | Total Revenue Released from Restriction | 29,675.00 | 0.00 | (29,675.00) | 0.00 | 0.00 |
| Investment Income | | | | | | |
| 5801 | Interest & Dividends | 28,309.31 | 0.00 | 0.00 | 0.00 | 28,309.31 |
| 5802 | Unrealized Gain (Loss) | <u>(408,160.90)</u> | 0.00 | 0.00 | 0.00 | <u>(408,160.90)</u> |
| 5803 | Realized Gains (Loss) | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 |
| 5804 | 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> |
| | Total Investment Income | <u>(379,851.59)</u> | 0.00 | 0.00 | 0.00 | <u>(379,851.59)</u> |
| Property & Vehicle Rental | | | | | | |
| 5500 | Property Rental Income | 18,920.40 | 0.00 | 0.00 | 0.00 | 18,920.40 |
| 5550 | Program Rental of Property | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 |
| 5600 | Vehicle Rental Income | <u>0.00</u> | <u>0.00</u> | <u>0.00</u> | <u>0.00</u> | <u>0.00</u> |
| | Total Property & Vehicle Rental | 18,920.40 | 0.00 | 0.00 | 0.00 | 18,920.40 |
| | Gain(Loss) on Sale of Assets | 600.00 | 0.00 | 0.00 | 0.00 | 600.00 |
| Revenue from Sale of Goods | | | | | | |
| 5340 | Book Sales | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 |
| 5350 | Clothing Sales | 1,741.68 | 0.00 | 0.00 | 0.00 | 1,741.68 |
| 5390 | Other Sales | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 |
| 5395 | Purchase for Resale | <u>0.00</u> | <u>0.00</u> | <u>0.00</u> | <u>0.00</u> | <u>0.00</u> |
| | Total Revenue from Sale of Goods | 1,741.68 | 0.00 | 0.00 | 0.00 | 1,741.68 |
| | Other Income | <u>0.00</u> | <u>0.00</u> | <u>0.00</u> | <u>0.00</u> | <u>0.00</u> |
| | Total Operating Revenue | <u>1,765,354.60</u> | <u>0.00</u> | <u>(12,123.71)</u> | <u>4,470.00</u> | <u>1,757,700.89</u> |
| Expenditures | | | | | | |
| 100 | Admin | 378,866.13 | 0.00 | 0.00 | 0.00 | 378,866.13 |
| 200 | Camp Program Administration | 157,771.15 | 0.00 | 0.00 | 0.00 | 157,771.15 |
| 210 | Catoctin Program | 22,454.66 | 0.00 | 0.00 | 0.00 | 22,454.66 |
| 220 | Shiloh Program | 15,791.56 | 0.00 | 0.00 | 0.00 | 15,791.56 |
| 230 | Opequon Program | 12,349.50 | 0.00 | 0.00 | 0.00 | 12,349.50 |
| 240 | Teen Adventure Program | 17,308.73 | 0.00 | 0.00 | 0.00 | 17,308.73 |
| 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 |

Baltimore Yearly Meeting
Statement of Activities
From 1/1/2022 Through 6/30/2022

| | Unrestricted | Designated | Temporarily Restricted | Permanently Restricted | Total |
|-------------------------------|-------------------|-------------|------------------------|------------------------|-------------------|
| Outreach & Inclusion | 37,367.76 | 0.00 | 0.00 | 0.00 | 37,367.76 |
| Camp Property Administration | 114,806.22 | 0.00 | 0.00 | 0.00 | 114,806.22 |
| Catoctin Property | 26,359.87 | 0.00 | 0.00 | 0.00 | 26,359.87 |
| Shiloh Property | 22,494.68 | 0.00 | 0.00 | 0.00 | 22,494.68 |
| Opequon Property | 14,897.65 | 0.00 | 0.00 | 0.00 | 14,897.65 |
| Young Friends | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 |
| Young Friends Exec. | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 |
| Jr. Young Friends | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 |
| Youth Programs Committee | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 |
| Youth Secretary | 25,421.12 | 0.00 | 0.00 | 0.00 | 25,421.12 |
| Advancement & Outreach | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 |
| Ministry & Pastoral Care | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 |
| Peace & Social Concerns | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 |
| Religious Education | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 |
| Young Adult Friends | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 |
| Unity With Nature | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 |
| Interim Meeting | 749.49 | 0.00 | 0.00 | 0.00 | 749.49 |
| Stewardship & Finance | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 |
| Trustees | 1,612.00 | 0.00 | 0.00 | 0.00 | 1,612.00 |
| Indian Affairs | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 |
| Racism WG | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 |
| Intervisitation | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 |
| Faith & Practice Revision | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 |
| Growing Diverse Leadership | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 |
| Reparations Action Working | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 |
| Annual Session | 2,196.00 | 0.00 | 0.00 | 0.00 | 2,196.00 |
| Spiritual Formation | 7,698.67 | 0.00 | 0.00 | 0.00 | 7,698.67 |
| Women's Retreat | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 |
| Other BYM Programs | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 |
| Development | 58,916.76 | 0.00 | 0.00 | 0.00 | 58,916.76 |
| Total Expenditures | <u>917,061.95</u> | <u>0.00</u> | <u>0.00</u> | <u>0.00</u> | <u>917,061.95</u> |
| Net Revenue over Expenditures | <u>848,292.65</u> | <u>0.00</u> | <u>(12,123.71)</u> | <u>4,470.00</u> | <u>840,638.94</u> |

Baltimore Yearly Meeting
Balance Sheet
As of 6/30/2022

| | Current Year | |
|---------------------------------|---------------------|------|
| Assets | | |
| Current Assets | | |
| Cash & Cash Equivalents | | |
| Operating Account | 1,565,315.70 | 1001 |
| Payroll Acct | 19,974.13 | 1002 |
| Camp Property Manager | 3,477.49 | 1004 |
| Catoctin Caretakers Account | 2,077.58 | 1005 |
| Shiloh Caretakers Account | 2,722.39 | 1006 |
| Catoctin Directors Account | 1,030.21 | 1007 |
| Shiloh Directors Account | 1,000.00 | 1008 |
| Opequon Directors Account | 1,000.00 | 1009 |
| TA Directors Account | 1,000.00 | 1010 |
| Petty Cash | <u>100.00</u> | 1050 |
| Total Cash & Cash Equivalents | 1,597,697.50 | |
| Accounts Receivable | | |
| Apportionment Receivable | 281,657.00 | 1200 |
| Student Loans Receivable | 10,858.85 | 1300 |
| Allowance for Doubtful Accts | (50,000.00) | 1302 |
| Harford Friends School Note | 40,000.00 | 1512 |
| Other Receivables | <u>7,750.00</u> | 1599 |
| Total Accounts Receivable | 290,265.85 | |
| Prepaid Expenses | | |
| Prepaid Rent | 32,500.00 | 1711 |
| Deposits | <u>9,862.26</u> | 1715 |
| Total Prepaid Expenses | <u>42,362.26</u> | |
| Total Current Assets | 1,930,325.61 | |
| Long-term Assets | | |
| Property & Equipment | | |
| Land | 1,106,495.65 | 2010 |
| Land Improvements | 377,407.96 | 2011 |
| Buildings | 1,867,424.56 | 2020 |
| Leasehold Improvements | 285,601.15 | 2030 |
| Accum. Depr. Buildings & | (1,125,560.52) | 2039 |
| Leasehold | | |
| Furniture, Fixtures & Equipment | 271,671.54 | 2050 |
| Accum. Depr. FF&E | (197,706.09) | 2059 |
| Vehicles | 185,384.22 | 2060 |
| Accum. Depr. Vehicles | (157,732.84) | 2069 |
| Projects in Progress | <u>176,894.99</u> | 2900 |
| Total Property & Equipment | 2,789,880.62 | |
| Long-term Investments | | |
| Friends Fiduciary | 1,364,480.96 | 1110 |
| Sandy Spring Bancorp Stock | 1,442.40 | 1111 |
| Morgan Stanley Smith Barney | <u>394,658.41</u> | 1113 |
| Total Long-term Investments | <u>1,760,581.77</u> | |
| Total Long-term Assets | <u>4,550,462.39</u> | |
| Total Assets | <u>6,480,788.00</u> | |

Baltimore Yearly Meeting
Balance Sheet
As of 6/30/2022

| | | |
|------------------------------------|---------------------|------|
| Liabilities | | |
| Short-term Liabilities | | |
| Accounts Payable | | |
| Account Payable | <u>139,289.34</u> | 3000 |
| Total Accounts Payable | 139,289.34 | |
| Deferred Revenue | | |
| Prepaid Apportionment | 6,060.00 | 3130 |
| Deferred Apportionment | <u>281,657.00</u> | 3200 |
| Total Deferred Revenue | 287,717.00 | |
| Other Short-term Liabilities | | |
| | <u>Current Year</u> | |
| Wages Payable | 48,071.29 | 3010 |
| Payroll Taxes Payable | 11,560.23 | 3020 |
| Pension Payable | 6,738.52 | 3030 |
| FSA Payable | (671.86) | 3060 |
| Total Other Short-term Liabilities | <u>65,698.18</u> | |
| Total Short-term Liabilities | 492,704.52 | |
| Long-term Liabilities | | |
| Long-term Liabilities | | |
| Friendly Loans | <u>80,114.90</u> | 3510 |
| Total Long-term Liabilities | <u>80,114.90</u> | |
| Total Long-term Liabilities | <u>80,114.90</u> | |
| Total Liabilities | <u>572,819.42</u> | |
| Net Assets | | |
| Beginning Net Assets | | |
| Net Assets | | |
| Net Assets | <u>5,067,329.64</u> | 4099 |
| Total Net Assets | <u>5,067,329.64</u> | |
| Total Beginning Net Assets | 5,067,329.64 | |
| Current YTD Net Income | | |
| | <u>840,638.94</u> | |
| Total Current YTD Net Income | <u>840,638.94</u> | |
| Total Net Assets | <u>5,907,968.58</u> | |
| Total Liabilities and Net Assets | <u>6,480,788.00</u> | |

Attachment Y2022-33b Treasurer's Report – 2021 Audit Baltimore Yearly Meeting Annual Session

August 2022

This additional report concerns the 2021 Baltimore Yearly Meeting audit which we have just received from our auditors, bbd of Philadelphia, Pennsylvania.

Our auditors prepare consolidated financial statements which combine BYM and Miles White Beneficial Society of Baltimore City. This is required because BYM appoints all the trustees of the Miles White organization. However, there are reports in the audit which show BYM activity separate from Miles White. I am reporting today on BYM activity only.

The financial statements are in draft form as of July 25, 2022. The auditors have completed their work and the only step left is for BYM officers and trustees to review the statements and approve them. Then BBD will issue the final statements as well as the IRS Form 990 which we have also received in draft form.

The Statement of Activities for 2021 shows that BYM had an excess of revenues over expenses of \$590,667. Of this amount, \$190,107 was from operating activities. In addition, we received \$222,319 of investment income and \$178,241 from the forgiveness of our first PPP loan. On December 31, 2021, our unrestricted net assets (unrestricted reserves) were \$1,166,103.

The 2021 audit report includes a "clean" opinion which means that the financial statements accurately present the financial position of BYM.

Respectfully submitted,
James Riley
BYM Treasurer
Hopewell Centre Meeting

Attachment Y2022-58 Baltimore Yearly Meeting Nominating Committee

Second Reading, 2022

Guided by the diversity and anti-racist queries, the Nominating Committee has worked hard this year to invite into the work of the Yearly Meeting some of those whose voices may not have been heard. Questions? nominating@bym-rsf.org

Bold type indicates new members. Underlined type indicates reappointed members.

ADVANCEMENT AND OUTREACH (c. 9)

2023

Yarrow First-Hartling Frederick (20)
Damaris Kifude Stony Run (20)

2024

Maggie DeTar-Lavallee Williamsburg (21)
Steve Morse Langley Hill (21)
Steve Tatum Blacksburg (18)
Bobby Trice Washington (21)

2025

Laura Goren Richmond (19)
Mari Schimmer Adelphi (22)
Jim Citro Patapsco (22)

CAMP PROPERTY MANAGEMENT (10+)

2023

Heather Carter Adelphi (20)
Lizzie Givens Charlottesville (20)
Rick Post Langley Hill (20)
Greg Tobin Frederick (20)

2024

Gary Gillespie Homewood (18)
Kate Meaker Sandy Spring (18)

2025

Chris DeWilde Catoclin (19)
Anne Honn Sandy Spring (19)
Rick Honn Sandy Spring (19)
Lamar Matthew York (19)
Chris Greeley Stony Run (22)

CAMPING PROGRAM (c.18)

2023

Becca Bacon YAF (20)
Deirdre Citro Patapsco (20)
Don Crawford Opequon (20)
Karen Daniel Frederick (20)
Cory Joseph Goose Creek (17)
Jackie Kosbob Goose Creek (17)
Nikki Richards YAF (20)
Nora Swift Shiloh (17)
Justin Sykes Shiloh (20)

2024

Linda Garretson Sandy Spring (21)
Kary Haun Hopewell Centre (21)
Betsy Krome Williamsburg (18)
Betsy Roush Sandy Spring (18)

2025

Anna Katherine Best Richmond (19)
Jennifer Collins-Foley Annapolis (19)
Joe Coates Eastland (22)
Jamie DeMarco Homewood (22)
Kate DiPasquale Richmond (22)

DEVELOPMENT (5+)

2023

Gretchen Hall Alexandria (20)

2024

Frannie Taylor Goose Creek (18)

2025

Arthur M. Boyd Stony Run (22)
Barb Platt Sandy Spring (22)

EDUCATIONAL GRANTS (6+)

2024

Tanza Aliberti Stony Run (21)

2025

Katie Caughlan Sandy Spring (19)
Lauren Brownlee Bethesda (22)
Anita Drever Takoma Park (22)
Sujata Massey Stony Run (22)
Travis Reyes Alexandria (22)

FAITH AND PRACTICE (6-10)

2023

Ann Marie Moriarty Adelphi (20)

2024

Davis Balderston Alexandria (18)
Diana Bowden Richmond (18)
Sarah Bur Homewood (18)
Arthur David Olsen Takoma Park (18)
Helen Tasker Frederick (18)

2025

Jim Fussell Langley Hill (19)
Ann Riggs Annapolis (19)
Linda Goldstein Charlottesville (22)
Dave Fitz York (22)

GROWING DIVERSE LEADERSHIP (6)

2023

Peirce Hammond Bethesda (19)

2024

Tronette Anochie Sandy Spring (21)
David Etheridge Washington (19)

2025

St. Clair Allmond Richmond (19)
Chester McCoy Adelphi (22)
Michael Wallace Bethesda (22)

INDIAN AFFAIRS (c. 12)

2023

Norm Fox Alexandria (17)
Mary Kearns Langley Hill (20)
Pat Powers Sandy Spring (20)
Frances Schutz Charlottesville (20)
Sharon Stout Adelphi (20)

2024

Kim Benson Annapolis (21)
Dan Cole Frederick (18)
Dellie James Stony Run (18)
Sue Marcus Alexandria (18)

2025

Abbey Compton Herndon (19)
Jana McIntyre Sandy Spring (13)
Mac Broussard Roanoke (22)

MANUAL OF PROCEDURE (3 or 4)

2023

W. Clinton Pettus Stony Run (17)
Sue Williams Roanoke (20)

2024

Daquanna Harrison Adelphi (21)
Gloria Victor Dorr Sandy Spring (21)

MINISTRY AND PASTORAL CARE (10-12)

2023

Henry Apencha Stony Run (20)
Martin Melville State College (20)
Eileen Stanzione Patapsco (20)
Greg Robb Washington (18)
(one-year extension)

2024

Paul Isayi Stony Run (21)
Rebecca Richards Gunpowder (21)

2025

Gary Sandman Roanoke (19)
Tom Webb YAF (19)
Rita Willett Richmond (19)
Elise Hansard Roanoke (22)
Susan Russell Walters Homewood (22)
Barbara Thomas Annapolis (22)

PEACE AND SOCIAL CONCERNS (c. 12)**2023**

Barbara Bezdek Homewood (20)
 Phil Caroom Annapolis (20)

2024

Jean Athey Homewood (18)
 Annette Breiling Frederick (21)
 Richard Capron Maury River (21)
 Tamina Chowdhury Washington (21)
 Suzanne O'Hatnick Stony Run (21)
 Beth Tauser Warrington (21)

2025

Bob Rhudy Patapsco (19)

PROGRAM (9+)**2023**

Jason Eaby Nottingham (17)

2025

Linda Coates Eastland (19)

Breyette Covington Charlottesville (22)

Cy Merriwether

DeVries State College (22)

Peg Hansen State College (22)

RELIGIOUS EDUCATION (c. 12)**2023**

Maddy Doll Homewood (21)

(one-year extension)

Rory Kennison Homewood (20)

John Stephens Alexandria (20)

2024

Ellen Arginteanu Richmond (18)

2025

Sue Williams Dunnings Creek (19)

Erik Hanson Sandy Spring (22)

Nancy Moore Stony Run (22)

Alison Prudner Floyd (22)

STEWARDSHIP AND FINANCE (14)**2023**

Allen Cochran Goose Creek (20)
 Melanie Gifford Adelphi (20)
 Otis Kenny Roanoke (20)
 Catherine Tall Monongalia (20)
 Victor Thuronyi Adelphi (17)
 Tim Yeane Langley Hill (20)
 John Yost Eastland (20)

2024

2025

Linda Pardoe Patapsco (19)

Andrei Israel Adelphi (22)

Aaron Johnson Washington (22)

Karen Hansen-Kuhn Alexandria (22)

Xan Whitt Roanoke (22)

SUE THOMAS TURNER QUAKER**EDUCATION FUND****Ongoing**

Howard Zuses Sandy Spring

Rosalind Zuses Sandy Spring

Ex-Officio

Steve Morse A&O Representative

Peg Hansen RE Representative

TRUSTEES (7)**2023**

Katy Schutz Charlottesville (19)

2024

Marion Ballard Bethesda (21)

Dante Bucci Washington (21)

Rich Liversidge Sandy Spring (18)

Byron Sandford Washington (18)

2025

Tom Farquhar Sandy Spring (19)

Rich Thayer Stony Run (22)

UNITY WITH NATURE (c.12)**2023**

Carl Benson Annapolis (20)
 Ralph Hutton Mattaponi (17)
 Jean Pfefferkorn Patapsco (20)
 Julia Storberg-Walker Hopewell Centre (20)

2024

2025

Len McGinnis Fds Mtg Schl (22)

Ann Payne Frederick (22)

Andy Spawn Stony Run (22)

YOUTH PROGRAMS (16)**2023**

Hannah Brown Homewood (20)
 Tom Horne Takoma Park (17)
 Julie Odland Frederick (17)
 Maggie Willow Sandy Spring (20)

2024

Jesse Greer Adelphi (21)
 James Key Adelphi (18)
 Carol Seddon Stony Run (21)

2025

Peter Lauten Goose Creek (19)

Annalee Flower

Horne Takoma Park (22)

Ted Heck Richmond (22)

Darcy Lane Sandy Spring (22)

Representatives to Other Organizations**AMERICAN FRIENDS SERVICE****COMMITTEE CORPORATION (4)****2023**

David Robinson Alexandria (17)

2024

Bethanne Bruninga

Socular Annapolis (19)

2025

Sean Beeny Langley Hill (19)

Lauren Brownlee Bethesda (22)

FRIENDS COMMITTEE ON NATIONAL**LEGISLATION REPRESENTATIVES (6)****2023**

Jesse Greer Adelphi (20)

Tad Jose Alexandria (20)

2024

Kallan Benson Annapolis (21)

Luke Mayhew Homewood (21)

2025

Walter Brown Langley Hill (19)

Doug Vaughn Stony Run (22)

FRIENDS GENERAL CONFERENCE**CENTRAL COMMITTEE (17)****2023**

Jimi Ayodele Patapsco (20)

Dot Walizer Annapolis (17)

2024

Sharon Custer-Bogges Floyd (21)

Clay Daetwyler Takoma Park (21)

Kat Darnell Frederick (18)

Bob Goren Stony Run (18)

Bette Hoover Sandy Spring (18)

Donna Kolaetis Menallen (18)

Nancy Moore Stony Run (18)

Clinton Pettus Stony Run (21)

John Smallwood Herndon (21)

2025

Patsy Martin Roanoke (19)

Rebecca Haines

Rosenberg Alexandria (22)

Martin Melville State College (22)

**FRIENDS HOUSE RETIREMENT
COMMUNITY**

2023
Liz Willson Herndon (20)

2024
Bill Foskett Washington (18)

2025
Bim Schauffler Sandy Spring (22)

FRIENDS MEETING SCHOOL (2)

2024
Peirce Hammond Bethesda (15)

2025
Linda Sepe Sandy Spring (19)

FRIENDS PEACE TEAMS

2023
Bette Hoover Sandy Spring (21)

2025
Rich Thayer Stony Run (19)

**FRIENDS UNITED MEETING
GENERAL BOARD (3)**

2023
Georgia Fuller Langley Hill (14)
Ann Riggs Annapolis (17)

2024
Damaris Kifude Stony Run (21)

FRIENDS WILDERNESS CENTER

2024
Debbi Sudduth Goose Creek (19)

**FRIENDS WORLD COMMITTEE
FOR CONSULTATION
(SECTION OF THE AMERICAS) (4-6)**

2024
Martha Willcox Washington (21)

2025
Jason Eaby Nottingham (22)
Jacki LaBua Stony Run (22)
Jade Eaton Adelphi (22)

**INTERFAITH ACTION FOR HUMAN RIGHTS
2023**

Jack Lahr Annapolis (17)
Suzanne O'Hatnick Stony Run (17)

**MILES WHITE BENEFICIAL SOCIETY
OF BALTIMORE (7-10) (3 terms)**

2023
Alex Bell Bethesda (20)
Heidi Blalock Homewood (20)
Allison Duncan Adelphi (20)

2024
Guli Fager Stony Run (19)
Phil Fratesi Stony Run (15)
Beth Harlan Little Falls (15)
Deepti Scharf Stony Run (18)

2025
Amy Schmaljohn Gunpowder (16)
Maddy Doll Homewood (22)
Clinton Pettus Stony Run (22)

PRISONER VISITATION AND SUPPORT

2024
Erika Janifer Alexandria (21)

QUAKER EARTHCARE WITNESS

2024
Barbara Adams Richmond (18)

QUAKER HOUSE (Fayetteville, NC)

2024
Donna Kolaetis Menallen (21)

**QUAKER RELIGIOUS EDUCATION
COLLABORATIVE**

2023
Marsha Holliday Washington (20)

SANDY SPRING FRIENDS SCHOOL (4)

2023
Mary Grady Sandy Spring (20)

2024
Barbara Gibian Sandy Spring (21)

2025
Nikki Richards YAF (22)
Sally Eller Sandy Spring (22)

**Attachment Y2022-59
Proposed Minute from the Reparations Action Working Group –
for August 2022**

"Baltimore Yearly Meeting (BYM) Friends recognize a calling, both from our history and from our present day, to repair past and present harms inflicted upon indigenous and African American people in our communities, in our country, and even beyond.

We also seek to repair relations among Friends, especially with Friends who have experienced racism within our own Quaker community. We seek to bridge the divides, and to build stronger relations between Friends of all backgrounds

"We seek opportunities to get to know our neighbors in our communities better, to widen our circles to include people in our neighborhoods who have suffered from the harms of systemic racism. We seek to hear and understand each others' stories and experiences; to recognize 'that of God' in our neighbors, people whose family and faith traditions may differ from Friends'; and to find ways to develop relationships with our neighbors so that we can work together to address the harms that have resulted from racism.

"We hope: to engage young and old, those well-off and those in need; to understand the inequities in our communities' education, food, healthcare, housing, justice and other systems; and to find together the ways we may repair these systems.

"Let us see what love can do and see how we can make changes for the better together. We embrace this as new and ongoing testimony of Friends for social justice."

Recommended Actions:

- **Make our Meetings and Camps places of truth-telling**, where we include the people and include historical events that happened whether or not they speak well of Quakers. Our history is important to know and pass on as it truthfully is (idea of truth-telling is part of Harold Weaver's Pendle Hill Pamphlet #465, focused on retrospective justice).
- **Learn more about Mutual Aid** – what it is and how people can be part of this way of bringing immediate change to the lives of people impacted by racism. A fall workshop is being planned and written resources will be available.
- **Continue our Liaison program**, working in a mutually supportive way with people from local Meetings and camps.
- **Ask local Meetings and Camps to look again at their histories** and create timelines or add to ones started in our anniversary year, including:
 - the policies and practices of our Meetings and Camps, as well as the wider community, to see in what ways systemic racism has had a role in our histories. Some Meetings have already added their history of slavery. Meetings can also look at real estate practices and the way wealth has been accumulated. And there are other possibilities, too.

- the history of the indigenous people or peoples who were living on the land that is now the home of your Meeting or Camp.
- the history of the wider community of local Meetings and Camps in general – demographics, changes in demographics, and more.
- **Be active players in the national movement for reparations.** Call together Quakers throughout the United States to listen to indigenous and African American leaders in the national reparations movement, and to discern together how we together can support this national movement. Then begin to do this.
- **Explore and discern how to establish a Fund for Reparations.** Perhaps this would be done in each Yearly Meeting in the United States or perhaps we would organize a national fund that all Friends can be part of. We would work through the year to discern both the vision and logistics of such a fund. We would like to find a way for Friends to share their wealth to address specific harms of systemic racism.
- **Work on the relations within our own BYM community,** offering help with conflicts where racism is a factor and offering listening and resolution for those who have experienced hurts from policies, practices, and everyday encounters in their Meetings and Camps, recently or in the past.

Annual Reports

Spiritual State of the Meeting

Reported to Annual Sessions in Eighth Month 2022 Ministry and Pastoral Care (M&PC) Committee

Each local meeting was invited to reflect on the spiritual condition of their meeting during 2021. BYM Ministry and Pastoral Care Committee suggested four queries:

- Talk about the joys and sorrows that your meeting has experienced this year. How have you grown in the Spirit?
- What wisdom and tools might your meeting share with other meetings about how the Spirit has guided your response to the pandemic? What have been the challenges?
- What wisdom and tools might your meeting share with other meetings about how the Spirit has guided your discussions on racism? What have been the challenges?
- And an off-beat one: If your meeting was asked to make a t-shirt that you would all wear, what would be the slogan? Would there be a picture?

Members of M&PC reviewed reports from 31 local meetings. Friends who played a central role in writing their meeting's report gathered online one evening for a BYM-wide discussion.

A common thread among local meetings was a spirit of resilience and hopefulness during an especially challenging year. Resilience required perseverance, creativity, and a willingness to try something new when the pandemic disrupted the usual practices of our communities. While Friends were grateful for their resilience, they did not minimize the sorrows and challenges. Communities lost beloved members, were separated by the pandemic, or dealt with conflicts amid change. Some Friends simply felt exhausted. Through joys and sorrows, accomplishment and adversity, there was hopefulness.

During these past two years, there was a concern about whether our rather small meeting could survive... Today, the walls of our Meeting House echo the laughter of our children and the joy of members and new attenders coming together again.

One wisdom of our collective voice was heard clearly throughout the year: that hopefulness is an essential tool of faith.

Friends and attenders demonstrated resilience and creativity, and worked faithfully to keep the Light shining.... We are aware, however, that, by year's end, many of us felt fragile and weary.

Having been stripped of our usual patterns and togetherness in 2021, we worked to remain a community. We are hopeful that the coming year will allow us to be gathered once again.

Overwhelmingly the thoughts, feelings, and actions that we experienced in 2020 have intensified this past year. Our feelings of joy, appreciation, and support have been great, as well as our feelings of despair, isolation, and longing.

Even with its challenges, we consider the past year a gift in which to be alive.

Meeting for Worship remained central to the life of meetings despite the pandemic. Online or in-person, Friends found spiritual nurture and joy. Meetings were grateful for the work that kept worship going. At the same time, worship during the pandemic was challenging. Meetings struggled to balance safety and the varied needs and preferences of their members. Participation was often difficult for families with children. Some Friends were excluded from access to online communication due to regional internet gaps or financial circumstances. Some meetings adopted multiple worship settings to meet varied needs—and then yearned for a more cohesive worshipping community. Some Friends stopped attending because worship was inaccessible or unsatisfying. Their presence was missed.

The fact that the Meeting (as a whole) is not able to share in the regular presence of children in worship and fellowship, again, deepens our sense of fragmentation.

The Meetings for Worship are the centerpiece of our life as a spiritual community.

Some Friends met in person or on Zoom in the meeting room, and some outdoors. While this met a diversity of needs, some Friends lamented the division of the community.

Despite the ongoing pandemic...Friends have kept our Meeting. We have cared about the safety of our most vulnerable...We had no argument about what was right to do. Love and caring concern were our guide.

The relative safety out-of-doors allowed Friends to gather in person. This was especially important for children and First Day School. There was renewed appreciation and care for outdoor spaces.

We purchased a grill and two picnic tables...We gathered around a borrowed firepit... This fellowship felt healing.

Numerous [outdoor] workdays...helped renew our spirit and build community. The meeting itself is renewed, healthier, 'blooming.'

An above-ground vegetable garden, which our children delight in maintaining.

A robust worship group gathered in our beautifully renovated garden each week.

With pandemic-related illness and isolation, community connections and pastoral care were especially important. Friends were grateful to those who provided support in their meetings. Technology—phone calls and online—helped Friends to stay connected when they could not visit in person.

Many Friends reached out and offered support to the community and to one another. All this helped to ameliorate our sorrows, tend to needs that arose, and knit us together in new ways.

Healing prayer for Friends who request it is a meaningful part of the shared life of the Meeting.

...our dear Friends who are homebound...In normal times we would have been at their side as much as possible with cheer and soup and cookies. It frustrates and saddens us that we cannot be physically there for our loved ones.

I couldn't have gotten through the pandemic without meeting.

Meetings were intentional about becoming anti-racist faith communities. Efforts included use of BYM queries, change groups, and opportunities for education and reflection. Some meetings increased engagement with the wider community. Many provided financial support for community organizations.

We decided to involve ourselves with a local historic museum called the Christiansburg Institute, originally a school established in 1866 to educate freed slaves.

Our Faith into Action initiative has included regular meetings throughout the year. Friends mentioned that these conversations have encouraged them to be more active in attending community events whose primary focus has been racial justice.

The query about t-shirts sparked creativity and humor in this year's Spiritual State of the Meeting process. In many meetings, younger Friends enjoyed generating ideas. Some proposed t-shirts:

- Symbols of peace on a Zoom screen
- Thank God for Zoom (on front); I Hate Zoom (on back)
- A blank t-shirt, to represent simplicity and silence
- Quaker UP, Small but Mighty!
- Life is a Series of Moments

Addendum to the 2022 Spiritual State of the Meeting Report

Oct. 29, 2022

Here is a complete account of how meetings responded to our anti-racist query:

What wisdom and tools might your meeting share with other meetings about how the Spirit has guided your discussion on racism? What have been the challenges?

Adelphi said various committees were aimed at helping it become more a more actively anti-racist and inclusive community. This included the Peace and Social Concerns Committee, the Change Group and a Film Club. In addition, there was a Caste book club and Anti-Racism Personal Accountability groups to educate and confront how we may be unintentionally harming or failing to provide welcome to people of color. The meeting created a group of Friends to use social media to advocate for equality, justice, non-violence and decency and worked with CourtWatch PG to ensure that bail hearings are conducted fairly.

Alexandria says that a dozen Friends participate in a Change Group, led by a member of the BYM Working Group on Racism. "Conversations have been wide-ranging but often difficult but a spirit of listening has been maintained. There is an earnest desire to lower barriers and meet the spiritual needs of people of color."

Annapolis said it attempted to truly face the challenges of anti-racism. It "is not programmed hatred but a lack of knowledge." This meeting took a Minute on Restorative and Retrospective Justice saying, "We recognize that sometimes with positive intentions, we have contributed to both historical and contemporary harm. We recognize that we have a responsibility to actively contribute to the repair of both the historical and contemporary harms to which our meeting, and we individually, may be both heir and party."

Bethesda said it had a threshing session in October on how the community understands and should respond to the BYM "Call for Action" on systemic racism.

Blacksburg organized a book group to read "How to be an anti-racist" by Ibram Kendi. The meeting decided to get involved with a local historic museum called the Christiansburg Institute that was a school.

Carlisle said its Faith into Action initiative has had regular meetings throughout the year. Members said that these conversations have encouraged them to attend community events that focus on racial justice and make connections with members of Carlisle's Black community.

"We remain a White congregation, hopefully not because we are unwelcoming, but because Cumberland County is largely White and politically conservative." The Meeting is talking about opportunities for work with Black Churches. The Meeting reached out to a housing development across the street and as a result one resident now regularly attends Meeting.

Charlottesville reported efforts to address racism and take anti-racist actions that were multifaceted. The Building Committee was active in their diverse neighborhood. The newsletter includes articles and poetry on race. A Friendly Circle has convened to explore the topic of reparations. The program committee has held several Connections programs and organized an anti-racist book fair.

Dunnings Creek said a small group has come together as a Working Group on Human Relations. They are planning a speaker series presenting topics of local Black history from local historians.

Little Falls is united in its condemnation of racism. They had an open and lengthy conversation about the creation of a statement of anti-racism for its website. This resulted in a large sign at the entrance of the Meeting House that reads, "Stand against Racism and Bigotry. Honor that of God in Everyone." The Peace and Social Concerns Committee donates to anti-racist organizations. The Meeting has established an ongoing relationship with a local Baptist minister who is involved in advocating for change in the criminal justice system.

Gettysburg had a long discussion acknowledging the problem of racism in BYM and BYM camps.

Goose Creek has an anti-racism committee that explored ways to act out of an awareness of privilege and "move beyond a superficial understanding of differences towards a deep embrace of diversity." The meeting adopted the anti-racist queries but struggled to incorporate them into the life of our meeting. The Meeting invited the Black congregation of Agape United Methodist Church to its Christmas bonfire. The Unity of Nature Committee became more focused on communities of color. The Peace and Social Concerns committee supported national and state initiatives to combat racism.

Herndon recognizes the need to embrace diversity as it strives for a more complete community. "We cannot be content in just our own small rooms."

Homewood said anti-racism has challenged its collective spirit. In 2020, a Change Group held meetings, workshops, and book discussions. And the anti-racist queries were read at the beginning of every business meeting.

A statement on anti-racism was approved by the meeting in May 2021. That September, it was decided to continue the work at a committee level. Trustees reported challenges about where the Meeting holds its bank accounts. The Grounds Committee has almost exclusively minority contractors. A committee on climate change tried to see their work through the lens of racial and climate equity. Small group discussions and a book group were helpful.

The meeting engaged with the Lillie Carroll Jackson Museum, a Civil Rights Museum at Morgan State University about our shared history with forebearer Margaret Thomas Carey.

Langley Hill is grateful for the work of its Anti-Racism Working Group, which offered a wide variety of opportunities for reflection, learning, and discernment from book discussions and documentary viewing to Second Hours and workshops.

Maury River said members of its Peace and Justice Committee have represented the meeting in local racial justice groups. The meeting read several books on racial justice and white privilege.

Menallen said it needed to be reminded to consider racism in its discussions.

Midlothian was thankful for its Racial Justice Study Group. In addition to book groups, the study group sponsored a visit to the Richmond Slave Trail. The Meeting is also participating in the Powhatan Coalition of Churches that keeps the Meeting in touch with a diverse group of congregations, taking it out of its "Quaker bubble."

Patapsco broached the "tender subject" of racism and created a Change Group to address racism.

Patuxent benefitted from individual friends putting their energy into anti-racist work in the community. The Peace and Social Action Committee works with The Big Conversation Partners in Dismantling Racism and Privilege in Southern Maryland—a group of 21 organizations in southern Maryland. Members were present when historical markers connected with enslaved people were unveiled.

Sandy Spring focused on creating safe spaces where truth can be spoken. There was a sense that the Change Group's spiritual lessons have had a ripple effect that can heal fear and division.

State College has a Racial Justice Working Group that ran educational workshops.

Williamsburg continued anti-racism discussions during Second Hour meetings.

Testimony on anti-racism in the Spiritual State of Meeting Reports

Goose Creek:

Remains painfully aware that we have much work to do to overcome the historical and cultural barriers to inclusion and become more engaged allies with people of color seeking restorative justice.

Langley Hill:

Many who participate find the discussion rich, providing an important opportunity for internal reflection. Others feel the call to be more directly involved with individuals and communities of color. Still others are concerned that in our eagerness to engage with communities of color that we may unintentionally intrude where we are not welcome or create a burden on those with whom we are trying to connect, by, for example, expecting members of those communities to explain racism to us. A path forward may be to work with another community on a project of shared interest that goes beyond self-reflection and learning, one that delivers tangible results in the world.

Homewood Friends:

Many challenges remain. It is difficult to integrate people of color if they are not there. Our Nominating Committee regrets that "we have no people of color to consider for committees right now." Particularly saddening are the divisions that emotions around racism can sow. One "relatively younger Friend" acknowledges that "at times [I] find it frustrating to discuss and work through these issues with older white Friends, who are often coming to the work with a greater load of unexamined implicit biases."

Tensions regarding how to address racism and how to integrate anti-racism continue to simmer. How do we coalesce as a community on this issue? We are lost in the wilderness. As one Friend notes, "We miss important members of the beloved community with spiritual strengths to share and seek the same Spirit we seek."

We sometimes fall short of embracing each other with love as we address the complexities of racism. One individual notes "the ease with which any/all of us slip into shaming others if they don't agree with our approach to anti-racism activities." We need to be tender with each other as we work to create new understandings and opportunities around racism.

Midlothian:

We want to visit people of color where they are, rather than wait for them to come to us. Our challenge is to find ways to put our leanings into action. We wonder if we are doing enough and not sure how to address this completely. But talk is not enough.

Patapsco:

We found it imperative to address where people are, not where we think they should be.

Sandy Spring:

We know peace among us is complicated. With regard to racism, we have fears about saying the wrong thing and fears of being criticized. There is tension among us about the term anti-racism as some feel it denotes what we are not rather than what we aspire to be. We seek to overcome that fear and acknowledge all of our history. Without radical honesty, acceptance, and forgiveness, it is hard to transform fear and become the "beloved community." Throughout this courageous self-examination, the Change Group is helping us to look deeply at ourselves with love and compassion.

This year, our Meeting has discerned an urgent call to reach out to the wider community for several reasons. We are acutely aware of the increasing economic disparity in our neighborhoods that has caused more hunger, more mental health challenges, and more fractured families. As part of becoming an inclusive community, we have taken small steps and continue to reflect on what practices and structures could be more welcoming to everyone, especially to those who look, feel, or act differently. Mostly, we want to share the experience of mystical unity, the core of Friends' worship, with everyone.

State College:

The Racial Justice Working group identified a need to make connections with people of color when possible.

Suggestions for meetings

Perhaps something like Adephi:

Interspersing anti-racist queries at various points during Meeting for Business. This helps ensure our intention and our practices align. Queries written by the Change Group were also read aloud during Meeting for Business.

Mini-reparations:

Small awards relative to overwhelming harm. This was led by the meeting's Peace and Social Concerns Committee and approved grants to the Prince George Community College graduates unable to practice their profession for lack of licensure fees, the National Black Farmers Association, the Prince George's County Lynching Memorial Project and the Cornstalk Project.

Perhaps something like Patuxent:

The Big Conversation on Dismantling Racism and Privilege in southern Maryland.
Dismantleracism.org

Annual Reports of Committees and Working Groups

COMMITTEE REPORTS

Advancement and Outreach Committee

No report received.

Camping Program Committee

See Camping Program Manager's Annual Staff Report, Attachment I2021-31.

Camping Property Management Committee

The Camp Property Management Committee (CPMC) maintains structures at three residential camps, a fleet of camp vehicles, as well as maintaining and conserving 800 acres. Additionally, the committee maintains institutional information documents, including maps and site plans for the properties and an annual calendar. CPMC Committee met six times in the 10 months from August 2021 until July 2022, all via Zoom. Additionally, we joined the Camping Program Committee on Zoom in February to participate in developing a strategic plan for the camps. That Meeting was on Zoom.

Membership

The clerking duties of the committee are currently shared between two co-clerks, as decided again in September 2021; Gary Gillespie and Chris DeWilde are the Co-Clerks of the Committee. Committee meetings begin and end with Worship. We also begin with the reading of the BYM queries on becoming an anti-racist organization at the beginning of the meeting. It is very much a hands-on working community that is always in need of new members.

The Committee's Work During the Calendar Year

Oversight of the Camp Properties Budget

Every year, David Hunter presents the Property Management Committee with draft Operating and Capital budgets. In February, David Hunter presented drafts of both budgets. After review and discussion, the Committee approved passing the operating budget on to the BYM Stewardship and Finance Committee. We also discussed the proposed capital budget; we noted that it is important to keep a wish list for future years to be prepared in case a donor wants to fund exciting projects. We also approved passing the capital budget to Stewardship and Finance Committee.

Camp Workdays

With David Hunter, members of the Committee organized and worked in April (Catoctin), May (Shiloh) and, in June (Catoctin). The workdays included preparation for HIP Camp (cabin rentals) at Catoctin, which included cleaning and setting up cabins as camp sites.

Camp Rentals

Joint Meeting with the Camping Program Committee

In February, the Camping Property Committee met with the Camping Program Committee to develop a strategic plan for the camps.

Assessment of the Three Camps

In November, the Committee members began to visit all three residential camps to assess their capital needs.

Beginning Conversation on Repairs

David encouraged the Committee to begin a discussion on repairs. In May, we invited Marcie Seitel to speak with us about repairs. David has been having preliminary conversations with the Piscataway tribe.

Fundraising Projects Supported by the Committee

Fuel-Efficient Vehicles: David and the Committee reviewed a proposal to fundraise for new, fuel-efficient vehicles (hybrid now and/or electric vehicles) to replace some of our current vehicles. A hybrid pickup truck was purchased for David's use.

Fundraising for Conservation Projects: David presented to the committee two new conservation projects: the Chestnut Restoration at Catoctin and the Catoctin Pond Bank Restoration. Funding has been received for both projects.

Rolling Ridge

The Committee has had extensive discuss about the ideas surrounding moving Opequon to Rolling Ridge near the Niles Cabin site. There was a brief discussion at our joint meeting with the Camp Program Committee in February and a site visit in November.

In closing, the Committee again thanks David Hunter for his dedication, visionary thinking, and very hard work. David's work with the committee is a real joy. We also would like thank our volunteers for being part of our community and their ongoing commitment to our camps.

This is a great working committee that supports our camps in tangible ways. New members are needed to continue to invigorate this work. Please join us!!

Development Committee

As with so many aspects of these pandemic years, the Development Committee work could be characterized as unpredictable. As in "hold your hat for the ride!" We've had some heart-warming surprises such as the donors who twice gave \$100,000 for Shiloh camp property improvements. We rejoice with the camp families who are now back in droves, having generously donated funds when camp was cancelled due to COVID.

Normally development work is carefully planned for the year, hopefully with predictable, positive results. With Mary Braun's capable leadership, the committee supports an annual plan with expected appeals, matching gifts, stewardship activities, and many varieties of outreach to the BYM community.

The first pandemic year (2020) was uncharacteristic in donations as well in as every other way. Last year was a positive return to a more familiar pattern of operations. In 2021, BYM completed the year with contributed revenue that exceeded the budgeted goal by \$150,000. In the same year, gifts of stocks and IRA distributions more than doubled. And out of eight requests submitted for grants, seven were awarded for \$24,700 total. The total number of donors topped those of 2019—an important metric for future growth.

Still on the roller coaster, the committee finds that in 2022 both the giving dollar total to date (6/30/22) and the number of donors has dropped. We could offer a dozen and one hypotheses for this decline, but those would be sheer speculation. Rather, we look forward energetically to an upward arc in the remaining half of the year. The goal this year is contributions of \$430,000 to support operations of BYM.

Of special note is the creation and approval of a new grants policy and guidelines, cooperatively developed by members of STRIDE and the Development Committee.

You can help our beloved Yearly Meeting with your financial support, your participation in the 100th anniversary of our camps program (Aug. 26-28), your live testimony to our anti-racist community, and your trips to Meetings across BYM with the new version of "Visiting Among Friends." When you make your gift, remember the many options available to you include gifts from IRAs, stock, Donor-advised funds, annuities, and other legacy opportunities. Thank you as ever for your abundant generosity.

Development Committee participants over the past two years: Marion Ballard, Meg Boyd Meyer, Gretchen Hall, Andrei Israel, Byron Sanford, Harry Scott, Frannie Taylor, Victor Thuronyi, and Harry Tunis. Special appreciation to Mary Braun who regularly works wonders.

Educational Grants Committee

No report received.

Faith and Practice Committee

Since we last met in person in October 2019, the Faith and Practice Committee has met monthly by Zoom. We are looking forward to the committee meeting in person at Annual Session, our first in-person committee meeting in nearly three years.

Revised Faith and Practice marriage provisions were approved at last Annual Session and this year the committee has worked with BYM staff to prepare a revised Faith and Practice that includes the new marriage provisions. The revised Faith and Practice is being printed. Preparing the revised Faith and Practice has been a new experience for both committee members and current BYM staff. The cover of this printing states that it is "With changes through 2021" and the title page also states that Faith and Practice was "First Adopted at Baltimore Yearly Meeting Session, 1988." In the future, Faith and Practice will be reprinted when major changes are made, or if there is a need for more printed copies.

The most current Faith and Practice will always be available on the BYM website.

The committee has also started work on revising the Life of the Spirit Section of Faith and Practice. Our initial work has made us more aware of the great value of the current Life of the Spirit Section, and the breadth of its scope. The importance of engaging all parts of the BYM in the revision of Faith and Practice was recognized when the Faith and Practice Committee was approved in 2017, and we will be reaching out to yearly meeting committees and other parts of the yearly meeting community for help and guidance in this work.

Growing Diverse Leadership Committee

1. General

The Growing Diverse Leadership Committee (GDL) meets monthly except in August. Five to 15 people join each call. We begin our meetings in worship and read portions of the *Declaration of BYM as an Anti-Racist Faith Community*. We next hear from our STRIDE Coordinator, Khalila Lomax, discuss current issues, reports from STRIDE liaisons, liaisons to the BYM Working Group on Racism and the Reparations Action Working Group, and conclude with silent worship.

Membership: Nominated members are St. Clair Allmond, Tronette Anochie, David Etheridge, Peirce Hammond, Chester McCoy, and Michael Wallace. Members representing other committees or *ex officio* are: Betsy Roush (Camping Program Committee), Meg Boyd Meyer (BYM Interim Meeting Clerk), and Steph Bean (BYM Presiding Clerk). Peirce Hammond serves GDL as clerk and Betsy Roush as recorder. We have been joined several times in this year by Sarah Gillooly, BYM General Secretary, as well as by Marcy Baker Seitel, co-Clerk of the Reparations Action Working Group. While David Etheridge is a nominated member of GDL, he also clerks the BYM Working Group on Racism and represents that group. Other Friends have been kept apprised of our activities through receipt of our agendas and minutes.

GDL's 2022 and 2023 budgets: GDL's 2022 budget of \$500 was not spent. For 2023, the Committee has made a request for \$2,000 to support activities related to celebrating Juneteenth in 2023. For 2023, we also supported the "Aspirational Budget" submitted by the Working Group on Racism (WGR), to be shared among WGR, GDL, and the Reparations Action Working Group (RAWG) to support training and facilitation in continuing the anti-racism work, including an Audit of Anti-Racism work and Practices in BYM.

2. STRIDE (Strengthening Transformative Relationships in Diverse Environments)

A separate report on STRIDE activities has been prepared by the STRIDE Working Group. Please review it for details about this increasingly effective effort to extend the diversity of the body of BYM campers and services provided in portions of the cities of Baltimore, Philadelphia (where STRIDE originated), and the District of Columbia.

STRIDE Coordinator

We are very pleased with the work of Khalila Lomax, STRIDE Coordinator. We support Khalila's desire for further professional development. Further details about Khalila's contributions follow.

Working with the Camping Program

GDL held our first discussion with Brian Massey, BYM's new Camp Director, focusing especially on issues related to Jesse Miller's letter:

- Talking with families specifically about concerns about safety of camp for children of color.
- Setting as the top priority the physical and emotional safety of children.
- What would it look like if we centered camp around the physical and emotional safety of Black children?

Brian indicated that there was a balance needed between "trusting Way to Open sometimes and placing guard rails sometimes." He mentioned being specifically focused on:

- improvement of EDI training for staff and *all adults who might have contact with campers*,
- incident response protocol for all types of harmful incidents, including transparency,
- programmatic design with caucus and affinity groups carefully woven in with institutional support and restorative justice practices that work in a camp environment, and
- broad accountability and inclusivity of input to revamp the camps' feedback and evaluation system to enable improvement/ growth including the staff evaluation system.

We asked how discipline and punishment decisions will be documented so we can analyze data to see if there is equity. Brian responded that they would employ standardized incident reports with a tier system and being more explicit about our values to employees *and families*.

We also asked how the hiring process for camps *and ongoing support of staff* will ensure inclusion of diversity. Brian told us that there is still work to be done to improve the pipeline for the hiring pool and that another area of weakness is developing supportive structures to ensure safety and growth for both gender nonbinary staff and campers.

3. Highlights and Learning from GDL Committee Meetings

There is a tension between the role BYM plays as a business enterprise running camps, tending to property, raising money, celebrating 350 years of existence as a “funding opportunity” and BYM’s role as a spiritual community practicing and promoting social justice, hearing how we are led to become, increasingly, an anti-racist faith community, ministering, providing pastoral care, eldering, and drawing attention to our shortcomings so we may grow as we follow our leadings.

There are places where these two roles overlap, including BYM’s STRIDE Program, our Reparations Action Working Group, and efforts by our Camping Program Committee and the staff leadership of the camps to emphasize anti-racist efforts.

In 2021-22, as in the previous year, GDL has been active in following the leadings that have been abundant in our committee meetings. The principal leadership of our several deep discussions about race and racism were two Black women, Tronette Anochie and Khalila Lomax. Each exhibited vulnerability, courage, intelligence, and vision. They acknowledged the pain they felt and called on us to hear them and to support their efforts to work through it.

Khalila Lomax came to BYM as STRIDE Coordinator in 2019. As the pandemic shook the world and forced BYM to close our camps in 2020, her job was threatened. Clearly BYM faced deep budget cuts and those would affect personnel with some sorts of reductions. Khalila’s boss found excuses to make her “first to go.” Those excuses were discovered, and Khalila has remained. And she has thrived and taught STRIDE to do the same, even as its funds were seized. Recently those funds have been restored to the STRIDE units. This coming year, STRIDE is contributing more added diversity to our community of campers than ever with more than 20 campers returning from last year and STRIDE’s first camper ever to attend Teen Adventure. The original vision of Dyresha Harris, Alison Duncan, and the other camp alums who founded the program with imagination, impetus, encouragement, and sustenance is being realized through Khalila and the STRIDE chapters in Baltimore, the District of Columbia, and Philadelphia.

Khalila does even more for BYM. She promotes listening, community help, and learning; celebrates Black heroines and heroes; teaches us about Juneteenth and other achievements in Black history; and shares her strength and hope.

Those traits are also evident in Tronette Anochie. When Tronette began attending Sandy Spring Friends Meeting regularly in 2020, she soon followed that by attending our Annual Sessions that same year. When those yearly sessions ended with an open “worship sharing” experience, Tronette responded first by telling us what a painful experience hearing so many white Quakers express our racism was. And then she got to work within BYM to (1) bring the implicit bias against Black people to white Quakers’

attention, and (2) to provide some healing from racial trauma for Black Quakers. Tronette worked with David Etheridge and Sabrina McCarthy on these two efforts. In addition, she built her own skills by embarking on a training program with Dr. Amanda Kemp.

Several months ago, Tronette opened a discussion that has not ended. It had to do with noticing, noting, and naming enslaved Black people who had stood up for their rights. Tronette had begun to examine reports that were gathered by the federal government during the Great Depression from previously enslaved people. The Federal Government had interviewed some of these survivors in the 1930s. A portion of the resulting material appeared in the book *A Question of Freedom: The Families Who Challenged Slavery from the Nation’s Founding to the Civil War*, by William G. Thomas, III. As its title suggests, that book features Black families that sought freedom and the end of slavery as early as the 1700s. Tronette asked several of us on GDL, the Working Group on Racism, and/or the Reparations Action Working Group to see what we might find in the way of similar reports. As we discussed this, Khalila called attention to the fact that she had ancestors who has been enslaved and that their names were as deserving of being called as those of anyone else. She expressed her pain that this had not happened. As we held discussions over a few months, we discovered others, outside of BYM, who were doing similar work. Here is how one portion of the Programmed Meeting for Worship for Listening to Experiences of Friends of Color, held March 12, 2022, described what one group was doing:

In preparing this programmed Meeting for Worship we wondered how we could tell the truth about these painful and traumatic events without causing further trauma. We found at least a partial answer in a podcast series sponsored by the National Geographic called “Into the Depths.” It focuses on a group called “Diving with a Purpose” composed of Black SCUBA divers who find ships that sank while transporting enslaved people from Africa to the Americas. They found a way to heal from the trauma of their work when they told a community in Mozambique that they had discovered the remains of the São José-Paquete sunk at Cape Town South Africa while attempting to take people from that Mozambican community to be enslaved in +1(888) 985-5963 Brazil.

Here is how the GDL minutes for March 14, 2022, related our experience:

- Appreciation was expressed for the leadership and vision of Tronette despite or because of her pain; appreciation for Khalila bringing forward the pain of ancestors that deserved to be honored; Marcie tied all the pieces together. Peirce feels this event should serve as the basis for this year’s GDL report.
- Painful but transformative. People are bearing the truth with you.
- Noted: People who don’t usually come to things but are in Monthly Meeting Change Groups attended, as well as others who might not be as involved and knowledgeable.
- 73 screens attended despite short notice.
- Meeting for Worship style mitigated some of the risks of a discussion.
- Future need for more opportunity for small group while in worship.

4. Summary of Items Considered in 2021-22

During the past year, several items and issues emerged that we wish to record:

Early in the year, we were still concerned about the process used when the COVID pandemic made closing camps necessary and grants raised by STRIDE were summarily “repurposed” without consultation with those who raised them (mainly STRIDE members), those for whom they were raised (communities of color in urban areas within Baltimore and Philadelphia), or the STRIDE Program. Later in the year, the funds that had been seized were returned with apologies to the STRIDE units that had raised them.

In September, we continued discussions with BYM General Secretary Sarah Gillooly about the manner in which staff, particularly STRIDE Coordinator Khalila Lomax, were being evaluated. We considered the open-ended process then in place to be biased against people of color according to research on bias and fairness in staff evaluation methods. Sarah informed us that the issues we raised had been helpful to them as they redesigned the standard process for evaluating staff performance. We also joined a discussion that the BYM Working Group on Racism (WGR) had begun on the need to develop a process to achieve a fully diverse staff for BYM, since the previous four hires were all white.

In October, we received from Sarah Gillooly the draft evaluation protocol promised in September, which included monthly feedback using specified measures. We were pleased with the draft and, in due course, found its application satisfactory.

In November, we continued to pursue the development process for achieving a fully diverse BYM staff, joining with WGR and STRIDE representatives and meeting with Sarah and with BYM Supervisory Committee co-clerk Adrian Bishop for discussions.

In December, we again joined with WGR, this time to request consideration of an Equity Audit of BYM designed to assist the Yearly Meeting to become free of bias, especially as applied to current employees and retirees. We noted that BYM is both an employer and a religious organization. We must stop any honoring of enslavers and apologize for that which we have done.

In January, we agreed to request two additional nominated members for GDL. This followed our agreement to discern ways for BYM, local Meetings, and Committees to welcome and support participation by all Friends with “a focus on cooperating to promote equity, outreach, friendship, and wholeness to all persons in order to build an anti-racist, multicultural faith community.” Later that month, we requested that the BYM Nominating Committee select the two additional members of GDL that Interim Meeting had approved and asked that Black Friends be chosen who were qualified and who would further the diversity of GDL’s membership.

In February, we supported the “aspirational Budget” that had been proposed by WGR to enable a fully diverse staff to be hired by BYM. We also joined planning with WGR and the Reparations Action Working Group (RAWG) to create an event using historical

records to create a programmed Meeting for Worship focused on the experience of enslavement and how individuals got themselves through that horror. We read excerpts from transcripts of interviews and written reports (e.g., from Frederick Douglass) to guide our worship experience.

In March, we held the Meeting for Worship for Listening to the Experiences of Friends of Color planned in February as described above. We found the experience extraordinarily moving and were grateful to all who participated in the event.

In April and May, we welcomed two new members to GDL, Chester McCoy and Michael Wallace, and greeted them warmly. We also anticipated supporting and joining Juneteenth celebrations as an emancipation event that could become the Independence Day recognition that Frederick Douglass famously asked about.

In June, we were delighted with the publications created by Khalila that described and promoted the Juneteenth celebrations. We also celebrated the recent hiring by BYM of its first full-time Camp Director, Dyresha Harris and Administrative Coordinator Lucy Azenga, each of whom brought BYM closer to achieving our goal of a fully diverse staff. We recognized Juneteenth ourselves, considered the Equity Audit, Anti-Racism Workshops scheduled for Annual Sessions, and anti-racism therapeutic work, still to be scheduled.

Peirce Hammond, Clerk, for the Growing Diverse Leadership Committee of Baltimore Yearly Meeting, July 10, 2022

Indian Affairs Committee

Our History

For over 50 years, the Indian Committee wished it had a written history and several people in the past started to write one. Former member Martha Catlin (Alexandria Meeting) had compiled an enormous amount of research. So at the committee’s request she began writing a book to analyze epochs and describe episodes in the first century of this committee’s existence. The foreword to the book by Pat Powers discusses the motivations for Quaker involvement. Martha explains the split between Hicksite and Orthodox Friends that lasted 140 years, and led to two separate Indian Committees in BYM during that time. She emphasizes the Hicksite faction since it was dominant in BYM. Orthodox Friends created missions in western states while the Hicksites often focused on influencing federal policy.

The origins of the committee are compelling and the descriptions of members’ treks through the wilderness on horseback to meet with tribes at their request and the volunteers who went to Nebraska and elsewhere to serve as government Indian agents are intriguing. Martha’s print book (filled with photographs and illustrations) was released in 2021, receiving wonderful comments and a favorable review in *Friends Journal* in March 2022. Her book: *As they were led: Quakerly Steps and Missteps Toward Native Justice, 1795-1940* is available from Pendle Hill and Friends General Conference. The beginning of the book can be read on or ordered from Amazon as well.

The post-1940 history by Pat Powers (Sandy Spring) draws from contemporary Friends and Native Americans and current events. It provides examples of actions and community education that can be replicated throughout the United States. A central reason for publishing this book *Respect & Justice for Indigenous Peoples: A Quaker Advocacy Group's Experience Recounted* was to engage members of the public in self-education and then advocacy. Pat discusses the ticklish situation of trying to be an "ally" and the wonderful rewards of interacting with people from a different culture. It can be purchased from Amazon link: <https://www.amazon.com/Respect-Justice-Indigenous-Peoples-Experience-ebook/dp/BOB1XV99QN> at a very reasonable price. You do not have to own a Kindle, but can access it directly to your computer by purchasing. Here is an excerpt from her book:

"Yes, readers will learn about horrendous injustices...wrongs that Quakers have called out and sadly sometimes caused. Indian Boarding schools are but a single aspect of that story as one learns about hard-won successes by Indigenous peoples and the supporting role that some non-Natives have sought to play...the book's depiction of these struggles is deepened and enriched by a celebration of Indigenous leadership, vitality and invincibility."

There will not be a print version. Links in an ebook allow readers to have immediate access to outside sources such as Native experts, newspapers, speeches, books, videos, etc. We are indebted to these two women for their diligence, research, and hard work in compiling these records into a fascinating narrative with lots of footnotes for the scholars among us.

An Indigenous leader, Laura Harris (Comanche) and Indigenous artist, Anna Tsouhlarakis (Dine) contributed to this book.

Quaker Boarding Schools

With the selection of Deb Haaland (Laguna Pueblo) as the Secretary of the Interior (the first Native to be elected to a cabinet position) and the recent discovery of unmarked graves in Canadian boarding schools, a renewed interest in our own history of American boarding schools has arisen. There are many resources available on this subject: Paula Palmer of Boulder Meeting is Co-Director of Toward Right Relationship with Native Peoples under the Friends Peace Team umbrella, and has done research on Quaker involvement in boarding schools and is a good resource: www.friendspeachteams.org/trr.

There is a National Native American Boarding School Healing Coalition (NABS) with additional information. Several other Yearly Meetings are also investigating this issue and we all support the TRUTH AND HEALING COMMISSION ON INDIAN BOARDING SCHOOL POLICIES ACT—House Bill HR 5444, which asks Congress to do research on intergenerational trauma, establish how many children attended and where, the number of children who did not return home, abuses and loss of cultural history and provide culturally appropriate public hearings on the impacts of this Federal policy.

Our Minute

Our committee prepared a Minute proposal with background information on the bill which was approved at Interim Meeting on March 19, 2022. For those who asked about the role Quakers played in the forced assimilation of Indigenous children, there is much work yet to be done on providing the records we have in our minutes. We have both Orthodox and Hicksite records to be reviewed. Paula Palmer has done research on some of this and has forwarded a model minute for consideration by Yearly Meetings that will be considered in the future. This is work that falls to everyone involved with BYM, not the exclusive work of the Indian committee. Perhaps a working group could be appointed at Annual Session. The actual Minute and our background information will be attached to this report as an addendum.

Land Acknowledgement

Land acknowledgement has become a popular trend and BYM has adopted this practice for our Interim and Yearly Meeting annual sessions. Speaking of the respect and gratitude we hold the original inhabitants of our area in, is a positive thing to do, and realizing that words alone are not enough to show appreciation. For East Coast inhabitants of today, there are very few written records kept of the tribes that lived in the Chesapeake Bay area (other than John Smith's interaction which was recorded). We encourage all Monthly Meetings to see if the stories of their area reveal any history of tribes that may have, or still are, there and to reach out to them. Some Natives have been fortunate enough to have non-Natives and some governmental agencies return land to their stewardship. It is a heartwarming story when this happens. The Rappahannock Tribe in Virginia has just had 465 acres returned to them by the partnership of the Wilderness Society, the Chesapeake Conservancy, the National Fish & Wildlife Foundation, and Charlottesville benefactor Dr. Carole Remmer Angie and the Department of the Interior. The tribe finally won Federal Recognition in 2018 after being driven from their homeland by English settlers who arrived in Virginia in 1608.

Native Legislation

The BYM Indian Affairs Committee has championed support for a Truth and Healing Commission about the original and continuing traumas brought on by Canadian residential schools. BYM adopted a Minute supporting the Truth and Healing Commission after the IAC lifted the concern. BYM's support for the Minute is a beginning, not an end, of our need to investigate our past, acknowledge it, and determine what restitution or reparations are appropriate. The Committee welcomes the participation of our BYM community as we travel this path together and thanks those Monthly Meetings that have already discussed and in some cases approved of the concept at the Monthly Meeting level. House bill H.R. 5444, for forming the Commission, may come to a House vote this summer. The IAC urges Friends to contact their Representative to press for a vote and pass this important bill.

The Committee has followed the progress of the Violence Against Women Act (WAVA). Some members have lobbied for it to assure specific inclusion of separate funds for tribal implementation of this Act. We were pleased that the reauthorization of this legislation

included these funds when it was signed into law in March 2022. Rates for murder and other criminal actions are significantly higher for Native women than for non-Native women. Most are perpetrated by non-Native men, often on tribal lands where jurisdictions may be unclear, and crimes go uninvestigated and unpublished. The IAC members stay informed and lobby to support the rights and protection of Native women.

Work of Individual Members

We have a lot of dedicated members who do advocacy work on their own time. Some are advising us of things going on in Indian Country and the news by email, others by their association with Native peoples. Here are a few examples:

Sue Marcus reports: "I was moved by my participation again in the Memorial Weekend remembrance ceremony for the children who died at the former Carlisle Industrial School (now Carlisle Indian School). I definitely felt led to participate. I'll attach a poignant photo that I believe would be okay to use. I also helped decorate the graves of Native Americans and their supporters in the Congressional Cemetery. The American Indian Society presented me with a plaque "for their personification of Wëlänkunëwàn (Peace and Friendship), along with an honor song. I'm also still actively engaged with the Society of American Indian Government Employees and helped with our training conference this month (June 2022).

Frances Schutz, Abbey Compton, and Sue Marcus wrote multiple letters to State and Federal agencies, as well as attending meetings to stop the James River Water Authority from flooding Ancestral Monacan lands, including a cemetery at Rassawek. Their efforts and those of local Meetings forced the company to move their pumping station to a new location. A welcome outcome. This group was unable to convince the VA General Assembly to pass SB 482 providing consultation with Federally recognized Tribal Nations for permits and reviews with potential impacts on environmental, cultural, and historic resources to assure cooperation of some state agencies with Native peoples before construction projects though.

Sharon Stout volunteered to serve on the ad hoc 350th BYM Anniversary Committee and worked with the Quaker History/Quaker Witness subcommittee.

Dellie James continues to be on the Board of the Baltimore American Indian Center and to volunteer at the small museum they have. The Center hopes to hold their 46th Annual Pow Wow on Saturday, November 19, at the Maryland State Fairgrounds in Timonium this year after a 2-year hiatus.

Several of our members held two Zoom calls with members of the Friends Meeting of Washington's Peace and Social Action committee when they reached out to us with concerns about colonization and the boarding schools.

Members of the Committee this year were: Dan Cole, co-clerk, Frederick Mtg.; Sue Marcus, Alexandria Mtg.; Dellie James, co-clerk, Stony Run Mtg.; Frances Schutz, Charlottesville Mtg.; Abbey Compton, Herndon Mtg.; Norm Ash, Alexandria Mtg.; Pat Powers, Sandy Spring Mtg.; Sharon Stout, Adelphi Mtg.; Kimberly Benson, Patapsco Mtg.; and Jana McIntyre, (Apache) Sandy Spring Mtg.

Interim Meeting

Baltimore Yearly Meeting Annual Report from Interim Meeting 2022

Tenth Month (October) 9, 2021

- APPROVED Epistle from Annual Session
- APPROVED formation of a Working Group Against Militarism and War under the care of Peace and Social Concerns Committee
- APPROVED nominations of Annette Breiling (Frederick) to Peace and Social Concerns Committee (class of 2024) and Erika Janifer (Alexandria) to Prisoner Visitation and Support (class of 2024) for immediate service
- ENDORSED travel letter for Kallen Bensen (Annapolis) Twelfth Month (December) 11, 2021
- APPROVED restoration of furlough pay for period from July through December 2020 for six employees
- APPROVED increasing funds up to \$50,000 to convert a proposed Administrative Assistant position to full-time
- APPROVED adding \$7,675 to STRIDE budget for 2022 for the amount repurposed in 2020
- INFORMED members that the Camping Program Budget changes proposed would increase staff pay, food budget, and create a full-time, year-round, camp director position

Third Month (March) 19, 2022

- NAMED Donna Koalitis (Menallen) and Dave French (Menallen) to the Naming Committee
- APPROVED nominations of Chester McCoy (Adelphi) and Michael Wallace (Bethesda) for immediate service on the GDL (Growing Diverse Leadership) Committee (class of 2025)
- APPROVED a Minute in support of the Truth and Healing Commission for Native Peoples
- APPROVED a letter of introduction for Wayne Finegar (Sandy Spring) to Friends in North Carolina
- APPROVED a Grant Policy for Baltimore Yearly Meeting
- APPROVED adding the STRIDE Coordinator as an ex-officio member of the Youth Safety Policy Working Group
- APPROVED deletion of Section 10 of the Manual of Procedure to be in accordance with the current structure of the Faith and Practice Committee
- APPROVED the formation of an Addressing Conflict Working Group under the care of the Ministry and Pastoral Care Committee

Sixth Month (June) 10, 2022

- APPROVED forwarding the Search Committee Report to Annual Session
- APPROVED forwarding a proposed budget to Annual Session
- APPROVED nominations of Rich Thayer (Stony Run) to Trustees (class of 2025) and Nikki Richards (Young Adult Friend) to Sandy Spring Friends School Board of Trustees (class of 2025) for immediate service

- APPROVED the establishment of two Working Groups under the care of the Peace and Social Concerns Committee: a Working Group on Friends Action in response to the Supreme Court Decisions on Reproductive Rights and a Working Group on Friends Action on Firearms. The Clerk asked that the Ministry and Pastoral Care Committee participate in these groups. Friends who are interested should contact the Peace and Social Concerns Committee.
- ENDORSED Travel Minutes for Jade Eaton (Adelphi) and Jolee Robinson (Adelphi)
- ENDORSED Poor People's Campaign March on Washington 18, Sixth Month (June)

Submitted by Meg Boyd Meyer (Stony Run), Clerk of Interim Meeting

Manual of Procedure Committee

No report received.

Ministry and 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 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.

Below is a list of the activities of the Ministry and Pastoral Care Committee this past year:

Anti-Racist Queries—The committee began each of its meetings by considering the Baltimore Yearly Meeting anti-racist queries.

Annual Session Preparation—The committee helped organize the 2022 Baltimore Yearly Meeting Annual Session. Specifically, we prepared the retreat with Clinton Pettus; the worship-sharing groups and Bible study; Friends holding the Annual Session events in the Light; the Memorial Service; and two Connecting Local Meetings workshops. The committee arranged for a workshop on the notion of "standing in the way" to be held. We also announced a Meeting for Worship with a Concern for the State of Our World. We helped write the 2023 Annual Session theme statement.

Spiritual State of the Meeting Report—The committee organized the 2021 Baltimore Yearly Meeting Spiritual State of the Yearly Meeting Report. We wrote the queries used by the Local Meetings; sent them out; held a Zoom meeting for the authors of the Monthly Meeting reports to speak about the Spiritual State of the Meeting report; and compiled the responses sent to us in the Spiritual State of the Meeting report for the Annual Session.

Conflict in Local Meetings and Yearly Meeting Committees—The committee supported a Local Meeting experiencing conflict. We are, of course, unable to share the details.

Addressing Conflict Working Group—The committee worked with a group of Friends who wanted to find innovative ways to address conflicts that arise in our Local Meetings and in our Yearly Meeting. After months of discussion, we announced the creation of this Working Group at the Interim Meeting in March.

Working Groups Liaisons and Young Adult Friends Liaison—The committee supported the Yearly Meeting Working Groups through our liaisons with Intervisitation; Pastoral Care; Spiritual Formation; Addressing Conflict; and the Working Group on Racism. Unfortunately, we were unable to provide a liaison for the Women's Retreat. We had a liaison to the Young Adult Friends. We heard annual reports from all these groups.

Gathering for Listening Group—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 available information about the Yearly Meeting, specifically about our two committee's roles, but also listened to the Local Meetings about their needs. Gatherings were held in West Virginia; south central Pennsylvania; and the District of Columbia/Metropolitan Area.

Coffee Hours—The committee held online forums for Local Meeting Ministry and Counsel Committee members to share their concerns. These were held quarterly.

"Zen and the Art of Quaker Maintenance"—The committee encouraged Victor Thuronyi to publish his pamphlet "Zen and the Art of Quaker Maintenance" on the Baltimore Yearly Meeting website.

Interchange Articles—The committee published an article on their work in each *Interchange* issue.

Ministry and Pastoral Care Committee Retreat—The committee held an online retreat, which proved to be very rich.

Looking Forward—The committee has discussed these concerns during the past year: embraced ministry, the notion of "standing in the way," and the role of Ministry and Pastoral Care Committee at the Meetings for Business during Interim Meeting and Annual Session. We hope to continue those discussions in the coming year.

Nominating Committee

The work of the Nominating Committee is to invite Friends into opportunities for service to Baltimore Yearly Meeting. Our purpose is not just to find the volunteers needed to carry out the work of the Yearly Meeting, but to recognize and nurture the gifts and leadings of individual Friends, and to strengthen ties between the Yearly Meeting and its worshipping communities. We try to reach out to all our local meetings, and to bring forward at least some names of those who have not served before and especially of those from small and isolated meetings.

This year, as last year, we began each of our meetings by reading and reflecting on the queries in BYM's declaration as an anti-racist faith organization, approved in 2019. These queries are directly relevant to our work. We continue to look for and reach out to

more F/friends of Color and Young Adult F/friends, to explore with them how their gifts, experience and skills might be used in committee work, and how their perspectives contribute to that work. We would love to expand the pool from which we are able to draw, and would be glad to have the names of Friends who have not served before brought to our attention. We continue to emphasize nominations of F/friends of Color and Young Adult F/friends.

Nominating Committee is responsible for nominating members to 18 Yearly Meeting standing committees, as well as representatives to 11 outside organizations and corporations. All told, this amounts to about 220 individuals. Since most serve three-year terms, we need to find more than 70 individuals each year willing to accept appointment or re-appointment in service to BYM.

For the past year, we have held all our meetings by Zoom, and have found that frequent Zoom meetings are a good way to accomplish our work. We look forward to seeing each other in person again in the coming year, and holding an annual committee retreat once again, but we may continue to meet regularly by Zoom as well. Meeting once a month helps move our work forward, and meeting long distance makes it possible to include those who might find travel difficult. We are grateful for the strong sense of community our committee has enjoyed during these difficult years.

Peace and Social Concerns Committee

Peace and Social Concerns Committee brought forth three new working groups under its care this year, each of which has actively and thoughtfully pursued its vision to ways in which Friends can move forward consistent with the Spirit to address its purview. Below are statements from each working group. Interested Friends are invited to join any of these working groups by contacting the respective clerk/convener.

The working group on **U.S. Militarism and War**, clerked by Jean Athey, was formed in September and has been active all year in exploring pathways to peace. This summer, two additional working groups are in the process of forming under PSC care in response to recent Supreme Court decisions—Kathy Rogers is convening the working group on **Reproductive Justice** and Barbara Bezdek is convening the group on **Friends and Firearms**.

In addition to the three new working groups, an ongoing **End of Life** WG clerked by Patti Nesbitt has had a very full year, although it functioned independently of PSC and is now requesting to be under the care of Ministry and Pastoral Care.

Two final working groups officially under the care of PSC have not met this past year. They are **Refugees, Immigrants, and Sanctuary** and **Civil and Human Rights of Transgender and Non-Binary People**. A decision should be made regarding the future of these working groups and whether there is interest in participating.

Other PSC actions have been:

- Co-sponsoring in fall 2021 with Annapolis Friends Meeting two conscientious objector training workshops for young Friends from around Yearly Meeting. (For materials to share with others who might like to replicate this, contact Phil Caroom.)

- Co-sponsoring on 2/20/22 with Annapolis Friends Meeting, Peace Action, and our BYM PSC working group on U.S. Militarism a Zoom webinar with the author of *Humane: How the U.S. abandoned peace and reinvented war*.
- Obtaining endorsement from Interim Meeting for the Poor People's Campaign and their Moral March on Washington on June 18. Numerous Friends participated in this national event.

Respectfully submitted by
Darcy Lane and Annette Breiling, Co-Clerks

Other PSC committee members: Jean Athey, Barbara Bezdek, Richard Capron, Phil Caroom, Tamina Chowdhury, Andy Conlon, Jamie DeMarco, Suzanne O'Hatnick, Bob Rhudy, Beth Tauser.

Liaisons to PSC: Erika Janiker, for Prisoner Visitation and Support; Donna Kolaetis, for Quaker House—Fayetteville, N.C.; and Suzanne O'Hatnick, for Interfaith Alliance for Human Rights.

Program Committee

Annual Session (AS) 2021 was our second online AS, but was now familiar territory for most Friends. It brought continued innovations with workshops spread out through two weeks, enabling more Friends to participate and opportunities for committees to give a Zoom presentation and invite feedback easily. Our opening plenary featured Lauren Brownlee on Tuesday evening and our closing Carey Lecture was given by Carl Magruder on Saturday evening. Carl stayed with us online throughout the week at Bible Study and Meetings for Worship with Attention to Business—blessing our community with his spiritual input. We had some losses as well: interest groups, displays, Coffee House could not be replicated online and the usually vibrant JYF and YF programs found our youth Zoomed out!

In early 2022, we began to prepare for our first in-person AS since 2019 and our first hybrid AS ever. In addition, this is our first, in-person Pay-as-Led AS, ensuring that some who would not be able to afford in-person attendance, will be supplemented by those who volunteer to donate beyond the actual cost. It is our hope that we can break even this year, enabling Pay-as-Led to guide us in future years as well.

Program Committee is responsible for planning and arranging the program elements at AS each year. This year, the Committee consisted of eight (ideally, it should be nine) appointed members as well as the Presiding Clerk, General Secretary, Bookstore Manager, Registrar and representatives of: Ministry and Pastoral Care, Junior Yearly Meeting, Young Friends, and Young Adult Friends. We work throughout the year to plan and implement a fun, dynamic, and inspiring program. Our goal is to support and strengthen BYM through building community and offering opportunities for fellowship, surrounding our meetings for Worship with a Concern for Business.

Among other things, and with significant staff support, the committee: identifies themes, invites speakers and plans plenary programs, oversees the JYM program, supports those responsible for the retreat and other worship opportunities, supports Young Friends and

Young Adult Friends as needed, recruits workshop leaders, runs the bookstore, plans and manages the AS budget, handles room and board logistics, manages meeting space and audiovisual needs—and puts up lots of signs around campus.

We take joy in our gatherings and in our service to BYM. Our hope is that you will find at AS some spiritual nourishment and go from AS refreshed to continue the work. We look forward to meeting again next year.

Barb Thomas and Linda Coates,
Co-Clerks of BYM Program Committee

Religious Education Committee

No report received.

Search Committee

Search Committee is responsible for finding people to serve as the officers of Baltimore Yearly Meeting, Interim Meeting, and as members of Supervisory Committee and Nominating Committee.

As we consider people to fill these positions, we take into account many factors, including the anti-racism queries of the Yearly Meeting. We are continually looking for people of color as well as younger members of the Yearly Meeting who would be interested in serving in the positions we are trying to fill. This can be difficult given the relatively smaller numbers of these populations and the variety of opportunities they have to serve the Yearly Meeting as well as the limitations of their time and resources. For the Nominating Committee, we also have the requirement of finding members from different areas of the Yearly Meeting.

Three of our six members are rotating off the committee this year, which has raised some concern regarding the ongoing “institutional memory” of the committee. As of this writing, the Naming Committee has yet to name possible new members.

As we prepare this report, our committee has met seven times virtually since the last Annual Session and since there are still positions to fill, it is likely that we will meet again before Annual Session and possibly also at Annual Session 2022. Our virtual sessions have worked well for our committee and have allowed us to accommodate the different schedules of our older and younger committee members.

Stewardship and Finance Committee

For the year August 2021 through July 2022, the Stewardship and Finance Committee met monthly by teleconference. We hosted a Spring Apportionment and Budget Meeting and participated in Interim Meeting. We presented a draft of the 2023 Budget to Interim Meeting in June 2022.

The committee reaffirmed its goals to present a balanced budget, to have the budget ready for final approval by Annual Session and to closely scrutinize any new proposal to assure a reliable funding source prior to recommending it. We expect that budget proposals are seasoned by committees prior to submitting them to our committee.

As has been the practice for the last few years, we appointed an Apportionment Manager, whose responsibility it is to individually contact every Monthly Meeting about apportionment requests and the need for exceptions, and to respond to questions and concerns voiced by Monthly Meetings about apportionment. Since 2018, apportionment has been set at 25% of meeting income subject to apportionment. In general, contributions used for normal meeting operating expenses are subject to apportionment, but bequest and rental income are not. We have updated the BYM website to reflect the current Guidelines on Apportionment. Apportionment as a share of total Yearly Meeting income has been declining in recent years, mainly because the total apportionment amount has been relatively stable while the total yearly meeting expenditures have been increasing, largely because of increases in the camp program budget.

At our Apportionment and Budget meeting in April 2022, participants responded to queries about how our current financial practices support or fail to support our declaration to be an anti-racist community, and what concerns individuals and meetings have about the way BYM handles its finances. About 7% of our 2023 expenditures are in support of achieving racial justice. These efforts include funding the STRIDE program and staff, reparations actions and anti-racism training for BYM Office and Camp staff. The Program Committee is also moving forward on selecting an HBCU (historically black college/university) to host annual sessions next year. We know there is much more to be done but it is important to show how our budget reflects our values. As a result of discussions at this meeting, next year our committee plans to explore how we can better assist meetings to implement best practices for budgeting and finances.

As part of an initiative to develop a clearer and more lively connection between BYM and our member meetings, the committee worked with the BYM Ministry and Pastoral Care Committee to conduct regional Meetings for Listening. Eight meetings for listening were held this year, giving participants the opportunity to share their responses to queries such as:

- “How does your budget express your meeting’s leadings and priorities, and how are you coping with budget challenges?”
- “What is the nature of your meeting’s connection to BYM, and is there anything you are looking for?”

As part of the budget preparation process, we agreed on a consistent format for budget presentation, using a spreadsheet that closely tracks the output from our accounting software and enables comparison to the Treasurer’s reports and year-to-date expenses and income.

We appreciate the support of our new General Secretary and Finance Manager and their dedication to planning and managing the budget of the Yearly Meeting, including operational and capital expenses. Our committee did some discernment on how to improve the management of capital expenditures and will continue to work with the General Secretary on the development of the capital spending plan.

Sue Thomas Turner Quaker Education Fund

In 2022, the Sue Thomas Turner Quaker Education Fund received 18 requests from schools for a total of \$32,396. The committee considered the requests and was very pleased with their intentions. We distributed \$15,475 in full or partial grants for 15 uses consistent with the purpose of the fund. The recipients were:

| | | |
|-------------------------------------|---------|---|
| Friends Center for Children, CT | \$750 | Leadership Training Program, including Quakerism |
| Friends Community School, MD | \$1,200 | Three faculty to Educators New to Quakerism |
| Friends Meeting School, MD | \$1,200 | Three faculty to Educators New to Quakerism |
| Friends School, Atlanta, GA | \$1,200 | Cross-age/cross-curricular workshops on Quaker education as it relates to Quaker practices |
| Friends School, Minneapolis, MN | \$275 | Faculty to Educators New to Quakerism (using remainder of 2020 grant as well) |
| Friends School, Mullica Hill, NJ | \$1,200 | FCE Drew Smith in-service ENTQ |
| Friends School, Wilmington, NC | \$1,000 | 5/6 faculty to Educators New to Quakerism Virtually |
| Friends Select School, PA | \$1,200 | Workshop on Meeting clerkship & Quaker decision-making process for students and faculty |
| Germantown Friends School, PA | \$1,000 | Develop Quakerism curriculum for young children |
| Gwynedd Friends School, PA | \$1,000 | FCE in-service workshop for staff, new and seasoned, on fundamentals of Quakerism |
| Media Providence Friends School, PA | \$600 | Update Quaker Testimonies library |
| Princeton Friends School, NJ | \$1,200 | Workshop for faculty, staff and administration on Quaker decision-making & curriculum development |
| West Chester Friends School, PA | \$500 | Monthly Quakerism program for classes PreK-5 and one for parents on Quaker parenting |
| Westbury Friends School, NY | \$750 | Books to enhance understanding of Quakerism |
| Wichita Friends School, KS | \$2,400 | Two one-day trainings by FCE (2-year grant) |

The committee will meet in March 2023 to consider requests. **Request deadline will be March 1, 2023. Either paper or emailed requests are 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

Description of Sue Thomas Turner Quaker Education Fund

Baltimore Yearly Meeting of the Religious Society of Friends
17100 Quaker Lane, Sandy Spring, MD 20860

The Sue Thomas Turner Quaker Education Fund was established in Baltimore Yearly Meeting in 1996 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 use of Quaker faith and practice in school communities.
- Support the developments of lives lived in the Spirit of Friends by members of school communities.

School community members include students, staff, faculty, administration, Trustees, and parents.

The Fund is targeted for, but not limited to, Friends schools under the care of a Friends Meeting.

The purpose of Fund grants is to help pay for:

- Materials, lectures and consultants, workshops and retreats, programs and activities to be brought into a school which explain Quaker faith and practice to members of the school communities.
- Individuals or groups from a school community to attend workshops, classes, or retreats on Quaker faith and practice.
- The creation and distribution of materials related to Quaker faith and practice by members of a school community.

The funds are limited to uses that are in addition to those already funded by a school or school committee budget, or to augment existing funds for a use that exceeds ordinary funding.

Applications from schools, committees, Friends' Meetings, Friends' organizations, or individuals must be received by March 1, 2023. The Committee meets once a year and awards grants in April.

Supervisory Committee

Committee Members: Adrian Bishop and Ramona Buck, Co-Clerks; Rosemary Davis, title?; Jim Riley, BYM Treasurer; Meg Meyer, BYM Interim Meeting Clerk; Steph Bean, BYM Presiding Clerk; Betsy Tobin (beginning Aug. 2021); Susan Griffin (beginning Aug. 2021). Guli Fager served through the 2021 term ending in August.

As we stated last year, the essence of the Supervisory Committee's (SC) work is direct stewardship of BYM's paid human resources by way of oversight of the General Secretary. This includes responsibility both for appropriate expenditure of BYM's human resources budget and for nurturing the synergy among the staff to carry out the vision of BYM as a whole, as well as overseeing the care of the BYM office building.

This past year, we worked with Wayne Finegar as Interim General Secretary until Sarah Gillooly was chosen as our General Secretary and began in July. Wayne then continued on contract to assist through September, and on-call through December. He was most gracious during the transition period, and we had a useful exit interview. We are pleased to note his new position as Director of Quaker House in Fayetteville, N.C. Sarah took the position at top speed and has continued to work diligently to keep up with the unending tasks and to improve our processes to move us toward a more sustainable and equitable organization. Since Sarah started in July, Supervisory has not conducted a complete annual evaluation for them but has provided a feedback document (using a 2x2 evaluative tool) on strengths and areas for growth. Adrian and Ramona meet with Sarah monthly or as needed, in addition to monthly Supervisory Committee meetings.

We have met with a Working Group on Racism (WGR) working group on hiring practices to explore changing our practices to make BYM job searches more open and equitable. At the present time we are using suggestions of this working group in two searches, one for the full-time Camp Director, and for our new Administrative Assistant. We will change the practices specified in our Manual following these searches and an evaluation of their effect. One note, at this time, the Administrative Assistant position has many more candidates, and candidates of color than we have previously experienced.

We are forming a new working group to oversee care of our Sandy Spring office. This responsibility used to fall on the resident, which we no longer have, and we do not want it falling on our beleaguered staff. We have sent a revised budget to S&F for building care, and a suggestion for a reserve fund for major costs to Trustees.

A major piece of work that is slightly in abeyance is revising our Employee Handbooks. Yes, there are two, one for Camp Staff—we have over 120 temporary employees, and one for everyone else. This will be taken on in earnest when our new hires, Sarah and Brian, have had a few months to settle.

We remind Friends that we continue to be short-handed at the BYM office. In 2020, we had 2.5 more staff on hand than we do now. Fortunately, Friends have responded generously to help BYM recover its financial footing, but we are going slow to replace staff. Please be patient with our shortcomings as we rebuild better! In order to operate as

safely as possible, the BYM office is not open every day, and all staff are working remotely at least some of the time. Please check with the office before you schedule a visit.

We continue to include the anti-racist queries at each of our meetings both by listing them in our agenda and by measuring decisions against them:

- How does this decision support the declaration of our Yearly Meeting that we are an anti-racist organization?
- 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?

We read our goals for the committee at each meeting as a reminder and have revised them a little in the past year. Currently, the goals of the Supervisory Committee are:

Reminder and Review of the Goals for the Committee for the Current 2021/2022 Year:

- Continue to support the General Secretary, our main task;
- Respond to the diversity, equity, and inclusion needs of staff;
- Thoughtfully incorporate staff into the work of the Yearly Meeting and support their needs;
- Be available for confidential supportive conversations with the Interim Meeting Clerk and the Yearly Meeting Clerk about the Baltimore Yearly Meeting issues they are dealing with;
- Review and apply the anti-racism queries for each decision at Supervisory Committee meetings;
- Complete the review of the documents (Supervisory Committee Manual, and coordination with the Camping Committee on the Camping Employee Handbook);
- Create a safe space for different perspectives to be expressed, and respond to any discomfort or conflict as it occurs;
- Agree with the Confidentiality Statement, Appendix B, p. 54, in the Supervisory Committee Manual.

Supervisory was able to resume taking the staff out for lunch in the fall which we normally do twice per year as one measure of our appreciation for them.

Because of the continuing COVID virus, we did not conduct a day-long retreat this year. Well before COVID, our committee began using hybrid meetings because of members' travel. We continue to do this as we are not all comfortable risking exposure during travel to BYM events.

2022 Budget and Human Resources Costs

| | |
|---------------|------------------|
| Salaries: | \$668,729 |
| FICA Taxes: | \$49,394 |
| Benefits: | \$154,153 |
| Retirement: | \$35,093 |
| Total: | \$907,369 |

This is for 11 year-round staff. Of those 11 year-round staff: eight are 1.0 FTE, one is 0.75 FTE, and two are 0.5 FTE. Of this, \$441,621 (49%) of salary, FICA, and taxes is spent on three business/administrative staff and one development staff and \$459,953 (51%) for seven program staff.

Respectfully submitted,
Adrian Bishop (Baltimore, Stony Run) and Ramona Buck (Patapsco) Co-Clerks,
Supervisory Committee

Trustees Committee

Purpose: The Trustees carry out the legal responsibilities of Baltimore Yearly Meeting (BYM). That includes administering BYM's fiduciary obligation to preserve, invest and manage BYM's assets. The Trustees carry out these responsibilities by:

- Monitoring and overseeing BYM's financial health and resources, and our investments,
- Being sensitive to the Sprit-led interests of the Yearly Meeting, and
- Seeking to fulfill the testimonies of the Religious Society of Friends.

This Annual Report covers the 2022 Program Year running from last year's Annual Sessions to this year's session. In 2021, BYM began to emerge from 18 months of uncertainty related to the COVID pandemic. During this period, the Yearly Meeting first cut back, then began restructuring and rebuilding our activities and programs with evolving priorities. BYM's operating budget now better reflects the full costs of our programs. The repricing of camp and other fees provides a chance for greater participation and equity for attendees. Our membership body and monthly meetings continue their generous financial support. And despite its recent dips, the stock market has improved the value of our investment portfolio, although uncertainties remain.

We BYM Trustees believe the Yearly Meeting approaches the end of the 2022 Program Year in good financial condition. We believe BYM has the financial resources to undertake many of the critical tasks of interest to so many of our members. This gives the Yearly Meeting resources to discern how best to face our (and the country's) racial, political, and economic challenges during this 350th year of BYM, and beyond. The Trustees are confident in the capabilities and leadership of BYM's staff, our committees, and our working groups involved in these activities.

Members: Serving ex-officio on the Trustees are two BYM officers—Steph Bean (Presiding Clerk) and Jim Riley (Treasurer). Trustees approved by the BYM body include Marion Ballard (Bethesda); Dante Bucci (FMW); Tom Farquhar (Sandy Spring); Rich Liversidge, Clerk, (Sandy Spring); Byron Sandford (FMW); Katy Schutz (Charlottesville);

and Rich Thayer (Stony Run). We continue to miss our Co-Clerk, Tom Hill (Charlottesville), who passed away in late 2021. For the last two years, we have been meeting monthly via Zoom. During the fall, we will begin to meet bi-monthly. This reflects our faith that BYM is emerging post-COVID in good financial and management condition.

Financial Condition of BYM: Monitoring the Yearly Meeting's financial condition is a core Trustee responsibility. As of this report at the 2022 Annual Sessions, BYM's financial condition is strong. This will help the Yearly Meeting continue its program restructuring and building for the future. The impetus for this originated two years ago with the extraordinary generosity of our camper families and others, when BYM cancelled the 2020 camping season due to COVID and camper families and others provided critical financial support during an uncertain time.

BYM's financial condition was improved further in 2021 and 2022 by the receipt of \$356,000 in Federal PPP loans and a \$10,000 county grant to BYM. These were intended to cover some salary and related costs caused by the pandemic and lockdown, and they served that purpose. BYM was able to keep in place core staff. Make-up compensation was provided to some who needed to leave. Both PPP loans now have been converted into grants. This increases our Reserves and provides more resources as we rebuild staff and programs.

BYM's Investment Portfolio: During 2022, four Trustees formed a Trustees' investment committee to oversee BYM's investments. Recommendations are made to the full Trustees for decisions. BYM has two investment managers—Friends Fiduciary Corporation (FFC) and Morgan Stanley Wealth Management (MSWM). Each follows BYM's socially responsible investing and environmental, governmental, and social practices. In 2021, the Trustees' updated BYM's Investment Policy Statement, which is attached.

During the 2022 program year, the Trustees moved about 40% of the funds in MSWM's all-equities portfolio into FFC's more conservative balanced fund (a mixture of equities and fixed income investments). Our combined portfolio is invested about 85% in a diversified mix of equities, mutual funds, and electronically traded funds, and 15% is in fixed income investments. BYM's investment portfolio has benefitted in recent years from the long bull market in stocks. Now, however, the market is volatile given inflationary pressures and the risk of a recession.

Markets and our investments fluctuate over time—both up and down. For example, here are the market values of our investment portfolios, net of additional transfers, at recent points in time:

- As of June 30, 2020 \$1.3 million
- As of December 31, 2020 \$1.7 million
- As of June 30, 2021 \$1.8 million
- As of December 31, 2021 \$1.97 million
- As of June 30, 2021 \$1.56 million

BYM's Reserves: BYM's investments serve as protection for the Yearly Meeting's financial reserves. Reserves include those that are

- Permanently Restricted (gift principal restricted, uses defined by donors),
- Temporarily Restricted (gift restricted, until used for donors' purposes), and
- Unrestricted (gifts and other Net Assets available to BYM for programs and other uses).

What Unrestricted Reserves Are Available for Program Purposes? The Trustees set aside an amount equal to 25% of BYM's budgeted operating costs to cover contingencies—drops in investment values, low program revenues, and other risks. In 2022, the Reserves holdback per Trustees policy has been \$623,517. Mid-year calculations are always only estimates.

| | | |
|-------------------------------------|----------------------|---|
| Unrestricted Reserves | \$ 1,166,103 | Unrestricted Net Assets as of 12/31/2021 |
| Add: forgiven 2nd PPP loan | <u>178,241</u> | Converted to grant income in 1/2022 |
| Subtotal—Adj. Unrestricted | \$ 1,344,344 | Unrestricted adjusted for PPP loan conversion |
| Less: Investment Losses | \$ (408,161) | Drop in investment value through June 2022 |
| Reserves Holdback | <u>(623,517)</u> | Equals 25% of BYM 2022 Operating Budget |
| Subtotal—Reductions | <u>\$(1,031,678)</u> | Portfolio reductions and Trustees holdback |
| Avail. Unrestricted Reserves | \$ 312,666 | Est. for programs & other needs as of June 30 |

This is the Trustees' estimate, as of June 30, of BYM's Unrestricted Reserves available for capital expenditures, possible revenue shortfalls, and outlays for other important purposes. Investment markets have recovered somewhat in July. Markets continue to be volatile.

Only the beginning Net Asset figure in the 2021 audit is certain. The Trustees' mid-year estimate is based on conditions known and risks perceived as of the time of estimating.

Audit of BYM's Financial Statements: Our auditors have provided the Treasurer and the Trustees with their draft audit report of BYM's financial statements for calendar 2021. When final, the audit will be included in BYM's Yearbook. You may recall that the first PPP loan was converted to grant income in mid-2021 and is included in Reserves in the draft audit report. The second Federal PPP loan was converted to grant income in January 2022 and will be included in Reserves in next year's audit balances. This is described in Note 6 of the audit report.

Insurance Coverage: The Trustees and the General Secretary periodically review the insurances carried by BYM for its assets, staff, and programs. This is addressed periodically.

Youth Safety Policy (YSP): The Youth Safety Policy Working Group is under the care of the Trustees, and is convened by one of the Trustees (Katy Schutz). Its membership now includes the STRIDE Coordinator. Revisions to BYM's YSP are seasoned by the Working Group through the year. During 2021, the Working Group recognized that internet communication needed to be included as an area of concern. It continues to season broadening the scope of BYM's youth safety policy to include any intentional emotional, physical, or sexual abuse of our youth. When ready, recommendations are brought forward to the Trustees, and then to the Yearly Meeting.

Friends Burial Grounds: Tom Farquhar has continued the diligent work of our departed member Tom Hill in identifying and clarifying BYM's title to a number of burial ground properties throughout the Yearly Meeting. Ownership of most of these properties reverted to BYM when meetings were laid down. Slow progress can be reported for several of these properties as the needs and clarity of ownership are identified and addressed, and, in some cases, regular cleanup and maintenance resumes. This effort is informing others in our Yearly Meeting community of the rich history which we have inherited.

Liaison Activities: Trustees liaise with certain other committees. These include the Camp Property (Katy Schutz) and Development (Marion Ballard) Committees. An Investment Subcommittee of the Trustees oversees BYM's investments (Marion Ballard, Clerk, Dante Bucci, Tom Farquhar, and Rich Liversidge).

Unity with Nature Committee

No report received.

Young Adult Friends

No report received.

Youth Programs Committee

No report received.

WORKING GROUP REPORTS

Growing Our Meetings Working Group

No report received.

STRIDE Working Group

See STRIDE Coordinator's Annual Staff Report, Minutes Attachment I2021-30.

Reparations Action Working Group

The Reparations Action Working Group (RAWG) learned more about reparations in our country and among Friends in our second year as a working group. Through the year, we reached out to our Yearly Meeting through a number of initiatives to build a better understanding of reparations within our BYM community, and discerned a series of actions to pursue (given below). As we worked, many interesting and very good things have been happening around our country to further reparations for Indigenous and African American communities. Little known historical events have become more widely known, and some jurisdictions have taken steps to repair the harm resulting from racist policies and practices. Among Friends, some first steps toward reparations and retrospective justice have been taken. Such events and actions give us a deeper understanding of the many ways harms have been done, and the very creative and positive ways that such harms have been addressed so far.

In our Yearly Meeting, the Indian Affairs Committee published a far-reaching document about the role of BYM Friends in the oppressive Indian Schools. The extent of harm done by these Indian Schools has come to light in many parts of our country. In our Yearly Meeting, our Camp Property Committee is considering ways they can offer reparations to Indigenous people who once lived on the land used by the camps. Our Local Meetings have done good things. Adelphi worked on "mini reparations," and decided to give to a local community college to cover the cost of licensure fees for students beginning a career. Annapolis worked through creating and approving a statement about reparations. Outside BYM, Germantown Friends Meeting has begun a multi-year program to provide legal services to their African-American neighbors so that these neighbors can keep their homes and protect their family wealth.

RAWG has continued our mission to put the concerns of Indigenous peoples and African Americans at the center of our work. To do this, we must listen very carefully and deeply, and put ourselves aside. We also need to give time and prayerful quiet to take in what we hear. When we do this, we find that we change: We become more understanding, more empathic, more able to see things from the point of view of those who have been the target of racism. The result of this listening is that we feel better able to work together to address the pain and the suffering that has been experienced because of injustices. And better able to take reparative actions.

For our next step, we seek to become better neighbors in the communities that our Meetings and Camps are part of, learn about harms that have been done and, with the guidance of the Spirit and with courage we trust we will find, help to repair the harms that have been experienced by our neighbors.

First, a review of our year.

1. Last summer at Annual Session, RAWG sponsored a workshop in which three speakers told us their perspectives about reparations as leaders of Indigenous and African American organizations. The workshop was a time for Friends to listen and not engage in reactions and quick ideas about what to do.
2. We followed up with a visioning workshop in November to see how BYM Friends would want to address issues raised. A lot of good and creative ideas were shared in our conversation and in an online Jamboard, some of which are being developed into plans and programs. It was good to hear from a wider group of Friends.
3. Starting a new Liaison Program, RAWG asked local Meetings and the Camps to appoint liaisons to work with us. In January we had a gathering for these liaisons and heard about the good work going on in our local Meetings, the processes that Friends are using to develop their ideas, and the many questions that arise in this work. It is good to work in a mutually supportive way, so we will continue this liaison program.
4. One of the unforeseen things that took time and energy in our working group meetings was thinking about and sharing our concerns about the tensions that arose during our Interim Meetings as the plans for BYM's 350th Anniversary were discussed. Seeking to deepen understanding among BYM Friends, we planned a Programmed Meeting for Worship, along with the Growing Diverse Leadership Committee and the Working Group on Racism. Through this programmed meeting, we brought the words of those who had been enslaved into a space of worship where we could listen in quiet and in the Light of the Spirit. With the support of the Spirit and each other, we listened to the stories of suffering. This suffering is truth which leads us to seek to repair harms that have been done and that continue today.
5. We sought to have our RAWG meetings be places of truth telling, something that Friend and activist Harold Weaver exhorts us to do. African American members of our working group shared honestly with White Friends on a number of topics, helping all of us better understand the impact of racism in the world around us and in our own Quaker world. These conversations challenged us and changed us.
6. In the spring, our working group helped in the planning of an event to celebrate the 350th Anniversary of Quakers in Maryland, on the shore of the Chesapeake Bay in Galesville, Maryland. This area is still the home of the West River Quaker Burying Ground. Not only did Friends speak at this event, but members of local community organizations spoke as well. The event brought together a diversity of community voices in a rich program.

7. As Juneteenth approached, RAWG, along with the Growing Diverse Leadership Committee and the Working Group on Racism, sponsored the preparation of two newsletters to help BYM Friends learn more about Juneteenth and find ways to celebrate. In these newsletters was a vision with a way for all of us—accept, recognize, understand the harm that has been done, and celebrate all the love, innovation, resilience that has been possible even through centuries of harm.

We did not do some things that we had thought we would do. For example, we have not yet found a way to mobilize Quaker support for the national reparations movement. We trust that we will discern a way forward in the coming year. Because we have not made progress yet on this issue and others, we lost a valued working group member this year. We hope to find a good pace for the projects we now have planned. We also hope to keep weaving everyone into our work, even those we have discouraged.

Here are our plans for the coming year. Take a look. Would you, your Meeting or Camp be interested in working on one of these? Let's build a movement for addressing harm, pain, suffering, and bring forth reparative actions:

- Make our Meetings and Camps places of truth-telling, where we include people and include historical events that happened whether or not they speak well of Quakers. Our history is important to know and pass on as it truthfully is (idea of truth-telling is part of Harold Weaver's Pendle Hill Pamphlet #465, focused on retrospective justice).
- Learn more about Mutual Aid—what it is and how people can be part of this way of bringing immediate change to the lives of people impacted by racism. A fall workshop is being planned and written resources will be available.
- Continue our Liaison program, working in a mutually supportive way with people from local Meetings and Camps.
- Ask local Meetings and camps to look again at their histories and create timelines or add to ones started in our anniversary year, including:
 - the policies and practices of our Meetings and Camps, as well as the wider community, to see in what ways systemic racism has had a role in our histories. Some Meetings have already added their history of slavery. Meetings can also look at real estate practices and the way wealth has been accumulated. And there are other possibilities, too.
 - the history of the Indigenous people or peoples who were living on the land that is now the home of your Meeting or Camp.
 - the history of the wider community of local Meetings and Camps in general—demographics, changes in demographics, and more
- Be active players in the national movement for reparations. Call together Quakers throughout the United States to listen to Indigenous and African American leaders in the national reparations movement, and to discern together how we together can support this national movement. Then begin to do this.
- Explore and discern how to establish a Fund for Reparations. Perhaps this would be done in each Yearly Meeting in the United States or perhaps we would organize a national fund that all Friends can be part of. We would work through the year to

discern both the vision and logistics of such a fund. We would like to find a way for Friends to share their wealth with to address specific harms of systemic racism.

- Work on the relations within our own BYM community, offering help with conflicts where racism is a factor and offering listening and resolution for those who have experienced hurts from policies, practices, and everyday encounters in their Meetings and Camps, recently or in the past.

To do our work, we have to think in new ways about history, injustice, poverty, and social change. We need the guidance of the Spirit and the support of Friends to make these plans into meaningful actions with enduring results. Please join us.

RAWG Core Group Members:

Tronette Anochie; Phil Caroom, Co-Clerk; Michael Conklin; David Etheridge; Donna Hamilton; Peirce Hammond; Khalila Lomax (BYM STRIDE Coordinator); Karen Moore; Jolee Robinson; Marcy Seitel, Co-Clerk; and Nathan Shoyer.

Addressing Conflict Working Group

No report received.

Intervisitation Working Group

No report received.

Pastoral Care Working Group

We gathered resources for Meetings to improve their ability to provide pastoral care. There are workshops to be presented at Annual Sessions.

Spiritual Formation Program Working Group

The Spiritual Formation Program Working Group focused this year on refining our virtual retreat program in response to ongoing restricted physical interaction due to the COVID pandemic, developing our first virtual yearlong program, and creating our first face-to-face retreat as restrictions eased. Two more persons also joined the working group, particularly in order to lead the virtual online yearlong program: Rita Willett of Richmond and Chad Smyser of York.

Our Fall BYM-wide Spiritual Formation Retreat was held via Zoom on September 17-18, 2021. Thirty-two participants attended, many from meetings that have no local spiritual formation program and some who were then unable to regularly attend a local meeting. The theme of "Back to Basics" was chosen to assist participants in re-grounding themselves in simple daily practices intended to nurture and settle anxious seekers in difficult times. Our grounding Words Worth Hearing came from Brother Lawrence's classic treatise *The Practice of the Presence of God*.

The Spiritual Formation Program Working Group has long been aware of many people throughout the Yearly Meeting who do not have access to regular or even periodic participation in a program at a local meeting. These seekers may be in meetings without enough individuals to actually create a spiritual formation program or may live at a long distance from a meeting that makes participation rare or impossible. We found that our two-year experience in offering virtual retreats to both individuals and to local meetings inspired us to set up a yearlong virtual program with its own online leadership that offers both the full experience of a dedicated large community of seekers and the essential small group sharing in spiritual friendship.

The virtual yearlong monthly program met with great success. Fourteen people participated from ten local meetings. The group met once a month for two hours. Before each gathering participants were sent written "Words Worth Hearing" along with one or more queries for their personal reflection. In the virtual meeting of the entire group each individual was given the opportunity to respond in worship sharing to the reading. On separate dates and times small groups of three and four participants met to share on what arose for them at the time.

The concluding retreat for the program year was held in person at the Claggett Center in Adamstown, Maryland. Twenty-eight persons from 12 meetings attended with a heavier than usual presence of people who had never attended a live retreat. Our theme of "Rejoice!" centered on the joy and comfort of returning to the embrace of a seeking community and the appreciation of the spiritual communities of our local meetings. We were able to resume our beloved time of community singing with Ruth Fitz in a covered, open-air pavilion. What a joy to bring our voices together in harmony after a two-year hiatus!

The Claggett Center was a new venue for our in-person retreat. Responses from participants were very positive regarding Claggett's location, food service, meeting spaces, rural setting and staff attentiveness. Claggett has now become one of our two locations for holding our retreats as it is important not to rely on only one possible retreat location. The fall opening retreat (September 2022) will be at the Shepherd's Spring retreat center with possible return to the Claggett Center next spring.

We are very grateful for BYM's new General Secretary's interest, caring support, and personal involvement in the Spiritual Formation Program and their eagerness to assist in maximizing the program's success. BYM administrative staff also deserve recognition and our thanks for their support. The working group is also grateful for the interest and care of the BYM Ministry and Pastoral Care Committee.

Respectfully submitted,
Amy Schmaljohn and Alan Evans, Co-Clerks of the Spiritual Formation Program Working Group

Working Group on Racism

Major activities

The Working Group developed a series of recommendations for procedures to reduce racial bias when BYM recruits and hires new employees. Those recommendations were submitted to the Supervisory Committee and the BYM General Secretary. The Supervisory Committee has adopted some of those recommendations for its search for an Administrative Assistant to the General Secretary.

The Working Group collaborated with the Growing Diverse Leadership Committee, the STRIDE Working Group, the BYM Presiding Clerks, and the General Secretary on a request for proposals (RFP) to conduct a racial justice audit of the Yearly Meeting. The RFP was developed in consultation with several BYM Friends of color. The draft RFP was submitted to Interim Meeting for its consideration. Interim Meeting laid the draft over for additional seasoning and refinement.

The Working Group has recommended that a half-time administrative assistant be employed to support the work of the STRIDE Coordinator, the Growing Diverse Leadership Committee, the Reparations Action Working Group, and the Working Group on Racism. The Supervisory Committee and the General Secretary have engaged in dialog with the Working Group on this recommendation.

In May of 2021, Working Group members conducted a workshop for clerks of BYM Monthly Meetings and Yearly Meeting Committee Clerks to help them understand and recognize implicit racial bias. The workshop also addressed ways to mitigate the impact of implicit bias.

Several members of the Working Group are organizing a "One Book" initiative to encourage Friends throughout the Yearly Meeting to read and discuss the book *Caste*.

Ellen Cronin organized an anti-racism mentoring program for WGR members to work with Monthly Meeting clerks who want to incorporate antiracism practice in their clerking.

Tronette Anochie and David Etheridge met with the new Camping Program Director to explore ways the Working Group could support him in addressing racism issues that have been identified in the BYM camping program. Tronette Anochie now serves as a member of the Anti-Racism Subcommittee of the Camping Program Committee.

Barbara Bezdek is coordinating an effort to engage local Meetings in exploring the possible racial impacts of their membership decision-making practices.

The 2021 BYM Annual Session Workshops

The Working Group sponsored two workshops during the 2021 Annual Session. Peirce Hammond and David Etheridge facilitated a "Connecting Local Meetings" session on efforts to lower racial barriers in local Meetings. The other workshop was "Racial Wounding: Stopping It and Healing from It" facilitated by Tronette Anochie, Sabrina McCarthy, and David Etheridge.

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 without forming a Change Group. The WGR serves as a clearinghouse, soliciting updates on local Change Group activities shared three times a year to facilitate exchange of information and inspiration as to what may be possible.

Workshops for 2022 BYM Annual Session

The Working Group has scheduled three workshops for 2022 Annual Session. One workshop facilitated by Peirce Hammond and David Etheridge will be a "Connecting Local Meetings" session on efforts to lower racial barriers in local Meetings. Another workshop facilitated by Sabrina McCarthy and David Etheridge will be entitled "Quaker Response to Enslavement in BYM Territory." The third workshop, facilitated by several members of the Working Group, will invite Friends who have read or are reading *Caste* by Isabel Wilkerson to share their experiences and ways they may feel stuck.

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 race. Friends share books, articles, films, and presentations on the topic of race that have come to their attention as well as personal experiences. Although this can take up considerable time, Friends feel it is an invaluable component of their meetings. Each month the Working Group also takes time to consider and discuss a different aspect of how "white supremacy culture" affects its work and that of the Yearly Meeting as well as what can be done about it.

Communications within BYM

The Working Group is under the care of the BYM Ministry and Pastoral Care Committee. The Clerk of the WGR meets once or twice a year with that Committee to keep it updated on Working Group activities and concerns and to seek counsel.

Several Working Group members participate actively on the BYM Growing Diverse Leadership Committee. The WGR Clerk is a member of the GDL Committee and the GDL 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 work to about 175 interested Friends.

Women's Retreat Working Group

In 2022, the Working Group consisted of Inga Erickson (Herndon), Dana Mitra (State College), and Yuri Plowden (Harrisburg).

Because of COVID, the three of us on the working group elected to repeat the online Zoom two-hour format that we created in 2021. The gathering included worship sharing in Zoom breakout rooms, meeting for worship, and time for announcements and status updates for the 2023 retreat. We had assistance from the BYM office and Sarah Gillooly in sending out announcements and creating the registration for the retreat. It was held on Saturday, Feb. 5, from 10am-noon, and 50 women attended. We did not have a separate planning committee for the online retreat.

Dana and Yuri had agreed to serve with Inga when the 2021 retreat went online and expressed a desire to step down from the Working Group after our 2022 retreat. During the retreat, we asked for volunteers to join the Working Group. Cameron Hughes (Goose Creek); Jodi Rose (Herndon); and Carol Seddon (Stony Run) all stepped forward.

The planning committee for the 2023 retreat remains uncertain, as no meeting or group of women has yet stepped forward with an offer to plan the retreat. A follow-up email went out to the participants, and an announcement will be placed in the BYM weekly announcements, asking for volunteers.

Although we trust that a future in-person retreat will eventually occur, it remains to be seen how the planning will come together. The responsibility of the Working Group is not to plan the retreat, but rather to ensure that it happens. Planning the retreat is a meaningful opportunity for service that is greatly appreciated by as many as 200 women in a well-attended year.

Respectfully submitted,
Inga Erickson, Dana Mitra, and Yuri Plowden
BYM Women's Retreat Working Group

End of Life Working Group

Our working group offered a very well-attended virtual forum in October 2021 titled "How We Die," presented by geriatrician Terence McCormally of Herndon Meeting. It helped to demythologize the process of dying. Terence provided much material usually not shared with patients and families about the clinical and institutional realities of dying in this country. The program was exceeded all expectations, judging from the number of participants who stayed for the entire 2.5+ hour program. The video recording can be accessed directly at: https://www.bym-rsf.org/file_download/inline/597a281f-35dc-4df2-ab44-04e831832bfd

The primary focus for the working group this year has been the substantial revision of the Langley Hill 2018 booklet on planning for the end of our lives. The new book addresses pastoral care and practical support that Meetings and individual Friends can offer one another throughout chronic illness, terminal disease, and after death. The book also addresses legal issues for Friends in all 5 jurisdictions within BYM. It is

a collaborative process being led by a Friendly professional editor, who is assuring we produce a very solid and readable presentation of Quaker voices on the end of our lives. It is expected to be out by the end of 2022.

At Annual Sessions 2022, we are sponsoring 2 workshops; one with a young adult Friend, and the other with a Friend in her 90s sharing about the value of good communications as her beloved husband died.

There is a pervasive and deep need for Friends to discuss, share and heal from past experiences surrounding death. By facing such issues directly, many have felt freed to be more proactive as they plan for a better ending for themselves and their loved ones. We have begun to define how we can take our work to individual Meetings and support more individuals throughout the YM.

The working group is a solid group of nine dedicated members. We have discerned that being under the care of Ministry and Pastoral Care is a natural fit for our collective leadings and work. As a result, we have officially requested a switch of oversight from our current affiliation with Peace and Social Concerns to Ministry and Pastoral Care.

Respectfully submitted,
Patti Nesbitt, Clerk

Quaker Voice of Maryland

Current status of Quaker Voice (as of 8/2/22):

- Active Working Group under the care of BYM PSC Committee / CQM
- We currently have a core working group of Molly Finch, Dona Sorce, Phil Caroom, Molly Mitchell, and Barbara Bezdek and periphery working group members that contribute.
- Seeking a few more core working group members to help us cover all the group tasks.
- Currently has Meeting Liaisons representing 9 MD/DC Meetings
 - Adelphi, Annapolis, Bethesda, Deer Creek, Frederick, Little Falls, Sandy Spring, Stony Run, Friends Meeting of Washington all had active liaisons for the 2022 general assembly session. These Friends received email updates weekly on Tuesday during the General Assembly to put into Meeting announcements for upcoming First Day.
 - Seeking liaisons in 2023 for: Chester River, Gunpowder, Homewood, Little Falls, Patapsco, Patuxent, Pipe Creek, Stony Run, Wicomico River (Salisbury), Third Haven.
 - We are open to input about other Quaker groups we should connect with and develop a liaison relationship.
- Growing our email list of Friend-ly advocates
 - We currently have 135 people on our email list; during the General Assembly session we send out weekly updates to our list regarding bill updates, action alerts, and events/activities.

- Developed priority legislation list based on input from MD Friends
 - In 2022 we chose 2 pieces of legislation for each of the 3 topics chosen by Friends
 - Racial Equity:
 - Correctional Ombudsman (SB0512/HB0604)—Returning in 2023
 - Child Interrogation Protection Act (SB0053/HB0269)—PASSED
 - Climate Justice:
 - Climate Solutions Now 2022 (SB0528)—PASSED
 - Energy Performance Targets & Low-Income Housing (HB0108, SB0524)—PASSED
 - Voting Rights:
 - Mail-in Voting, Expand the Vote to Incarcerated MD'ers (These bills ended up not being submitted during the 2022 general assembly.)
 - More information on our priority bills can be found on our tracking sheet.
- Scheduled presentations to share updates on our work
 - **Feb. 6, 2022—Presentation at Third Haven Meeting**—Members of Quaker Voice presented about Quaker Voice, our legislative priorities in 2022, background on the state legislative process, and how F/friends can be involved.
 - **Feb. 27, 2022—Presentation at Chesapeake Quarterly Meeting**—Members of Quaker Voice gave an update on priority legislatio2n for the 2022 general assembly, strategies for advocacy work, and actions that can be taken during the current session.
 - **March 13, 2022—Presentation at Frederick Friends Meeting**—Members of Quaker Voice presented about Quaker Voice, our legislative priorities in 2022, background on the state legislative process, and how F/friends can be involved.
- Promoting advocacy during the 2022 General Assembly
 - Quaker Voice sent out weekly emails to our email list and liaisons.
 - Did not move forward in purchasing advocacy software.
 - We were considering Action Network (\$10/mo.) to send requests to our members that live in specific districts where their representatives sit on important committees to move our priority bills forward.
 - We use our website (\$15/yr.) as a resource Friends can use to learn more about the MD General Assembly process, how they can be advocates, and how they can advocate for our priority bills if they are interested in doing so.
- No budget or fundraising yet, but spending a little money (funded out of pocket by working group members)
 - Website: \$15/annually Looking forward to Fall 2022.
- Preparing survey for community input on legislation
 - Will be shared with liaisons / email contacts in early September 2022; input will guide our priority legislation choices for 2023.
- Considering calls to action: **Quaker Call to Action, Resolution to End Poverty in MD**
 - Currently under discernment by the working group.
- Gathering for planning and fellowship—October 1, 2022
 - Working group members are inviting liaisons to join us for a planning meeting where we discern legislative topics and plan advocacy for the 2023 general assembly; our goal is to have every MD Meeting represented at this gathering.

- Current challenges:
 - Maintaining working group & liaison members
 - Our ability to act is limited by the number of active working group members; we are seeking at least 5 active working group members, in addition to our current core group, that represent a variety of geographies across Maryland.
 - We do not want to overburden our liaisons with additional responsibilities, which could make recruiting harder.
 - Working with no budget
 - Having a budget for printing could increase our presence in MD Meetings that work outside of electronic communications and could enable us to consider software (advocacy, email database, etc.) to save time for working group members.

Refugee, Immigration, & Sanctuary Working Group

No report received.

Working Group on Civil & Human Rights of Transgender and Non-Binary People

No report received.

Working Group on Firearms

No report received.

Working Group on Militarism & War

No report received.

Working Group on Reproductive Rights

No report received.

Working Group on Right Relationships with Animals

No report received.

Youth Safety Policy Working Group

No report received.

Affiliated Organization 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
 Sandy Spring Friends School

Reports Received from Affiliated Organizations

American Friends Service Committee Corporation

Yearly Meeting 2022 Report

Greetings to Friends around the world!

All of us at AFSC hope this short report finds you well. In a world where headlines too often feature war, displacement, economic inequality, and the disastrous effects of climate change, it is always a comfort to see how the centered courage of Friends is showing that there is another, better way forward. Thank you for your solidarity, insight, devoted work, and support as we strive for a renewed world together.

This year, we have made some remarkable strides together. AFSC, along with regional partners in the Horn of Africa, have launched a new hub for Africa-based research and advocacy on key migration and peace issues. In the U.S., nearly 11,000 registered for social justice webinars. We also engaged in legal advocacy that helped release 120 people from immigration detention last year. These are just a couple examples of the work. You can find much more online and in our publications.

This year, a theme for AFSC has been reflection and rejuvenation. We have been rejuvenating ourselves to meet the challenges of our times. We are happy to report on some highlights and early signs of these efforts.

Mother's Day #FreeThemAll Celebration in Florida

AFSC Florida and the Miramar Circle of Protection celebrate all immigrants, refugees and asylum-seeking mothers from around the world reporting to the ICE Miramar Facility.

Events include poster and art making, flowers, and testimony outside the ICE facility.

Our North Star

A vision for community safety beyond prisons and policing

After a long consultation and discernment, we have recently published our North Star document. It has seven guideposts toward real community safety that lies beyond prisons and policing. We are pulling from the experiences of communities and Quaker insights on how to move toward healing and accountability, invest in community needs, and stop the prison and policing system that creates so much unnecessary suffering.

We encourage you to read our document and we would love to visit with any Friends meeting, church, organization, or gathering to discuss it together. You can find it online at afsc.org/northstar.

Engaging Emerging Leaders for Liberation

This May, we launched a new initiative, Emerging Leaders for Liberation. Thirty young adults—15 from Quaker colleges and Meetings and 15 from AFSC program communities—are deepening their social justice and leadership skills. This initiative continues AFSC's legacy of programs engaging young adults in life-transforming ways. While it's only just begun, we are excited to see what bold social change work this program will catalyze.

Transforming AFSC for a new generation

Since we adopted our new strategic plan in 2020, we have been having a number of internal and external conversations about restructuring AFSC to move our work forward. This has been a very passionate, heartfelt, and collaborative conversation that has involved a number of staff, Friends, and governance volunteers. We hope to have a proposal approved this summer and will keep Friends informed about our progress.

LEARN MORE: afsc.org/strategic-plan

Reinvigorating Quaker engagement

Our efforts for renewal also feature AFSC's relations with Friends worldwide. AFSC draws inspiration, support, and partnership from Friends, and we want this to be a two-way, mutually beneficial relationship that helps both Quakers and AFSC advance peace with justice.

Last year AFSC relaunched the Meeting/Church Liaison Program with a goal to have an AFSC liaison in every Friends church and meeting in the United States. Conveying engagement opportunities in their congregations' newsletters, web-sites or social media, liaisons encourage Quaker connection in a more intentional way and serve as a conduit for Friends' concerns. Currently, we have 168 liaisons around the country. In addition, we have communications for all Friends, including the Acting in Faith with AFSC monthly e-newsletter and the Friends Engage web page.

(afsc.org/friends-engage)

And every other month, we invite Friends, staff, and all from our community for a meeting for worship for solidarity.

We hope to see you there!

In partnership with Friends General Conference, Pendle Hill, and Friends Council on Education, AFSC launched the Quakers Uprooting Racism coalition. Starting last September, it has invited Friends to join a cohort of about 80 racial justice activists over 10 months to learn together, to deepen skills and understanding, and to develop action plans to accelerate racial parity within the Religious Society of Friends.

We have received some very constructive suggestions from Quakers in the Corporation meeting and are looking for broader input, too. We have a simple questionnaire for Friends this summer to help give input about how to build effective communications and work together.

All Quakers are encouraged to fill out our online survey (surveymonkey.com/r/22QuakerEngage) to share different ideas and perspectives.

In this moment of truth, the world needs our best spiritual insights, courage, and persistent work for transformation. We look forward to reporting back next year on how our efforts to strengthen Quaker ties for social change are transforming the world and ourselves. While we are up against a number of social obstacles, together, as the spiritual says, we shall overcome.

Friends House

Friends House was established in 1967 by members of the Religious Society of Friends. Friends House continues to grow and thrive despite continued impact of COVID on our community.

Friends House is a Type C (fee-for-service), Life Plan Community, on 62 rolling acres in rural Sandy Spring, Montgomery County, Maryland. As a Type C community, multiple levels of care are available, and residents pay only for the services and care they need. The Community's 73 independent living cottages, apartments and lodges are all fully occupied or reserved.

Additionally, Homes on Quaker Lane, operated by Homes for America, includes 80 mixed-income apartments connected to Friends House main common building and is fully occupied. More cottages, apartments and lodges are anticipated in future plans. Assisted Living is 90% occupied and Skilled Nursing is 83% occupied. Friends House appreciates its 156 employees.

The organization is in final permit stage for two additional independent living projects. One project includes adding three more duplex cottages (6 homes) adjacent to the seven recently completed duplex cottages. A second project includes renovating two older buildings (D wing and New C wing) into 13 combined, modest apartments.

Financially, the organization had a solid year. Census in skilled nursing was substantially higher than last year. Entrance fees received net of refunds paid were slightly above \$1,000,000. As a result, Friends House was able to invest more than \$800,000 in capital improvements and up-front costs for the two additional projects described above and still maintain a strong cash position. The labor market in direct caregivers has been a challenge as Friends House has become reliant on contracted or agency nursing to supplement our employees to provide the care our residents expect.

Currently, there are 14 Board members, with Barbara Gibian as the Clerk, and Laurita Portee as the Assistant Clerk, Judith Farquhar as Recording Clerk, Jade Eaton as Assistant Recording Clerk and Ross Capon as Treasurer. Baltimore Yearly Meeting may recommend up to three members. At least 60% of the Board must be members of the Society of Friends.

One way the community addresses the challenge of COVID is through providing vaccinations on campus to residents and staff. At this time, 98% of the residents and 95% of the staff are vaccinated or have a qualified exemption. Friends House mandates vaccinations or qualified exemptions with regular testing for all staff. COVID requirements are challenging but necessary.

The Friends House mission is:

Friends House Retirement Community is a non-profit community that was founded on Quaker principles and is guided by values and practices of the Religious Society of Friends. Its mission is to create a caring community that connects residents and other seniors, volunteers and staff in a way that nurtures the physical, mental, emotional and spiritual well-being of each of its members. Friends House Retirement Community seeks to offer an affordable and fulfilling lifestyle for older persons of diverse background, economic means and abilities in a safe and caring environment.

The Friends House Seniors Association, which is a separate, resident run, 501(c)(3), non-profit organization, continues to work hard to support all community members. It has many committees such as the Environment Committee and the Diversity Committee which are very active in the community.

Friends United Meeting

Report to Baltimore Yearly Meeting, Annual Sessions

Frederick, Maryland, August 5, 2022

Regarding Friends United Meeting

Georgia E. Fuller, Langley Hill

BYM Representative to FUM

The next Triennial of Friends United Meeting, followed by the triennials of Quaker Men International and the United Society of Friends Women International will all be in Kenya, July 1st-8th, 2023. The location is Kabarak University, which was the site of the 2012 Gathering of Friends World Committee for Consultation. It is close to Lake Nakuru, home of a National Park of zebras, giraffes, flamingos, and monkeys. Safaris and

opportunities to visit various FUM projects will be available both before and after the combined triennials. Stay tuned for more information.

As many of us remember, the three 2020 Triennials were also scheduled to be in Kenya. The last completely in-person meeting of the FUM General Board was in early March of that year, before COVID. I asked the man who was presenting the plans for the Triennials if all of our members in Baltimore Yearly Meeting would be welcome. The speaker looked at me with very wide eyes. He didn't understand that I was asking about LGBT inclusion. He was not readily aware of what happened at the 2002 Triennial in Kenya. Some of us here might not be aware either. Briefly, at the 2002 Triennial in Kenya, the participation of our Presiding Clerk raised some controversy because he is a Gay man in an acknowledged relationship. This controversy began a very painful decade for us here and for many members who were on the FUM General Board.

Now I ask myself, well duh... ? Why did I wait until four months before the Triennials to raise that question? Well, because at the 2017 summer Triennial of FUM the participation of our General Secretary, also a Gay man in an acknowledged relationship, never even caused a ripple. And I assumed that everybody knew BYM is a Rainbow Yearly Meeting. In the fall of 2017, I had introduced myself to the Triennial General Board, composed of both new and carry-over members like me. I said that my sister was a Lesbian—she's my best friend—and I love her. But that was 2017. Just three years later, in 2020, FUM had a different General Board, a different Presiding Clerk, and a different General Secretary. In a global, multi-dimensional, multi-cultural organization, many questions, particularly one about inclusion and exclusion, need to keep reappearing.

The good news is that others are posing this question in different ways. The representatives of New England Yearly Meeting have been tasked, by a minute from their membership, with continuing the conversation about the personnel policy that excludes LGBT employees. In addition, we are fortunate that a transwoman representative has joined the FUM General Board. I regret that I have only been attending Board meetings by zoom and have not been there in person to sit with her. But I'm happy my physical presence has not been necessary. She says she has only encountered some puzzlement and the struggle to accept. Having these two voices on the Board, frees me to focus on what I am most passionate about. I speak most authentically about pastoral care.

Change in any organization takes time and a multitude of different approaches. Mine has always been pastoral. Foremost in my thinking is my friend whose Gay son committed suicide. Despite her best efforts, and the efforts of her daughters, whom I knew well, to affirm the young man's orientation, the militant, homophobic preaching of their church took his life. Also, in my mind I still sit with my Gay colleague back in 1979. He had recently found his friend hanging in the apartment and had cut him down in a vain effort to save his life. Back when BYM did not have unity to financially support FUM, I would send donations by check with the note, "your personnel policy endangers the lives of your own children." But that was over 12 years ago and no one who read those notes still works in the FUM office. So, it's clear that I need to keep repeating, "your personnel policy endangers the lives of your own children."

Last June I was attending an Executive Board meeting with FUM folks who have known me for six or more years. The subject of the personnel policy came up. I said that for me the policy is not the main issue because FUM in the US only employs about twenty people. The issue is pastoral because hundreds of Quaker kids need someone to talk with about their maturing sexuality and gender identification. A pastor on the Executive Board asked me, "What do you mean by pastoral?" Without thinking I said, "Do you love my sister? Do you believe that she is a beloved child of God—no qualifications, no second-class belonging?" I just let that settle with the other Executive Board members, including the one who zoomed in from Kenya. Sometimes that's the best thing to do.

But later, when I did think about the question, I thought, how strange that men who have been pastors for decades would need to ask that. The answer is so obviously direct in its simplicity, "Do you love my sister—my best friend—whom I love?" Obviously, this is another thing I need to keep repeating.

Thank you, Friends, for the opportunity to represent us on the General and Executive Boards of Friends United Meeting. This June Triennial will conclude my ninth year of service. Travel to Indiana three times a year is getting difficult. Thank God for zoom! In addition, Walt Fry is no longer a BYM representative to the FUM Board. It is time to think about new representatives and approve them no later than our June Interim Meeting.

Miles White Beneficial Society of Baltimore City

The Miles White Beneficial Society of Baltimore City ("MWBS") is a supporting organization of Baltimore Yearly Meeting comprised of ten board members. The work of the organization is performed through two committees, the Education & Enrichment Committee and the Health & Human Services Committee. The Education & Enrichment Committee makes recommendation to the full board regarding grant applications from educational organizations, summer programs for young people and scholarships for undergraduate students. The Health & Human Services Committee makes recommendations to the full board regarding grant applications from organizations that endeavor to end poverty for their participants or that meet unmet basic human needs for the people of Baltimore City.

This year, the Board continued the rewarding but admittedly difficult strategic planning work that it began in 2021. Each of our board members has worked hard to share his or her true thinking on issues and to bring us closer to unity. This process was not always simple or easy. Our respect and care for each other went a long way to enabling us to reach a point where we can move forward with the work we all agree is meaningful and well worth the effort.

In 2022, the MWBS adjusted its grant cycle so that grant announcements are made in January, applications are due in March and decisions are announced in May. Previously we had staggered these deadlines for the different committees in three stages throughout the year.

Because of this scheduling change, the Health & Human Services grants were due months before they had been in previous years. Despite our best efforts to inform all potential applicants of the change, some organizations did not file their applications on time. At the conclusion of our grant cycle, the Health & Human Services Committee was left with funds that had been budgeted for this year but not used. Led by our younger board members and their energy, we launched a second round of funding for Health & Human Services grants with a deadline of July 1. We intend this to be the only year that two rounds of funding are offered— but this year we felt led to grant flexibility to our applicants in light of the many changes we have made.

Our new mission statement is "We seek to advance social justice in the city of Baltimore." We see this mission as supportive of the types of work Miles White wanted this corporation to support in 1874 when it was originally formed. We have focused much of our efforts in 2022 on locating and building new partnerships with organizations that advance social justice in Baltimore City, and at the same time, we have maintained many of the connections the MWBS has valued for years. Five of our Health and Human Services grant recipients and five of our Education and Enrichment grant recipients are new this year.

Thus far in 2022, the MWBS has provided \$85,500 to organizations and \$54,000 in scholarship funds. During the initial 2022 grant cycle, the Health & Human Services Committee awarded a total of \$49,500 to thirteen organizations that are providing services in Baltimore City. These services include but are not limited to:

- rent and utility payments,
- food assistance,
- support by South Asians for people of South Asian heritage who are impacted by interpersonal violence,
- health and educational supplies,
- GED training,
- legal support related to housing issues,
- job skills training and self-esteem building, and
- the provision of supplies for hygiene pantries.

At the time of this writing, the second round of Health & Human Services applications is just being received and has not yet been reviewed by the Board.

Our Education Committee awarded a total of \$36,000 to seventeen organizations in Baltimore City. These organizations include:

- a summer program training young people to become community organizers,
- a program that brings Friends School of Baltimore students together with Baltimore City Public School students to interact with the City officials and learn how to promote change,
- an after-school enrichment program in Hampden,
- support for a Baltimore resident to attend Pendle Hill's Continuing Revolution young adult conference entitled "Experiments in Spiritually Grounded Abolition,"
- funding youth stipends for a city-wide Planned Parenthood Peer Education Program that focuses on participation by Baltimore City Public School students,
- a summer reading program,

- a summer program for Baltimore City public school students whose mission is to “teach adolescents essential life-skills that prepare them to become confident, competent, resilient, well-rounded, emotionally intelligent, persevering, successful human beings,”
- a program designed to keep students engaged in and attending school,
- a program focused on providing healthy food, green space and nature programming to children,
- mental health screening and food support for children during the summer,
- summer field trips for immigrant children,
- funding BYM summer camp enrollment for young people from Philadelphia and Baltimore, and
- supplies for a program designed to reduce summer learning loss.

Additionally, this year we awarded \$54,000 in scholarships. During 2021 and 2022, Board members felt led to begin the work of funding Baltimore City youth who need financial assistance attending college. At the same time, Board members felt strongly that our support for Quaker children remains important and relevant. Accordingly, we continue to provide scholarships to Quaker students within BYM who need financial assistance. This year we had seven Quaker scholars and five non-Quaker scholars. We learned quite a bit during the scholarship application process this year and plan to adjust our process for next year. Over the next few months and years we plan to build partnerships with Baltimore City public schools and other organizations that can help us reach more Baltimore City students who need financial assistance to attend college.

While our work over the past year has sometimes been difficult and at times our way felt uncertain, we were strongly led to tackle these challenges now, as it seemed the time to do so. As a supporting organization of Baltimore Yearly Meeting, we believe that through our efforts we are helping BYM promote social justice in the city of Baltimore.

Quaker House

2022 Annual Report to Worshipping Communities

2021 and 2022 have seen several significant changes for Quaker House. The summer of 2021 included the gradual relaxing of the worst days of the COVID pandemic as vaccines became available for the first time. Quaker House’s free counseling service for active and retired military personnel and their families continued with telehealth sessions throughout the lock-down and subsequent pandemic. In-person sessions were able to re-start at Quaker House in April 2022. We continue our dedication to saying “Yes to the soldiers, No to the War” by supporting those harmed by their service. This includes treatment for moral injury, post-traumatic stress, substance abuse, domestic violence, and other injuries. Relaxation of pandemic distancing rules in the spring of 2022 has also allowed Quaker House to begin more direct participation in community events. In May 2022 Quaker House teamed with Fayetteville based Community Patriot Arts Community to present an introduction to moral injury to some of the nurses of Womack Army Medical Center.

Quaker House’s support for the GI Rights Network continued throughout the last year. Calls to the GI Rights Hotline averaged 233 per month across all of 2021 and 238 in the first quarter of 2022. There has been a rise across the first three months of 2022 that may be related to both the war in Ukraine and the start of involuntary discharges from the military for vaccine refusals. So far the discharges have been general discharges. These allow the individuals to obtain the services of the Veterans Administration but not the GI Bill benefits. Media reports suggest that they are likely to be allowed to re-join the military with proof of having been vaccinated. Quaker House and the members of the network are going to continue to monitor these discharges and the political discussions related to them.

In the fall of 2021, Executive Director Kindra Bradley announced her resignation. The Quaker House board began a search for Kindra’s successor. Kindra’s service to Quaker House came with many unanticipated challenges as she helped lead us through the onset of the COVID-19 pandemic. She found ways for Quaker House to continue to provide support to our constituents, moved board meetings and conferences online, and masterminded a virtual 5K fundraiser event. Her dedication and energy are deeply appreciated.

On March 1, 2022, Wayne Finegar began his service as the new Executive Director. Wayne is a long-time member of Sandy Spring Friends Meeting in Sandy Spring, Maryland. He spent the last 12 years serving Baltimore Yearly Meeting in multiple roles, most recently as the Acting General Secretary from July 2020 through August 2021.

Since beginning his service, Wayne has regularly worshiped with Fayetteville Friends Meeting, traveled to visit and worship with Wilmington (NC) Friends Meeting, and participated in Southeastern Yearly Meeting’s annual gathering. Coming planned travels include presentations to local worshipping communities in Vermont and New York; in-person participation in the annual gatherings of Piedmont Friends Fellowship, Southern Appalachian Yearly Meeting, Palmetto Friends Gathering, North Carolina Yearly Meeting—Conservative, and North Carolina Fellowship of Friends. He also will be part of the online sessions of Friends General Conference and Baltimore Yearly Meeting.

On February 24, 2022, Russia began the invasion of Ukraine. Quaker House sponsored protests against the conflict in downtown Fayetteville in March that included members of the local Ukrainian and Russian diaspora in the city. Additionally, several Friends contacted Quaker House directly or began discussions online about their relationship with the traditional Peace Testimony in light of the war. In response to these messages, Quaker House hosted two online worship sharing sessions that had over 70 participants in each. Many powerful messages were shared as Friends sought to discern their feelings of sympathy and outrage with their personal stances on pacifism and non-violence. Quaker House has announced a follow-on discussion in early June 2022 with the title *Putting Action to Witness* and additional events may be announced as Friends are led.

The unique challenges faced by everyone in the past years have changed many of our expectations of what is “normal.” Quaker House is looking for ways to build on the opportunities for broad participation in on-line and hybrid events, while also paying attention to the rise of new injuries and challenges for those serving in the military as well as those in the entire community of Friends.

Resources for Working Together

2022-2023 Calendar of Key Yearly Meeting Dates

2022

- | | |
|-----------|--|
| Nov 5-7 | Fall Interim Meeting <i>Sandy Spring Friends Meeting</i> |
| Nov 25-27 | Young Friends Con <i>Annapolis Friends Meeting</i> |
| Dec 27 | Winter Interchange Deadline |
| Dec | Spiritual State of the Meeting Queries Sent to Meetings |

2023

- | | |
|-------------|--|
| Jan 13-15 | Junior Young Friends Leadership Con <i>Gunpowder Friends Meeting</i> |
| Jan 15 | BYM Camps Registration Opens www.bymcamps.org |
| Jan 15 | Annual Data Requests Sent to Monthly Meetings |
| Jan 28-29 | Junior Young Friends Con |
| Feb 17-19 | Young Friends Con <i>Homewood Friends Meeting</i> |
| Feb TBD | STRIDE Phone-A-Thon |
| Feb 28 | Budget Requests Due |
| March 18-19 | Junior Young Friends Con |
| March 25 | Winter Interim Meeting <i>Friends Meeting of Washington</i> <i>Agenda items due Feb 25th</i> <i>Supporting docs due March 16</i> |
| March 30 | Annual Data Requests Due to BYM Office |
| April 11 | Spring Interchange Deadline |

| | |
|-------------|---|
| April TBD | Budget & Apportionment Meeting <i>Location TBD</i> |
| April 21-23 | Young Friends Con <i>Sandy Spring Friends Meeting</i> |
| May 5-7 | Spiritual Formation Spring Retreat <i>Claggett Center, Adamstown, MD</i> |
| May 5-7 | Junior Young Friends Graduation Con |
| May 26-28 | Young Friends Graduation Con Maury River Friends Meeting |
| June 10 | Spring Interim Meeting <i>Charlottesville, VA</i> <i>Agenda items due May 10</i> <i>Supporting docs due June 1</i> |
| June 17 | BYM Camp Staff Arrive |
| July 1 | BYM Camps Begin |
| Aug 1-6 | Annual Sessions <i>Hood College, Frederick, MD</i> <i>Agenda items due June 30</i> <i>Supporting docs due July 17</i> |
| Aug 21 | Fall Interchange Deadline |
| Sept 4-11 | BYM Office Closed |
| Sept 22-24 | Spiritual Formation Fall Retreat <i>Claggett Center, Adamstown, MD</i> |

Quarterly Meeting Dates

Centre Quarter: *TBD*

Chesapeake Quarter: *Feb 12, June 11, Sept 10*

Nottingham Quarter: *TBD*

Warrington Quarter: *TBD*

Committee and Working Group Membership

Committee Membership

As Approved at Annual Session, August 2022

ADVANCEMENT AND OUTREACH COMMITTEE

AandO@bym-rsf.org

Clerks: Steve Morse & Maggie DeTar-Lavalle

| | |
|--------------------------------------|-----------|
| Yarrow First-Hartling (Frederick) | 2020-2023 |
| Damaris Kifude (Stony Run) | 2020-2023 |
| Maggie DeTar-Lavallee (Williamsburg) | 2021-2024 |
| Steve Morse (Langley Hill) | 2021-2024 |
| Steve Tatum (Blacksburg) | 2018-2024 |
| Bobby Trice (Washington) | 2021-2024 |
| Laura Goren (Richmond) | 2019-2025 |
| Jim Citro (Patapsco) | 2022-2025 |

CAMP PROPERTY MANAGEMENT COMMITTEE

CPMC@bym-rsf.org

Clerks: Chris DeWilde & Gary Gillespie

| | |
|---------------------------------|-----------|
| Heather Carter (Adelphi) | 2020-2023 |
| Lizzie Givens (Charlottesville) | 2020-2023 |
| Rick Post (Langley Hill) | 2020-2023 |
| Greg Tobin (Frederick) | 2020-2023 |
| Gary Gillespie (Homewood) | 2018-2024 |
| Kate Meaker (Sandy Spring) | 2018-2024 |
| Chris DeWilde (Catocin) | 2019-2025 |
| Anne Honn (Sandy Spring) | 2019-2025 |
| Rick Honn (Sandy Spring) | 2019-2025 |
| Lamar Matthews (York) | 2019-2025 |
| Chris Greeley (Stony Run) | 2022-2025 |

CAMPING PROGRAM COMMITTEE

CPC@bym-rsf.org

Clerk: Anna Best & Betsy Roush

| | |
|------------------------------------|-----------|
| Becca Bacon (YAF) | 2020-2023 |
| Deirdre Citro (Patapsco) | 2020-2023 |
| Don Crawford (Opequon) | 2020-2023 |
| Karen Daniel (Frederick) | 2020-2023 |
| Cory Joseph (Goose Creek) | 2017-2023 |
| Jackie Kosbob (Goose Creek) | 2017-2023 |
| Nikki Richards (YAF) | 2020-2023 |
| Nora Swift (Shiloh) | 2017-2023 |
| Justin Sykes (Shiloh) | 2020-2023 |
| Linda Garretson (Sandy Spring) | 2021-2024 |
| Kary Haun (Hopewell) | 2021-2024 |
| Betsy Krome (Williamsburg) | 2018-2024 |
| Betsy Roush (Sandy Spring) | 2018-2024 |
| Anna Best (Richmond) | 2019-2025 |
| Jennifer Collins-Foley (Annapolis) | 2019-2025 |
| Joe Coates (Eastland) | 2022-2025 |
| Jamie DeMarco (Homewood) | 2022-2025 |
| Kate DiPasquale (Richmond) | 2022-2025 |

DEVELOPMENT COMMITTEE

Develop@bym-rsf.org

Clerks: Arthur Boyd & Barb Platt

| | |
|------------------------------|-----------|
| Gretchen Hall (Alexandria) | 2020-2023 |
| Frannie Taylor (Goose Creek) | 2018-2024 |
| ArthurMeyer Boyd (Stony Run) | 2022-2025 |
| Barb Platt (Sandy Spring) | 2022-2025 |

EDUCATIONAL GRANTS COMMITTEE

EdGrants@bym-rsf.org
Clerk: Katie Caughlan

| | |
|-------------------------------|-----------|
| Tanza Aliberti (Stony Run) | 2021-2024 |
| 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 |

FAITH AND PRACTICE COMMITTEE

FandP@bym-rsf.org
Clerks: Davis Balderston & Arthur David Olson

| | |
|-----------------------------------|-----------|
| Ann Marie Moriarty (Adelphi) | 2020-2023 |
| Davis Balderston (Alexandria) | 2018-2024 |
| Diana Bowden (Richmond) | 2018-2024 |
| Sarah Bur (Homewood) | 2018-2024 |
| Arthur David Olson (Takoma Park) | 2018-2024 |
| Helen Tasker (Frederick) | 2018-2024 |
| Jim Fussell (Langley Hill) | 2019-2025 |
| Ann Riggs (Annapolis) | 2019-2025 |
| Linda Goldstein (Charlottesville) | 2022-2025 |
| Dave Fitz (York) | 2022-2025 |

GROWING DIVERSE LEADERSHIP COMMITTEE

GDL@bym-rsf.org
Clerk: Peirce Hammond

| | |
|---------------------------------|-----------|
| Peirce Hammond (Bethesda) | 2019-2023 |
| Tronette Anochie (Sandy Spring) | 2021-2024 |
| David Etheridge (Washington) | 2019-2024 |
| St. Clair Allmond (Richmond) | 2019-2025 |
| Chester McCoy (Adelphi) | 2022-2025 |
| Michael Wallace (Bethesda) | 2022-2025 |

INDIAN AFFAIRS COMMITTEE

IndianAffairs@bym-rsf.org
Clerks: Dellie James & Dan Cole

| | |
|----------------------------------|-----------|
| Norm Fox (Alexandria) | 2017-2023 |
| Mary Kearns (Langley Hill) | 2020-2023 |
| Pat Powers (Sandy Spring) | 2020-2023 |
| Frances Schutz (Charlottesville) | 2020-2023 |
| Sharon Stout (Adelphi) | 2020-2023 |
| Kim Benson (Annapolis) | 2021-2024 |
| Dan Cole (Frederick) | 2018-2024 |
| Dellie James (Stony Run) | 2018-2024 |
| Sue Marcus (Alexandria) | 2018-2024 |
| Abbey Compton (Herndon) | 2019-2025 |
| Jana McIntyre (Sandy Spring) | 2013-2025 |
| Mac Broussard (Roanoke) | 2022-2025 |

MANUAL OF PROCEDURE COMMITTEE

MOP@bym-rsf.org
Clerk: Clinton Pettus

| | |
|-----------------------------------|-----------|
| Clinton Pettus (Stony Run) | 2017-2023 |
| Sue Williams (Roanoke) | 2020-2023 |
| Daquanna Harrison (Adelphi) | 2021-2024 |
| Gloria Victor Dorr (Sandy Spring) | 2021-2024 |

MINISTRY AND PASTORAL CARE COMMITTEE

MandPC@bym-rsf.org
Clerks: Greg Robb, Eileen Stanzione, and Rita Willett

| | |
|----------------------------------|-----------|
| Henry Apencha (Stony Run) | 2020-2023 |
| Martin Melville (State College) | 2020-2023 |
| Eileen Stanzione (Patapsco) | 2020-2023 |
| Greg Robb (Washington) | 2018-2023 |
| Paul Isayi (Stony Run) | 2021-2024 |
| Rebecca Richards (Gunpowder) | 2021-2024 |
| Gary Sandman (Roanoke) | 2019-2025 |
| Tom Webb (YAF) | 2019-2025 |
| Rita Willett (Richmond) | 2019-2025 |
| Elise Hansard (Roanoke) | 2022-2025 |
| Susan Russell Walters (Homewood) | 2022-2025 |
| Barbara Thomas (Annapolis) | 2022-2025 |

NOMINATING COMMITTEE

nominating@bym-rsf.org
Clerks: Chip Tucker & Karie Firoozmand

| | |
|----------------------------------|-----------|
| Janet Eaby (Nottingham) | 2020-2023 |
| Melissa Merideth (Bethesda) | 2020-2023 |
| Debbi Sudduth (Goose Creek) | 2020-2023 |
| Chip Tucker (Charlottesville) | 2021-2023 |
| Alex Arbor (Adelphi) | 2021-2024 |
| Kevin Caughlan (Sandy Spring) | 2018-2024 |
| Jose Woss (Washington) | 2021-2024 |
| Monique Russell (Washington) | 2022-2025 |
| Karie Firoozmand (Stony Run) | 2019-2025 |
| Becca Gardner Rhudy (Deer Creek) | 2022-2025 |
| Diane McHale (Sandy Spring) | 2022-2025 |

NUTS AND BOLTS COMMITTEE OF YOUNG FRIENDS

All NBC terms are one-year appointments.

NBC@bym-rsf.org
Clerks: Nathaniel Lehman, Corinne Hess, Lia Worth

| |
|-------------------------|
| Greta Garrettson-Taylor |
| Siri Eller |
| Evan Crone |
| Emma Doty |
| Rain Craven |
| Ben Foard |
| Henry Hess |
| Evan Bouvois-Ransome |
| Anjali Shah |
| Evan Crone |
| Carina Morley |
| Kyla Benjamin |
| Caroline Hill |
| Riley Woodward |
| Nathaniel Lehman |
| Corinne Hess |
| Lia Worth |

PEACE AND SOCIAL CONCERNS COMMITTEE

PandSC@bym-rsf.org
Clerks: Annette Breiling

| | |
|-------------------------------|-----------|
| Barbara Bezdek (Homewood) | 2020-2023 |
| Phil Caroom (Annapolis) | 2020-2023 |
| Jean Athey (Homewood) | 2018-2024 |
| Annette Breiling (Frederick) | 2021-2024 |
| Richard Capron (Maury River) | 2021-2024 |
| Tamina Chowdhury (Washington) | 2021-2024 |
| Suzanne O'Hatnick (Stony Run) | 2021-2024 |
| Beth Tauser (Warrington) | 2021-2024 |
| Bob Rhudy (Patapsco) | 2019-2025 |

ANNUAL SESSION PROGRAM COMMITTEE

Program@bym-rsf.org
Clerk: Linda Coates

| | |
|--------------------------------------|-----------|
| Jason Eaby (Nottingham) | 2017-2023 |
| Linda Coates (Eastland) | 2019-2025 |
| Breyette Covington (Charlottesville) | 2022-2025 |
| Cy DeVries (State College) | 2022-2025 |
| Peg Hansen (State College) | 2022-2025 |

RELIGIOUS EDUCATION COMMITTEE

REcommittee@bym-rsf.org
Clerk: Erik Hanson

| | |
|-------------------------------|-----------|
| Maddy Doll (Homewood) | 2021-2023 |
| Rory Kennison (Homewood) | 2020-2023 |
| John Stephens (Alexandria) | 2020-2023 |
| Ellen Arginteanu (Richmond) | 2018-2024 |
| Sue Williams (Dunnings Creek) | 2019-2025 |
| Erik Hanson (Sandy Spring) | 2022-2025 |
| Nancy Moore (Stony Run) | 2022-2025 |
| Alison Prudner (Floyd) | 2022-2025 |

SEARCH COMMITTEE

search@bym-rsf.org
Clerk: Meg Meyer

| | |
|-------------------------------|-----------|
| Bill Mims (Langley Hill) | 2017-2023 |
| Richard Broadbent (Frederick) | 2018-2024 |
| Nate Arbor (Sandy Spring) | 2020-2024 |
| Meg Meyer (Stony Run) | 2022-2025 |

STEWARDSHIP AND FINANCE COMMITTEE

SandF@bym-rsf.org
Clerk: Terence McCormally and Linda Pardoe

| | |
|--------------------------------|-----------|
| Allen Cochran (Goose Creek) | 2020-2023 |
| Melanie Gifford (Adelphi) | 2020-2023 |
| Otis Kenny (Roanoke) | 2020-2023 |
| Catherine Tall (Monongalia) | 2020-2023 |
| Victor Thuronyi (Adelphi) | 2017-2023 |
| Tim Yeaney (Langley Hill) | 2020-2023 |
| John Yost (Eastland) | 2020-2023 |
| Linda Pardoe (Patapsco) | 2019-2025 |
| Andrei Israel (Adelphi) | 2022-2025 |
| Aaron Johnson (Washington) | 2022-2025 |
| Karen Hansen-Kuhn (Alexandria) | 2022-2025 |
| Xan Whitt (Roanoke) | 2022-2025 |

SUE THOMAS TURNER QUAKER EDUCATION FUND

STTQEF@bym-rsf.org
Clerk: Rosalind Zuses

Ongoing

Howard Zuses (Sandy Spring)
Rosalind Zuses (Sandy Spring)

Ex-Officio

Steve Morse, A&O Representative
Peg Hansen, RE Representative

SUPERVISORY COMMITTEE

supervisory@bym-rsf.org
Clerks: Adrian Bishop & Ramona Buck

| | |
|---------------------------------|-----------|
| Adrian Bishop (Stony Run) | 2017-2023 |
| Betsy Tobin (Frederick) | 2021-2023 |
| Joan Liversidge (Sandy Spring) | 2022-2023 |
| Ramona Buck (Patapsco) | 2018-2024 |
| Susan Griffin (Washington) | 2021-2024 |
| Becka H. Rosenberg (Alexandria) | 2022-2024 |

UNITY WITH NATURE COMMITTEE

UnityWithNature@bym-rsf.org
Clerks: Jean Pfeff & Ann Payne

| | |
|----------------------------------|-----------|
| Carl Benson (Annapolis) | 2020-2023 |
| Ralph Hutton (Mattaponi) | 2017-2023 |
| Jean Pfeff (Patapsco) | 2020-2023 |
| Julia Storberg-Walker (Hopewell) | 2020-2023 |
| Len McGinnis (Fds Mtg Schl) | 2022-2025 |
| Ann Payne (Frederick) | 2022-2025 |
| Andy Spawn (Stony Run) | 2022-2025 |

Working Groups

Membership in Working Group is Open and not Term-Limited.
For a list of working group members, please contact the Working Group Clerk.

ADDRESSING CONFLICT WORKING GROUP

Est. 2022, Ministry & Pastoral Care
Clerk: Ramona Buck

END OF LIFE WORKING GROUP

Est. 2019, Ministry & Pastoral Care
EndOfLife@bym-rsf.org
Clerk: Patti Nesbitt

YOUNG ADULT FRIENDS COMMITTEE

Inactive in 2022

YOUTH PROGRAMS COMMITTEE

YPC@bym-rsf.org
Clerks: Annalee Horne & TBD

| | |
|------------------------------------|-----------|
| Hannah Brown (Homewood) | 2020-2023 |
| Tom Horne (Takoma Park) | 2017-2023 |
| Julie Odland (Frederick) | 2017-2023 |
| Maggie Willow (Sandy Spring) | 2020-2023 |
| Jesse Greer (Adelphi) | 2021-2024 |
| James Key (Adelphi) | 2018-2024 |
| Carol Seddon (Stony Run) | 2021-2024 |
| Peter Lauten (Goose Creek) | 2019-2025 |
| Annalee Flower Horne (Takoma Park) | 2022-2025 |
| Ted Heck (Richmond) | 2022-2025 |
| Darcy Lane (Sandy Spring) | 2022-2025 |

WORKING GROUP ON FIREARMS

Est. 2022, Peace & Social Concerns
Clerk: TBD

GROWING OUT MEETINGS WORKING GROUP

Est. 2019, Advancement & Outreach
Growing@bym-rsf.org
Inactive in 2022

INTERNET COMMUNICATIONS WORKING GROUP

Est. 2015, Advancement & Outreach
NetCom@bym-rsf.org
Inactive in 2022

INTERVISITATION WORKING GROUP

Est. 2013, Ministry & Pastoral Care
Intervisitation@bym-rsf.org
Clerk: TBD

WORKING GROUP ON MILITARISM & WAR

Est. 2022, Peace & Social Concerns
Clerk: Jean Athey

QUAKER VOICE OF MARYLAND WORKING GROUP

Est. 2020, Peace & Social Concerns
QuaerVoiceMD@bym-rsf.org
Clerk: Molly Mitchell

REFUGEE, IMMIGRATION, AND SANCTUARY WORKING GROUP

Est. 2017, Peace & Social Concerns
Refugees@bym-rsf.org
Inactive in 2022

WORKING GROUP ON RACISM

Est. 2001, Ministry & Pastoral Care
WGR@bym-rsf.org
Clerk: David Etheridge

REPARATIONS ACTION WORKING GROUP

Est. 2020, Growing Diverse Leadership
Reparations@bym-rsf.org
Marcy Seitel

REPRODUCTIVE JUSTICE WORKING GROUP

Est. 2022, Peace & Social Concerns
ReproWG@bym-rsf.org
Clerks: Katherine Cole & Sharon Stout

RIGHT RELATIONSHIPS WITH ANIMALS WORKING GROUP

Est. 2015, Unity with Nature
RightAnimals@bym-rsf.org
Clerk: Margaret Fisher & Dayna Baily

SPIRITUAL FORMATION WORKING GROUP

Est. 2009, Ministry & Pastoral Care
SpiritForm@bym-rsf.org
Clerks: Amy Schmaljohn & Alan Evans

STRIDE WORKING GROUP

Est. 2014, Growing Diverse Leadership
STRIDE@bym-rsf.org
Clerks: TBD

WOMEN'S RETREAT WORKING GROUP

Est. 2010, Ministry & Pastoral Care
WomensRetreat@bym-rsf.org
Clerk: Inga Erikson

WORKING GROUP ON CIVIL AND HUMAN RIGHTS OF TRANS AND NON-BINARY PEOPLE

Est. 2018, Peace & Social Concerns
Transgender@bym-rsf.org
Inactive in 2022

Representatives to Affiliated Organizations

As Approved at Annual Session, August 2022

AMERICAN FRIENDS SERVICE COMMITTEE CORPORATION

David Robinson (Alexandria) 2017-2023
Bethanne Bruninga Socolar (Annapolis) 2019-2024
Sean Beeny (Langley Hill) 2019-2025
Lauren Brownlee (Bethesda) 2022-2025

FRIENDS COMMITTEE ON NATIONAL LEGISLATION REPRESENTATIVES

Jesse Greer (Adelphi) 2020-2023
Tad Jose (Alexandria) 2020-2023
Kallan Benson (Annapolis) 2021-2024
Luke Mayhew (Homewood) 2021-2024
Walter Brown (Langley Hill) 2019-2025
Doug Vaughn (Stony Run) 2022-2025

FRIENDS GENERAL CONFERENCE CENTRAL COMMITTEE

Jimi Ayodele (Patapsco) 2020-2023
Dot Walizer (Annapolis) 2017-2023
Sharon Custer-Bogges (Floyd) 2021-2024
Clay Daetwyler (Takoma Park) 2021-2024
Kat Darnell (Frederick) 2018-2024
Bob Goren (Stony Run) 2018-2024
Bette Hoover (Sandy Spring) 2018-2024
Donna Kolaetis (Menallen) 2018-2024
Nancy Moore (Stony Run) 2018-2024
Clinton Pettus (Stony Run) 2021-2024
John Smallwood (Herndon) 2021-2024
Patsy Martin (Roanoke) 2019-2025
Rebecca Haines Rosenberg (Alexandria) 2022-2025
Martin Melville (State College) 2022-2025

FRIENDS HOUSE RETIREMENT COMMUNITY

Liz Willson (Herndon) 2020-2023
Bill Foskett (Washington) 2018-2024
Bim Schauffler (Sandy Spring) 2022-2025

FRIENDS MEETING SCHOOL

Peirce Hammond (Bethesda) 2015-2024
Linda Sepe (Sandy Spring) 2019-2025

FRIENDS PEACE TEAMS

Bette Hoover (Sandy Spring) 2021-2023
Rich Thayer (Stony Run) 2019-2025

FRIENDS UNITED MEETING GENERAL BOARD

Georgia Fuller (Langley Hill) 2014-2023
Ann Riggs (Annapolis) 2017-2023
Damaris Kifude (Stony Run) 2021-2024

FRIENDS WILDERNESS CENTER

Debbi Sudduth (Goose Creek) 2019-2024

FRIENDS WORLD COMMITTEE FOR CONSULTATION (SECTION OF THE AMERICAS)

Martha Willcox (Washington) 2021-2024
Jason Eaby (Nottingham) 2022-2025
Jacki LaBua (Stony Run) 2022-2025
Jade Eaton (Adelphi) 2022-2025

INTERFAITH ACTION FOR HUMAN RIGHTS

Jack Lahr (Annapolis) 2017-2023
 Suzanne O’Hatnick (Stony Run) 2017-2023

MILES WHITE BENEFICIAL SOCIETY OF BALTIMORE

Alex Bell (Bethesda) 2020-2023
 Heidi Blalock (Homewood) 2020-2023
 Allison Duncan (Adelphi) 2020-2023
 Guli Fager (Stony Run) 2019-2024
 Phil Fratesi (Stony Run) 2015-2024
 Bet Harlan (Little Falls) 2015-2024
 Deepti Scharf (Stony Run) 2018-2024
 Amy Schmaljohn (Gunpowder) 2016-2025
 Maddy Doll (Homewood) 2022-2025
 Clinton Pettus (Stony Run) 2022-2025

PRISONER VISITATION AND SUPPORT

Erika Janifer (Alexandria) 2021-2024

QUAKER EARTHCARE WITNESS

Barbara Adams (Richmond) 2018-2024

QUAKER HOUSE (Fayetteville, NC)

Donna Kolaetis (Menallen) 2021-2024

QUAKER RELIGIOUS EDUCATION COLLABORATIVE

Marsha Holliday (Washington) 2020-2023

(SANDY SPRING) FRIENDS SCHOOL

Mary Grady (Sandy Spring) 2020-2023
 Barbara Gibian (Sandy Spring) 2021-2024
 Nikki Richards (YAF) 2022-2025
 Sally Eller (Sandy Spring) 2022-2025

Budget, Financials, and Apportionment

2023 Operating Budget

| | A | C | D | E | F | G | H |
|----|--|--------------------|--------------------|--------------------|--------------------|--------------------|-------|
| 1 | BYM 2023 BUDGET SUMMARY | | | | | | |
| 2 | Description | 2020 Actuals | 2021 Budget | 2021 Actuals | 2022 Budget | 2023 Budget | Notes |
| 3 | Total Income | \$1,329,535 | \$2,103,815 | \$2,222,663 | \$2,495,385 | \$2,715,502 | |
| 4 | Total Expenses | \$1,260,791 | \$1,857,954 | \$1,967,997 | \$2,494,068 | \$2,702,934 | |
| 5 | Net Operating Budget | \$68,745 | \$245,861 | \$254,666 | \$1,317 | \$12,568 | |
| 6 | | | | | | | |
| 7 | Income Summary | | | | | | |
| 8 | General Fund Income | \$809,981 | \$669,503 | \$959,791 | \$673,088 | \$704,400 | |
| 9 | Annual Session Income | \$34,074 | \$98,500 | \$27,070 | \$99,500 | \$97,500 | |
| 10 | Camping Program & Property Income | \$207,978 | \$1,057,000 | \$1,167,471 | \$1,410,403 | \$1,576,780 | |
| 11 | Other Income | \$8,926 | \$0 | \$0 | \$0 | \$30,935 | 1 |
| 12 | Released Funds | \$0 | \$194,512 | \$0 | \$219,954 | \$165,707 | 2 |
| 13 | Spiritual Formation Income | \$4,997 | \$15,200 | \$4,326 | \$16,500 | \$21,500 | |
| 14 | STRIDE Income | \$24,192 | \$26,000 | \$48,016 | \$44,000 | \$50,000 | |
| 15 | Women's Retreat Income | \$44,065 | \$0 | \$117 | \$2,500 | \$44,065 | |
| 16 | Youth Programs Income | \$7,323 | \$43,100 | \$15,872 | \$29,440 | \$24,615 | |
| 17 | COVID-19 Emergency Grants | \$188,000 | \$0 | \$0 | \$0 | \$0 | |
| 18 | Total Income | \$1,329,535 | \$2,103,815 | \$2,222,663 | \$2,495,385 | \$2,715,502 | |
| 19 | | | | | | | |
| 20 | Expense Summary | | | | | | |
| 21 | Total Staff Compensation (Salary & Benefits) | \$776,015 | \$504,434 | \$817,653 | \$849,092 | \$906,086 | 3 |
| 22 | Administrative Expenses | \$104,080 | \$142,550 | \$145,965 | \$150,793 | \$164,450 | |
| 23 | Annual Session Expenses | \$5,595 | \$94,500 | \$10,964 | \$94,500 | \$101,600 | |
| 24 | Camp Program and Property Expenses | \$270,905 | \$958,413 | \$939,286 | \$1,210,315 | \$1,263,380 | 4 |
| 25 | Committee Expenses | \$13,068 | \$10,950 | \$2,497 | \$11,395 | \$38,345 | |
| 26 | Contributions to Major Organizations | \$0 | \$3,000 | \$0 | \$27,000 | \$27,000 | |
| 27 | Contributions to Other Organizations | \$0 | \$0 | \$0 | \$4,825 | \$5,025 | |
| 28 | Development Expenses | \$28,985 | \$58,900 | \$37,900 | \$64,450 | \$62,900 | |
| 29 | Sue Thomas Turner Quaker Education Fund | \$0 | \$25,000 | \$0 | \$25,000 | \$25,000 | |
| 30 | Educational Grants | \$0 | \$12,000 | \$0 | \$12,560 | \$16,000 | |
| 31 | Indian Affairs Historical Fund | \$0 | \$2,200 | \$0 | \$1,200 | \$0 | |
| 32 | Spiritual Formation Program Expenses | \$2,108 | \$15,500 | \$628 | \$15,000 | \$20,000 | |
| 33 | STRIDE Expenses | \$6,799 | \$7,282 | \$7,906 | \$8,600 | \$10,250 | |
| 34 | Women's Retreat Expenses | \$42,961 | \$0 | \$3 | \$0 | \$42,778 | |
| 35 | Youth Programs Expenses | \$10,275 | \$23,225 | \$5,195 | \$19,337 | \$20,120 | |
| 36 | Total Expenses | \$1,260,791 | \$1,857,954 | \$1,967,997 | \$2,494,068 | \$2,702,934 | |

| | A | C | E | F | G | H |
|----|---|---------------------|---------------------|--------------------|--------------------|--------------|
| 1 | BYM 2023 BUDGET DETAIL - INCOME | | | | | |
| 2 | Description | 2020 Actuals | 2021 Actuals | 2022 Budget | 2023 Budget | Notes |
| 3 | | | | | | |
| 4 | Apportionment | \$499,374 | \$511,613 | \$503,960 | \$520,000 | |
| 5 | Allowance for Unpaid Apportionment | (\$9,548) | (\$1,560) | (\$2,095) | (\$1,600) | |
| 6 | Book and Clothing Sales | \$588 | \$1,084 | \$1,020 | \$1,000 | |
| 7 | General Fund Contributions (Unrestricted) | \$269,271 | \$227,240 | \$150,000 | \$165,000 | |
| 8 | Grants | \$11,000 | \$178,241 | \$0 | \$0 | |
| 9 | Interest and Dividends | \$39,296 | \$43,174 | \$20,203 | \$20,000 | |
| 10 | Total General Fund Income | \$809,981 | \$959,791 | \$673,088 | \$704,400 | |
| 11 | | | | | | |
| 12 | Annual Session | | | | | |
| 13 | Annual Session Bookstore | \$0 | \$0 | \$3,500 | \$1,500 | |
| 14 | Annual Session Contributions | \$9,952 | \$6,692 | \$5,000 | \$5,000 | |
| 15 | Annual Session Fee Income | \$24,122 | \$20,378 | \$91,000 | \$91,000 | |
| 16 | Released Funds (Carey Lecture) | \$0 | \$0 | \$0 | \$0 | |
| 17 | Total Annual Session Income | \$34,074 | \$27,070 | \$99,500 | \$97,500 | |
| 18 | | | | | | |
| 19 | Camp Program & Property | | | | | |
| 20 | Camp Program and Property Contributions | \$166,996 | \$119,446 | \$71,000 | \$75,000 | |
| 21 | Camp Program Fee Income | \$21,400 | \$1,011,580 | \$1,290,310 | \$1,408,680 | |
| 22 | Book, Clothing, & Other Sales | \$677 | \$7,821 | \$9,343 | \$10,100 | |
| 23 | Family Camp Weekend Income | \$0 | \$0 | \$4,500 | \$0 | |
| 24 | Gain on Sale of Fixed Assets | (\$1,059) | \$0 | \$0 | \$4,500 | |
| 25 | Releases from Restrictions | \$872 | \$5,783 | \$12,450 | \$50,000 | 5 |
| 26 | Property Rental Income | \$19,092 | \$22,842 | \$19,800 | \$28,500 | |
| 27 | Vehicle Rental Income | \$0 | \$0 | \$3,000 | \$0 | |
| 28 | Total Camp Program and Property Income | \$207,978 | \$1,167,471 | \$1,410,403 | \$1,576,780 | |
| 29 | | | | | | |
| 30 | All Other Programs | | | | | |
| 31 | All Other Programs Income | \$8,926 | \$0 | \$0 | \$30,935 | 1 |
| 32 | Total All Other Programs Income | \$8,926 | \$0 | \$0 | \$30,935 | |
| 33 | | | | | | |
| 34 | Released Funds | | | | | |
| 35 | Unrestricted Reserves | \$0 | \$0 | \$0 | \$0 | |
| 36 | Camp Property | \$0 | \$0 | \$181,194 | \$124,707 | |
| 37 | Educational Grants | \$0 | \$0 | \$12,560 | \$16,000 | |
| 38 | Indian Affairs | \$0 | \$0 | \$1,200 | \$0 | |
| 39 | Sue Thomas Turner QEF | \$0 | \$0 | \$25,000 | \$25,000 | |
| 40 | Total Released Funds | \$0 | \$0 | \$219,954 | \$165,707 | |
| 41 | | | | | | |
| 42 | Spiritual Formation Program | | | | | |
| 43 | Spiritual Formation Contributions | \$1,117 | \$0 | \$1,500 | \$1,500 | |
| 44 | Spiritual Formation Fee Income | \$3,880 | \$4,326 | \$15,000 | \$20,000 | |
| 45 | Total Spiritual Formation Income | \$4,997 | \$4,326 | \$16,500 | \$21,500 | |
| 46 | | | | | | |

| | A | C | E | F | G | H |
|----|-------------------------------------|--------------------|--------------------|--------------------|--------------------|---|
| 47 | STRIDE Program | | | | | |
| 48 | STRIDE Contributions | \$24,192 | \$48,016 | \$44,000 | \$50,000 | |
| 49 | STRIDE Released Funds | \$0 | \$0 | \$0 | \$0 | |
| 50 | Total STRIDE Program Income | \$24,192 | \$48,016 | \$44,000 | \$50,000 | |
| 51 | | | | | | |
| 52 | Women's Retreat | | | | | |
| 53 | Women's Retreat Book Sales | \$0 | \$0 | \$0 | \$0 | |
| 54 | Women's Retreat Contributions | \$560 | \$117 | \$2,500 | \$560 | |
| 55 | Women's Retreat Fee Income | \$43,505 | \$0 | \$0 | \$43,505 | |
| 56 | Total Women's Retreat Income | \$44,065 | \$117 | \$2,500 | \$44,065 | |
| 57 | | | | | | |
| 58 | Youth Programs | | | | | |
| 59 | Youth Programs Clothing Sales | \$0 | \$0 | \$340 | \$195 | |
| 60 | Youth Programs Contributions | \$1,640 | \$8,106 | \$6,000 | \$5,000 | |
| 61 | Youth Programs Fee Income | \$5,683 | \$7,766 | \$23,100 | \$19,420 | |
| 62 | Total Youth Program Income | \$7,323 | \$15,872 | \$29,440 | \$24,615 | |
| 63 | | | | | | |
| 64 | Total Income, All Sources | \$1,141,535 | \$2,222,663 | \$2,495,385 | \$2,715,502 | |

| | A | C | E | F | G | H |
|----|---|---------------------|---------------------|--------------------|--------------------|--------------|
| 1 | BYM 2023 BUDGET DETAIL - EXPENSES | | | | | |
| 2 | Description | 2020 Actuals | 2021 Actuals | 2022 Budget | 2023 Budget | Notes |
| 3 | Staff Compensation | | | | | 3 |
| 4 | Wages | \$577,535 | \$615,253 | \$656,699 | \$679,400 | |
| 5 | Taxes | \$42,055 | \$43,678 | \$42,994 | \$51,975 | |
| 6 | Benefits | \$123,857 | \$125,692 | \$115,679 | \$133,947 | |
| 7 | Retirement | \$32,568 | \$33,030 | \$33,720 | \$40,764 | |
| 8 | Total Staff Compensation | \$776,015 | \$817,653 | \$849,092 | \$906,086 | |
| 9 | | | | | | |
| 10 | Administrative Expenses | | | | | |
| 11 | Accounting and Audit | \$3,000 | \$16,510 | \$17,340 | \$18,500 | |
| 12 | Addition to Reserves | \$0 | \$0 | \$4,975 | \$0 | |
| 13 | Bank & Credit Card Fees | \$7,263 | \$9,121 | \$4,590 | \$9,600 | |
| 14 | Building and Ground Maintenance | \$4,977 | \$8,097 | \$6,630 | \$13,000 | 6 |
| 15 | Clerks' Expenses | \$582 | \$0 | \$3,570 | \$3,500 | |
| 16 | Computer Equipment, Supplies, Maintenance | \$6,794 | \$20,922 | \$14,020 | \$24,000 | |
| 17 | Depreciation | \$8,892 | \$8,112 | \$6,630 | \$10,000 | |
| 18 | Dues and Subscriptions | \$3,654 | \$2,280 | \$2,550 | \$2,500 | |
| 19 | Employee Development | \$602 | \$10,678 | \$8,567 | \$11,350 | |
| 20 | Equipment Purchase and Maintenance | \$2,526 | \$2,452 | \$2,754 | \$2,500 | |
| 21 | Insurance | \$10,975 | \$11,803 | \$10,200 | \$12,000 | |
| 22 | Legal and Background Checks | \$227 | \$20 | \$5,100 | \$500 | |
| 23 | Miscellaneous Expenses | \$11,423 | \$25,617 | \$4,896 | \$19,700 | |
| 24 | Office Supplies, Postage, Printing | \$23,417 | \$6,472 | \$26,622 | \$8,500 | |
| 25 | Payroll Processing | \$1,906 | \$1,938 | \$2,142 | \$2,300 | |
| 26 | Representative Travel | \$0 | \$0 | \$3,264 | \$1,000 | |
| 27 | Staff Travel | \$1,447 | \$1,263 | \$9,501 | \$3,500 | |
| 28 | Telephone and Utilities | \$8,276 | \$6,984 | \$8,772 | \$9,500 | |
| 29 | Web Access | \$8,121 | \$13,695 | \$8,670 | \$12,500 | |
| 30 | Total Administrative Expenses | \$104,080 | \$145,965 | \$150,793 | \$164,450 | |
| 31 | | | | | | |
| 32 | Annual Session Expenses | | | | | |
| 33 | Background Checks | \$0 | \$0 | \$50 | \$50 | |
| 34 | Bank & Credit Card Fees | \$185 | \$806 | \$2,200 | \$2,200 | |
| 35 | Bookstore Supplies | \$0 | \$0 | \$1,000 | \$1,000 | |
| 36 | Equipment Rental | \$0 | \$0 | \$2,000 | \$7,000 | |
| 37 | Food | \$0 | \$0 | \$13,000 | \$13,000 | |
| 38 | Lodging | \$0 | \$0 | \$65,000 | \$65,000 | |
| 39 | Office Supplies, Postage, Printing | \$3,410 | \$3,158 | \$7,250 | \$9,350 | |
| 40 | Site Costs | \$0 | \$0 | \$1,000 | \$1,000 | |
| 41 | Speakers | \$2,000 | \$7,000 | \$3,000 | \$3,000 | |
| 42 | Total Annual Session Expenses | \$5,595 | \$10,964 | \$94,500 | \$101,600 | |
| 43 | | | | | | |
| 44 | Camp Program and Property Expenses | | | | | |
| 45 | Advertising | \$0 | \$35 | \$200 | \$200 | |

| | A | C | E | F | G | H |
|----|---|--|------------------|--------------------|--------------------|-----|
| 46 | Bank and Credit Card Fees | \$10,918 | \$32,500 | \$27,817 | \$6,127 | |
| 47 | Building and Grounds Maintenance | \$11,724 | \$47,312 | \$25,400 | \$30,300 | |
| 48 | Camp Program Wages & Benefits | \$20,705 | \$396,061 | \$615,000 | \$661,765 | 7,8 |
| 49 | Computer Equip/Supplies/Repair/Web Acces | \$6,917 | \$11,256 | \$11,904 | \$14,099 | |
| 50 | Consultants | \$250 | \$21,137 | \$13,599 | \$19,800 | |
| 51 | Depreciation | \$105,132 | \$110,462 | \$77,938 | \$145,226 | |
| 52 | Equipment Purchase/Maintenance/Rental | \$2,976 | \$9,867 | \$25,791 | \$24,300 | |
| 53 | Food | \$358 | \$89,749 | \$100,000 | \$105,500 | |
| 54 | Insurance | \$39,339 | \$39,233 | \$87,993 | \$43,067 | |
| 55 | Laundry | \$0 | \$736 | \$875 | \$1,350 | |
| 56 | Medical | \$170 | \$14,982 | \$15,000 | \$18,000 | |
| 57 | Miscellaneous Expenses | \$1,195 | \$195 | \$300 | \$300 | |
| 58 | Office Supplies/Printing/Postage | \$408 | \$8,165 | \$9,000 | \$10,825 | |
| 59 | Opequon Lease | \$6,500 | \$6,500 | \$6,500 | \$6,500 | 9 |
| 60 | Other Employee Expenses | \$1,299 | \$2,978 | \$4,664 | \$6,350 | |
| 61 | Purchases for Resale | \$0 | \$9,252 | \$7,476 | \$0 | |
| 62 | Site Costs | \$0 | \$644 | \$1,586 | \$1,000 | |
| 63 | Taxes & Fees | \$2,252 | \$3,136 | \$12,423 | \$4,850 | |
| 64 | Teen Adventure Space Rental | \$0 | \$5,169 | \$5,250 | \$5,000 | |
| 65 | Telephone & Utilities | \$22,817 | \$31,641 | \$38,869 | \$37,328 | |
| 66 | Transfer for Friendly Loan Principal Repay | \$0 | \$105 | \$0 | \$0 | |
| 67 | Travel/Parking/Meetings | \$1,160 | \$5,582 | \$5,817 | \$25,543 | |
| 68 | Vehicle Insurance | \$17,577 | \$16,803 | \$26,400 | \$22,000 | |
| 69 | Vehicle Maintenance/Fuel/Permits | \$18,212 | \$41,565 | \$66,614 | \$53,650 | |
| 70 | Work Weekends | \$0 | \$0 | \$3,900 | \$300 | |
| 71 | Workshop and Program | \$996 | \$34,221 | \$20,000 | \$20,000 | |
| 72 | Total Camp Program and Property Expenses | \$270,905 | \$939,286 | \$1,210,315 | \$1,263,380 | |
| 73 | | | | | | |
| 74 | Committee Expenses | | | | | |
| 75 | Advancement & Outreach Committee | \$0 | \$0 | \$0 | \$0 | |
| 76 | Camp Property Management Committee | Included in Camp Program and Property Expenses | | | | |
| 77 | Camping Program Committee | Included in Camp Program and Property Expenses | | | | |
| 78 | Development Committee | Included in Development Expenses | | | | |
| 79 | Faith & Practice Committee | \$35 | \$11 | \$0 | \$0 | |
| 80 | Growing Diverse Leadership Committee | \$4,424 | \$200 | \$500 | \$2,000 | |
| 81 | Indian Affairs Committee | \$1,250 | \$0 | \$695 | \$795 | |
| 82 | Manual of Procedure Committee | \$0 | \$0 | \$0 | \$0 | |
| 83 | Ministry & Pastoral Care Committee | \$500 | \$0 | \$250 | \$7,500 | 10 |
| 84 | Nominating Committee | \$0 | \$0 | \$0 | \$0 | |
| 85 | Peace & Social Concerns Committee | \$0 | \$0 | \$0 | \$0 | |
| 86 | Program Committee | Included in Annual Session Expenses | | | | |
| 87 | Religious Education Committee | \$0 | \$0 | \$0 | \$100 | |
| 88 | Search Committee | \$0 | \$0 | \$0 | \$0 | |
| 89 | Stewardship and Finance Committee | \$0 | \$0 | \$0 | \$0 | |
| 90 | Supervisory Committee | \$0 | \$0 | \$0 | \$0 | |
| 91 | Trustees | \$0 | \$655 | \$500 | \$0 | |

| | A | C | E | F | G | H |
|-----|---|--|----------------|-----------------|-----------------|----|
| 92 | Unity with Nature Committee | \$0 | \$0 | \$0 | \$0 | |
| 93 | Young Adult Friends | \$17 | \$0 | \$1,700 | \$1,700 | |
| 94 | Youth Programs Committee | Included in Youth Programs Expenses | | | | |
| 95 | ad hoc 350th Anniversary Committee | \$0 | \$0 | \$0 | \$0 | |
| 96 | End of Life Working Group | Included in Ministry & Pastoral Care | | | | |
| 97 | Growing Our Meetings Working Group | \$0 | \$0 | \$0 | \$0 | |
| 98 | Intervisitation Working Group | \$0 | \$0 | \$4,000 | \$1,000 | |
| 99 | Pastoral Care Working Group | \$0 | \$0 | \$0 | \$0 | |
| 100 | Quaker Voice of Maryland Working Group | \$0 | \$0 | \$0 | \$0 | |
| 101 | Refugee & Immigration Working Group | \$0 | \$0 | \$0 | \$0 | |
| 102 | Reparations Action Working Group | \$6,761 | \$926 | \$2,750 | \$2,750 | |
| 103 | Spiritual Formation Program Working Group | Included in Spiritual Formation Expenses | | | | |
| 104 | STRIDE Working Group | Included in STRIDE Expenses | | | | |
| 105 | Women's Retreat Working Group | Included in Women's Retreat Expenses | | | | |
| 106 | WG on Rights of Trans and Non-binary People | \$0 | \$0 | \$0 | \$0 | |
| 107 | Working Group on Racism | \$0 | \$200 | \$0 | \$20,000 | 11 |
| 108 | WG on Right Relationship with Animals | \$0 | \$0 | \$0 | \$0 | |
| 109 | Youth Safety Policy Working Group | \$81 | \$504 | \$0 | \$0 | |
| 110 | Committee Overage Contingency | \$0 | \$0 | \$1,000 | \$2,500 | |
| 111 | Total Committee Expenses | \$13,068 | \$2,497 | \$11,395 | \$38,345 | |
| 112 | | | | | | |
| 113 | Contributions to Major Organizations | | | | | |
| 114 | Friends General Conference | \$0 | \$0 | \$10,260 | \$10,260 | |
| 115 | Friends United Meeting | \$0 | \$0 | \$8,910 | \$8,910 | |
| 116 | Friends World Committee for Consultation | \$0 | \$0 | \$7,830 | \$7,830 | |
| 117 | Total Contributions to Major Organizations | \$0 | \$0 | \$27,000 | \$27,000 | |
| 118 | | | | | | |
| 119 | Contributions to Other Organizations | | | | | |
| 120 | American Friends Service Committee | \$0 | \$0 | \$200 | \$200 | |
| 121 | Friends Committee on National Legislation | \$0 | \$0 | \$200 | \$200 | |
| 122 | Friends House (Sandy Spring) | \$0 | \$0 | \$200 | \$200 | |
| 123 | Friends Meeting School | \$0 | \$0 | \$200 | \$200 | |
| 124 | Friends Peace Teams | \$0 | \$0 | \$200 | \$200 | |
| 125 | Interfaith Action for Human Rights | \$0 | \$0 | \$200 | \$200 | |
| 126 | Prison Visitation & Support | \$0 | \$0 | \$200 | \$200 | |
| 127 | Quaker Earthcare Witness | \$0 | \$0 | \$200 | \$200 | |
| 128 | Quaker House | \$0 | \$0 | \$200 | \$200 | |
| 129 | Quaker Religious Education Collaborative | \$0 | \$0 | \$200 | \$200 | |
| 130 | Sandy Spring Friends School | \$0 | \$0 | \$200 | \$200 | |
| 131 | Washington Quaker Workcamps | \$0 | \$0 | \$200 | \$200 | |
| 132 | Friends House on Capitol Hill | \$0 | \$0 | \$0 | \$200 | |
| 133 | Church Councils, SS Fire Department | | | | | |
| 134 | Interfaith Center of Metro Washington | \$0 | \$0 | \$225 | \$225 | |
| 135 | National Council of Churches | \$0 | \$0 | \$200 | \$200 | |
| 136 | Sandy Spring Volunteer Fire Department | \$0 | \$0 | \$200 | \$200 | |
| 137 | Virginia Council of Churches | \$0 | \$0 | \$200 | \$200 | |

| | A | C | E | F | G | H |
|-----|---|-----------------|-----------------|-----------------|-----------------|---|
| 138 | World Council of Churches | \$0 | \$0 | \$200 | \$200 | |
| 139 | Other organizations | | | | | |
| 140 | Center on Conscience and War | \$0 | \$0 | \$200 | \$200 | |
| 141 | Earlham School of Religion | \$0 | \$0 | \$200 | \$200 | |
| 142 | Friends Council on Education | \$0 | \$0 | \$200 | \$200 | |
| 143 | Friends House, Moscow | \$0 | \$0 | \$200 | \$200 | |
| 144 | Friends Journal | \$0 | \$0 | \$200 | \$200 | |
| 145 | Pendle Hill | \$0 | \$0 | \$200 | \$200 | |
| 146 | Right Sharing of World Resources | \$0 | \$0 | \$200 | \$200 | |
| 147 | Total Contributions to Organizations | \$0 | \$0 | \$4,825 | \$5,025 | |
| 148 | | | | | | |
| 149 | Development Expenses | | | | | |
| 150 | Advertising | \$56 | \$35 | \$1,500 | \$250 | |
| 151 | Bank & Credit Card Fees | \$0 | \$78 | \$1,000 | \$150 | |
| 152 | Computer Equip/Supplies/Repair/Web Access | \$2,050 | \$2,904 | \$7,000 | \$2,700 | |
| 153 | Consultants | \$0 | \$0 | \$3,500 | \$2,000 | |
| 154 | Dues and Subscriptions | \$1,858 | \$1,550 | \$2,200 | \$2,000 | |
| 155 | Miscellaneous Expenses | \$447 | \$170 | \$8,750 | \$4,000 | |
| 156 | Office Supplies, Postage, Printing | \$23,899 | \$33,050 | \$28,500 | \$48,800 | |
| 157 | Travel/Parking/Meetings/Entertainment | \$673 | \$114 | \$12,000 | \$3,000 | |
| 158 | Total Development Expenses | \$28,985 | \$37,900 | \$64,450 | \$62,900 | |
| 159 | | | | | | |
| 160 | Other Program Expenses | | | | | |
| 161 | Sue Thomas Turner Quaker Education Fund | \$0 | \$0 | \$25,000 | \$25,000 | |
| 162 | Educational Grants | \$0 | \$0 | \$12,560 | \$16,000 | |
| 163 | Indian Affairs Historical Fund | \$0 | \$0 | \$1,200 | \$0 | |
| 164 | Total Other Program Expenses | \$0 | \$0 | \$38,760 | \$41,000 | |
| 165 | | | | | | |
| 166 | Spiritual Formation Expenses | | | | | |
| 167 | Bank & Credit Card Fees | \$157 | \$128 | \$0 | \$0 | |
| 168 | Food | \$0 | \$0 | \$0 | \$0 | |
| 169 | Lodging | \$0 | \$0 | \$0 | \$0 | |
| 170 | Site Costs | \$756 | \$0 | \$15,000 | \$20,000 | |
| 171 | Workshops and Program | \$1,195 | \$500 | \$0 | \$0 | |
| 172 | Total Spiritual Formation Expenses | \$2,108 | \$628 | \$15,000 | \$20,000 | |
| 173 | | | | | | |
| 174 | STRIDE Program Expenses | | | | | |
| 175 | Bank and Credit Card Fees | \$246 | \$407 | \$0 | \$400 | |
| 176 | Computer Equip/Supplies/Repair/Web Access | \$0 | \$0 | \$0 | \$0 | |
| 177 | Consultants | \$750 | \$0 | \$2,000 | \$0 | |
| 178 | Food | \$310 | \$188 | \$0 | \$200 | |
| 179 | Miscellaneous Expenses | \$2,395 | \$2,430 | \$3,000 | \$0 | |
| 180 | Office Supplies/Printing/Postage | \$0 | \$118 | \$0 | \$50 | |
| 181 | Travel/Parking/Meetings/Entertainment | \$141 | \$2,770 | \$2,400 | \$4,600 | |
| 182 | Workshop, Program, & Equipment | \$2,957 | \$1,992 | \$1,200 | \$5,000 | |
| 183 | Total STRIDE Program Expenses | \$6,799 | \$7,906 | \$8,600 | \$10,250 | |

| | A | C | E | F | G | H |
|-----|---------------------------------------|--------------------|--------------------|--------------------|--------------------|---|
| 184 | | | | | | |
| 185 | Women's Retreat Expenses | | | | | |
| 186 | Bank & Credit Card Fees | \$1,344 | \$3 | \$0 | \$1,344 | |
| 187 | Office Supplies/Printing | \$0 | \$0 | \$0 | \$0 | |
| 188 | Site Costs | \$41,342 | \$0 | \$0 | \$41,434 | |
| 189 | Speakers | \$0 | \$0 | \$0 | \$0 | |
| 190 | Workshop & Program | \$275 | \$0 | \$0 | \$0 | |
| 191 | Total Women's Retreat Expenses | \$42,961 | \$3 | \$0 | \$42,778 | |
| 192 | | | | | | |
| 193 | Youth Programs Expenses | | | | | |
| 194 | Consultants | \$2,360 | \$1,800 | \$2,500 | \$3,000 | |
| 195 | Bank & Credit Card Fees | \$243 | \$387 | \$450 | \$450 | |
| 196 | Food | \$2,243 | \$0 | \$6,077 | \$6,200 | |
| 197 | Purchases for Resale | \$0 | \$0 | \$300 | \$0 | |
| 198 | Workshop & Program | \$3,286 | \$391 | \$2,450 | \$2,450 | |
| 199 | Travel/Parking/Meetings/Entertainment | \$1,566 | \$1,728 | \$1,500 | \$1,800 | |
| 200 | Site Costs | \$312 | \$242 | \$1,560 | \$1,560 | |
| 201 | Medical | \$0 | \$217 | \$0 | \$200 | |
| 202 | Scholarships | \$0 | \$0 | \$4,500 | \$3,860 | |
| 203 | Miscellaneous Expenses | \$265 | \$431 | \$0 | \$600 | |
| 204 | Total Youth Programs Expenses | \$10,275 | \$5,195 | \$19,337 | \$20,120 | |
| 205 | | | | | | |
| 206 | | | | | | |
| 207 | Total Expenses, All Sources | \$1,260,791 | \$1,967,997 | \$2,494,068 | \$2,702,933 | |

Notes

- 1 Employee payments for dependent health coverage. These become payroll deductions in Actuals.
- 2 See Income Detail. Includes releases from Barry Morley Income Fund, Educational Grants, and STTQEF
- 3 Includes all (9) full-time, year-round staff.
 - 9 year-round staff are: GenSec, Finance Manager, Admin Coordinator, Development Director, Youth Program Manager, STRIDE Coordinator, Camp Program Manager, Camp Property Manager, Camp Director - Catocin
- 4 Does NOT include \$324,011 in personnel costs (salary, tax, benefits) accounted for in Line 21.
- 5 Barry Morley *Income Fund* release; Current Income Fund has \$160,000 balance.
- 6 Includes \$7,500 for annual burial ground maintenance.
- 7 Includes all seasonal camp staff + two year-round, part-time camp caretakers.
- 8 In accordance with the creation of new staff positions as outlined in the Manual of Procedure, the Camping Program Committee has approved an additional, second Camp Director position as soon as the budget allows. That position is NOT included in the 2023 budget due to budget constraints.
- 9 During the first 5 years of lease payments for the Opequon property, we doubled our \$6,500 payment to pre-pay years 6-10. 50% was booked as rent payments (expense) and 50% was booked as pre-paid expenses (asset). Year 6 begins in 2023, so we are no longer paying our cash rent. However, for years 6-10 we must record the expense in order to reduce our prepaid asset line.
- 10 EOLWG has requested \$7,500 for publication and distribution of End of Life publication. Detailed plan submitted.
- 11 WGR has requested \$20,000 for anti-racism training and healing spaces. No detailed plan submitted.

2023 Capital Budget

| | A | B | D | E | F | G |
|----|--|---------------------|---------------------|--------------------|--------------------|--------------|
| 1 | BYM 2023 Capital Budget | | | | | |
| 2 | Description | 2019 Actuals | 2021 Actuals | 2022 Budget | 2023 Budget | Notes |
| 3 | Camp Property Restricted Fund | | | | | |
| 4 | Opening funds | \$89,237.00 | \$138,486 | \$203,251 | \$137,879 | |
| 5 | Restricted Contributions | \$66,551.00 | \$162,462 | \$135,000 | \$150,000 | |
| 6 | Catoctin Expenditures | (\$8,445.00) | (\$35,024) | (\$45,424) | (\$38,496) | |
| 7 | Shiloh Expenditures | (\$25,511.00) | (\$40,274) | (\$96,211) | (\$18,818) | |
| 8 | Opequon Expenditures | (\$21,493.00) | \$0 | \$0 | \$0 | |
| 9 | Vehicles, Eqp, & Contingency | \$0.00 | (\$23,661) | (\$58,737) | (\$89,428) | |
| 10 | Other Camp Capital | \$0.00 | \$0 | \$0 | \$0 | |
| 11 | Ending Balance | \$100,339.00 | \$201,989 | \$137,879 | \$141,137 | |
| 12 | | | | | | |
| 13 | Fund for Friendly Loan Repayment | | | | | |
| 14 | Opening balance in designated fu | \$0.00 | TBD | TBD | TBD | |
| 15 | Transfer from Camping Program | \$37,300.00 | TBD | TBD | TBD | |
| 16 | Transfer from Camp Property | \$0.00 | TBD | TBD | TBD | |
| 17 | Expenditures | Unknown | TBD | TBD | (\$73,663) | 1 |
| 18 | Ending Balance | \$25,253.00 | TBD | TBD | TBD | |
| 19 | | | | | | |
| 20 | | | | | | |
| 21 | Office Property | | | | | |
| 22 | Opening Balance | \$0.00 | TBD | TBD | TBD | |
| 23 | Transfer from Operating Budget | \$0.00 | TBD | TBD | TBD | |
| 24 | Expenditures | \$0.00 | TBD | TBD | (\$20,000) | 2 |
| 25 | Contingency | \$0.00 | TBD | TBD | \$0 | |
| 26 | Ending Balance | \$0.00 | TBD | TBD | \$0 | |
| 28 | | | | | | |
| 29 | PPRRSM Designated Fund | | | | | |
| 30 | Transfer from Operating Budget | \$0.00 | \$0 | \$0 | \$0 | |
| 31 | Expenditures | \$0.00 | \$0 | \$0 | \$0 | |
| 32 | Ending Balance | \$0.00 | \$0 | \$0 | \$0 | |
| 33 | | | | | | |
| 34 | | | | | | |
| 35 | Notes: | | | | | |
| 36 | 1. Repayment of 1 outstanding bathhouse loan | | | | | |
| 37 | 2. Remediate poor drainage and update HVAC at BYM Office | | | | | |

Independent Auditors Report

Baltimore Yearly Meeting of the Religious Society of Friends, Inc. and Affiliate

Consolidated Financial Statements
Years Ended December 31, 2021 and 2020



1835 Market Street, 3rd Floor
Philadelphia, PA 19103

215/567-7770 | bbdcpa.com

**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**

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, 2021 and 2020, 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, 2021 and 2020, 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 18 through 20 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
August 17, 2022

BALTIMORE YEARLY MEETING OF THE RELIGIOUS SOCIETY OF FRIENDS, INC. AND AFFILIATE

CONSOLIDATED STATEMENTS OF FINANCIAL POSITION

December 31, 2021 and 2020

| | <u>2021</u> | <u>2020</u> |
|---|----------------------------|----------------------------|
| ASSETS | | |
| Cash | \$ 905,754 | \$ 597,003 |
| Contributions and grants receivable, net | 1,199 | 10,866 |
| Prepaid expenses and other assets | 49,862 | 41,047 |
| Notes receivable, net | 10,178 | 17,578 |
| Investments | 5,913,093 | 5,037,824 |
| Property and equipment, net of accumulated depreciation | <u>2,636,796</u> | <u>2,661,034</u> |
| Total assets | <u>\$ 9,516,882</u> | <u>\$ 8,365,352</u> |
| LIABILITIES | | |
| Accounts payable and accrued expenses | \$ 113,686 | \$ 129,124 |
| Deferred revenue | 6,060 | 6,107 |
| Loans payable | | |
| Paycheck Protection Program | 178,241 | 178,241 |
| Other | <u>207,906</u> | <u>213,355</u> |
| Total liabilities | <u>505,893</u> | <u>526,827</u> |
| NET ASSETS | | |
| Without donor restrictions | | |
| Operating | 1,166,103 | 698,473 |
| Designated | 4,080,149 | 3,480,911 |
| Property and equipment | <u>2,428,890</u> | <u>2,447,679</u> |
| | 7,675,142 | 6,627,063 |
| With donor restrictions | <u>1,335,847</u> | <u>1,211,462</u> |
| Total net assets | <u>9,010,989</u> | <u>7,838,525</u> |
| Total liabilities and net assets | <u>\$ 9,516,882</u> | <u>\$ 8,365,352</u> |

See accompanying notes

**BALTIMORE YEARLY MEETING OF THE RELIGIOUS SOCIETY OF FRIENDS, INC.
AND AFFILIATE**

CONSOLIDATED STATEMENT OF ACTIVITIES

Year ended December 31, 2021 with comparative totals for 2020

| | Without Donor Restrictions | | | Property and Equipment | | Totals | |
|---|----------------------------|------------------|------------------|------------------------|------------------|------------------|--|
| | Operating | Designated | Total | Restrictions | 2021 | 2020 | |
| REVENUES AND SUPPORT | | | | | | | |
| Summer camp revenue | \$ 1,019,361 | \$ - | \$ 1,019,361 | \$ - | \$ 1,019,361 | \$ 22,023 | |
| Contributions and grants | 393,797 | - | 393,797 | 169,742 | 563,539 | 737,703 | |
| Appointments | 510,053 | - | 510,053 | - | 510,053 | 508,922 | |
| Annual session revenue | 20,378 | - | 20,378 | - | 20,378 | 24,122 | |
| Youth and other program revenue | 12,865 | - | 12,865 | - | 12,865 | 62,493 | |
| Other revenue | 29,138 | 2,783 | 31,921 | - | 31,921 | 27,070 | |
| Net assets released from restrictions | 278,727 | (193,916) | 84,811 | (179,298) | - | - | |
| Total revenues and support | 2,264,319 | (191,133) | 2,167,673 | (9,556) | 2,158,117 | 1,382,333 | |
| EXPENSES | | | | | | | |
| Program services | | | | | | | |
| Summer camp | 1,099,313 | - | 1,099,313 | - | 1,099,313 | 503,749 | |
| Annual session | 10,964 | - | 10,964 | - | 10,964 | 5,595 | |
| Other programs | 333,233 | - | 333,233 | - | 333,233 | 381,746 | |
| Total program services | 1,443,510 | - | 1,443,510 | - | 1,584,121 | 891,090 | |
| Supporting services | | | | | | | |
| Administration | 427,991 | - | 427,991 | - | 427,991 | 409,788 | |
| Fundraising | 155,099 | - | 155,099 | - | 155,099 | 142,675 | |
| Total supporting services | 583,090 | - | 583,090 | - | 583,090 | 552,463 | |
| Total expenses | 2,026,600 | - | 2,026,600 | - | 2,145,325 | 1,443,553 | |
| CHANGE IN NET ASSETS BEFORE OTHER CHANGES | 237,719 | (191,133) | 22,348 | (9,556) | 12,792 | (61,220) | |
| OTHER CHANGES | | | | | | | |
| Investment income | 57,119 | 790,371 | 847,490 | 133,941 | 981,431 | 849,541 | |
| Forgiveness of loan payable - Paycheck Protection Program | 178,241 | - | 178,241 | - | 178,241 | - | |
| Loss on sale of property and equipment | (5,449) | - | (5,449) | - | - | (1,059) | |
| Net principal payments on loans payable | 229,911 | 790,371 | 1,020,282 | 133,941 | 1,154,223 | 848,482 | |
| CHANGE IN NET ASSETS | 467,630 | 599,238 | 1,048,079 | 124,385 | 1,172,464 | 787,262 | |
| NET ASSETS | | | | | | | |
| Beginning of year | 698,473 | 3,480,911 | 6,627,063 | 1,211,462 | 7,838,525 | 7,051,263 | |
| End of year | \$ 1,166,103 | \$ 4,080,149 | \$ 7,675,142 | \$ 1,335,847 | \$ 9,010,989 | \$ 7,838,525 | |

See accompanying notes

**BALTIMORE YEARLY MEETING OF THE RELIGIOUS SOCIETY OF FRIENDS, INC.
AND AFFILIATE**

CONSOLIDATED STATEMENT OF ACTIVITIES

Year ended December 31, 2020

| | Without Donor Restrictions | | | Property and Equipment | | Totals | |
|--|----------------------------|------------------|------------------|------------------------|------------------|------------------|--|
| | Operating | Designated | Total | Restrictions | 2021 | 2020 | |
| REVENUES AND SUPPORT | | | | | | | |
| Summer camp revenue | \$ 22,023 | \$ - | \$ 22,023 | \$ - | \$ 22,023 | \$ 22,023 | |
| Contributions and grants | 543,398 | - | 543,398 | 194,305 | 737,703 | 737,703 | |
| Appointments | 508,922 | - | 508,922 | - | 508,922 | 24,122 | |
| Annual session revenue | 24,122 | - | 24,122 | - | 24,122 | 62,493 | |
| Youth and other program revenue | 62,493 | - | 62,493 | - | 62,493 | 27,070 | |
| Other revenue | 25,666 | 1,384 | 27,050 | - | 27,050 | - | |
| Net assets released from restrictions | 298,614 | (197,395) | 101,219 | (153,231) | - | - | |
| Total revenues and support | 1,485,258 | (196,011) | 1,341,259 | 41,074 | 1,382,333 | 1,382,333 | |
| EXPENSES | | | | | | | |
| Program services | | | | | | | |
| Summer camp | 398,618 | - | 398,618 | - | 398,618 | 503,749 | |
| Annual session | 5,595 | - | 5,595 | - | 5,595 | 5,595 | |
| Other programs | 381,746 | - | 381,746 | - | 381,746 | 381,746 | |
| Total program services | 785,959 | - | 785,959 | - | 785,959 | 891,090 | |
| Supporting services | | | | | | | |
| Administration | 400,896 | - | 400,896 | - | 400,896 | 409,788 | |
| Fundraising | 142,675 | - | 142,675 | - | 142,675 | 142,675 | |
| Total supporting services | 543,571 | - | 543,571 | - | 543,571 | 552,463 | |
| Total expenses | 1,329,530 | - | 1,329,530 | - | 1,329,530 | 1,443,553 | |
| CHANGE IN NET ASSETS BEFORE OTHER CHANGES | 155,728 | (196,011) | (40,283) | (102,294) | 41,074 | (61,220) | |
| OTHER CHANGES | | | | | | | |
| Investment income | 628 | 732,470 | 733,098 | 116,443 | 849,541 | 849,541 | |
| Loss on sale of property and equipment | (19,962) | - | (19,962) | - | (19,962) | (1,059) | |
| Property and equipment additions, net | (19,334) | 732,470 | 713,136 | 116,443 | 829,579 | 848,482 | |
| CHANGE IN NET ASSETS | 136,394 | 536,459 | 672,853 | 157,517 | 830,370 | 787,262 | |
| NET ASSETS | | | | | | | |
| Beginning of year | 562,079 | 2,944,452 | 6,497,787 | 5,997,318 | 12,495,105 | 7,051,263 | |
| End of year | \$ 698,473 | \$ 3,480,911 | \$ 7,170,640 | \$ 6,627,063 | \$ 13,721,462 | \$ 7,838,525 | |

See accompanying notes

**BALTIMORE YEARLY MEETING OF THE RELIGIOUS SOCIETY OF FRIENDS, INC.
AND AFFILIATE**

CONSOLIDATED STATEMENT OF FUNCTIONAL EXPENSES

Year ended December 31, 2021 with comparative totals for 2020

| EXPENSES | Supporting Services | | | Total Supporting Services | Totals | |
|--------------------------|---------------------|-------------------|-------------------|---------------------------------|---------------------|---------------------|
| | Program Services | Administration | Fundraising | | 2021 | 2020 |
| | Salaries | \$ 612,405 | \$ 234,010 | | \$ 94,814 | \$ 328,824 |
| Payroll taxes | 46,261 | 16,368 | 7,345 | 23,713 | 69,974 | 43,527 |
| Employee benefits | 122,360 | 51,926 | 15,227 | 67,153 | 189,513 | 157,856 |
| | 781,026 | 302,304 | 117,386 | 419,690 | 1,200,716 | 798,151 |
| Contributions and grants | 198,600 | 3,150 | - | 3,150 | 201,750 | 201,668 |
| Depreciation | 110,611 | 8,114 | - | 8,114 | 118,725 | 114,023 |
| Equipment expense | 24,389 | 36,687 | 2,716 | 39,403 | 63,792 | 30,878 |
| Food | 92,002 | 113 | - | 113 | 92,115 | 2,886 |
| Insurance | 39,930 | 11,803 | - | 11,803 | 51,733 | 41,309 |
| Maintenance | 50,851 | 8,097 | - | 8,097 | 58,948 | 16,701 |
| Miscellaneous | 21,140 | 1,531 | 35 | 1,566 | 22,706 | 7,349 |
| Occupancy | 44,217 | 6,985 | 170 | 7,155 | 51,372 | 78,454 |
| Office expense | 47,027 | 10,094 | 12,933 | 23,027 | 70,054 | 38,107 |
| Printing and postage | 9,523 | 4,855 | 21,745 | 26,600 | 36,123 | 43,011 |
| Professional fees | 30,880 | 41,223 | - | 41,223 | 72,103 | 30,120 |
| Travel | 8,285 | 1,035 | 114 | 1,149 | 9,434 | 3,907 |
| Vehicle expense | 58,634 | 114 | - | 114 | 58,748 | 32,070 |
| Workshop expense | 37,006 | - | - | - | 37,006 | 4,919 |
| Total expenses | \$ 1,554,121 | \$ 436,105 | \$ 155,099 | \$ 591,204 | \$ 2,145,325 | \$ 1,443,553 |

See accompanying notes

**BALTIMORE YEARLY MEETING OF THE RELIGIOUS SOCIETY OF FRIENDS, INC.
AND AFFILIATE**

CONSOLIDATED STATEMENT OF FUNCTIONAL EXPENSES

Year ended December 31, 2020

| EXPENSES | Supporting Services | | | Total Supporting Services | Total |
|--------------------------|---------------------|-------------------|-------------------|---------------------------------|---------------------|
| | Program Services | Administration | Fundraising | | |
| | Salaries | \$ 273,632 | \$ 234,255 | | |
| Payroll taxes | 20,101 | 16,508 | 6,918 | 23,426 | 43,527 |
| Employee benefits | 82,946 | 57,288 | 17,622 | 74,910 | 157,856 |
| | 376,679 | 308,051 | 113,421 | 421,472 | 798,151 |
| Contributions and grants | 199,668 | 2,000 | - | 2,000 | 201,668 |
| Depreciation | 105,131 | 8,892 | - | 8,892 | 114,023 |
| Equipment expense | 11,421 | 17,440 | 2,017 | 19,457 | 30,878 |
| Food | 2,827 | 59 | - | 59 | 2,886 |
| Insurance | 32,554 | 8,755 | - | 8,755 | 41,309 |
| Maintenance | 11,724 | 4,977 | - | 4,977 | 16,701 |
| Miscellaneous | 4,905 | 2,024 | 420 | 2,444 | 7,349 |
| Occupancy | 70,071 | 8,276 | 107 | 8,383 | 78,454 |
| Office expense | 16,513 | 13,118 | 8,476 | 21,594 | 38,107 |
| Printing and postage | 4,915 | 20,535 | 17,561 | 38,096 | 43,011 |
| Professional fees | 16,227 | 13,893 | - | 13,893 | 30,120 |
| Travel | 1,491 | 1,743 | 673 | 2,416 | 3,907 |
| Vehicle expense | 32,045 | 25 | - | 25 | 32,070 |
| Workshop expense | 4,919 | - | - | - | 4,919 |
| Total expenses | \$ 891,090 | \$ 409,788 | \$ 142,675 | \$ 552,463 | \$ 1,443,553 |

See accompanying notes

**BALTIMORE YEARLY MEETING OF THE RELIGIOUS SOCIETY OF FRIENDS, INC.
AND AFFILIATE**

CONSOLIDATED STATEMENTS OF CASH FLOWS

Years ended December 31, 2021 and 2020

| | <u>2021</u> | <u>2020</u> |
|--|-------------------|-------------------|
| CASH FLOWS FROM OPERATING ACTIVITIES | | |
| Change in net assets | \$1,172,464 | \$ 787,262 |
| Adjustments to reconcile change in net assets to net cash provided by (used for) operating activities | | |
| Depreciation | 118,725 | 114,023 |
| Unrealized and realized gain on investments | (910,697) | (774,625) |
| Contributions restricted for long-term purposes | (7,439) | (6,671) |
| Forgiveness of loans payable - other | - | (24,948) |
| Forgiveness of loans payable - Paycheck Protection Program | (178,241) | - |
| Loss on sale of property and equipment | - | 1,059 |
| (Increase) decrease in | | |
| Contributions and grants receivable | 9,667 | 108,535 |
| Prepaid expenses and other assets | (8,815) | 10,888 |
| Increase (decrease) in | | |
| Accounts payable and accrued expenses | (15,438) | 12,841 |
| Deferred revenue | (47) | (31,300) |
| Net cash provided by operating activities | <u>180,179</u> | <u>197,064</u> |
| CASH FLOWS FROM INVESTING ACTIVITIES | | |
| Purchase of property and equipment | (94,487) | (47,381) |
| Proceeds from sale of property and equipment | - | 2,000 |
| Collection on notes receivable | 7,400 | 4,875 |
| Purchase of investments | (169,136) | (671,240) |
| Proceeds from sale of investments | 204,564 | 742,894 |
| Net cash provided by (used for) investing activities | <u>(51,659)</u> | <u>31,148</u> |
| CASH FLOWS FROM FINANCING ACTIVITIES | | |
| Proceeds from loans payable - Paycheck Protection Program | 178,241 | 178,241 |
| Proceeds from loans payable | 50,000 | 40,000 |
| Payments on loans payable | (55,449) | (41,645) |
| Contributions received for endowment purposes | 7,439 | 6,671 |
| Net cash provided by financing activities | <u>180,231</u> | <u>183,267</u> |
| Net change in cash | 308,751 | 411,479 |
| CASH | | |
| Beginning of year | <u>597,003</u> | <u>185,524</u> |
| End of year | <u>\$ 905,754</u> | <u>\$ 597,003</u> |
| SUPPLEMENTAL DISCLOSURE OF CASH FLOW INFORMATION | | |
| Interest paid | <u>\$ 5,717</u> | <u>\$ 5,239</u> |

See accompanying notes

**BALTIMORE YEARLY MEETING OF THE RELIGIOUS SOCIETY OF FRIENDS, INC.
AND AFFILIATE**

NOTES TO CONSOLIDATED FINANCIAL STATEMENTS

December 31, 2021 and 2020

(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.

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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.

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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 \$10,178 and \$17,578 at December 31, 2021 and 2020, 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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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, 2021 are expected to be collected in 2022.

(3) INVESTMENTS

Investments consisted of the following at December 31, 2021 and 2020:

| <u>2021</u> | <u>Yearly Meeting</u> | <u>Affiliate</u> | <u>Total</u> |
|---|-----------------------|--------------------|--------------------|
| Money market funds | \$ 155,539 | \$ 36,768 | \$ 192,307 |
| Units in the Quaker Growth and Income Fund of Friends Fiduciary Corporation | 1,315,421 | - | 1,315,421 |
| Corporate bonds | - | 98,798 | 98,798 |
| Equity exchange traded funds and mutual funds | 429,906 | - | 429,906 |
| Common stock | <u>68,567</u> | <u>3,808,094</u> | <u>3,876,661</u> |
| Total investments | <u>\$1,969,433</u> | <u>\$3,943,660</u> | <u>\$5,913,093</u> |

| <u>2020</u> | <u>Yearly Meeting</u> | <u>Affiliate</u> | <u>Total</u> |
|---|-----------------------|--------------------|--------------------|
| Money market funds | \$ 503,357 | \$ 103,804 | \$ 607,161 |
| Units in the Quaker Growth and Income Fund of Friends Fiduciary Corporation | 821,731 | - | 821,731 |
| Corporate bonds | - | 55,198 | 55,198 |
| Equity exchange traded funds and mutual funds | 326,686 | - | 326,686 |
| Common stock | <u>24,187</u> | <u>3,202,861</u> | <u>3,227,048</u> |
| Total investments | <u>\$1,675,961</u> | <u>\$3,361,863</u> | <u>\$5,037,824</u> |

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 was comprised of the following at December 31, 2021 and 2020:

| <u>2021</u> | <u>Yearly Meeting</u> | <u>Affiliate</u> | <u>Total</u> |
|---|-----------------------|------------------|------------------|
| Interest and dividends | \$ 43,174 | \$ 52,026 | \$ 95,200 |
| Net realized and unrealized gain on investments | 184,231 | 726,466 | 910,697 |
| Less investment management fees | <u>(5,086)</u> | <u>(19,380)</u> | <u>(24,466)</u> |
| | <u>\$222,319</u> | <u>\$759,112</u> | <u>\$981,431</u> |

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| <u>2020</u> | <u>Yearly Meeting</u> | <u>Affiliate</u> | <u>Total</u> |
|---|-----------------------|------------------|------------------|
| Interest and dividends | \$ 39,296 | \$ 54,353 | \$ 93,649 |
| Net realized and unrealized gain on investments | 124,648 | 649,977 | 774,625 |
| Less investment management fees | <u>(3,536)</u> | <u>(15,197)</u> | <u>(18,733)</u> |
| | <u>\$160,408</u> | <u>\$689,133</u> | <u>\$849,541</u> |

(4) PROPERTY AND EQUIPMENT

Property and equipment consisted of the following at December 31, 2021 and 2020:

| | <u>2021</u> | <u>2020</u> |
|-------------------------------|---------------------|---------------------|
| Land and improvements | \$ 1,483,904 | \$ 1,483,904 |
| Buildings | 1,867,425 | 1,812,062 |
| Leasehold improvements | 285,601 | 280,780 |
| Furniture and equipment | 271,672 | 254,467 |
| Vehicles | 185,384 | 185,384 |
| Projects in process | <u>23,810</u> | <u>6,712</u> |
| | 4,117,796 | 4,023,309 |
| Less accumulated depreciation | <u>(1,481,000)</u> | <u>(1,362,275)</u> |
| | <u>\$ 2,636,796</u> | <u>\$ 2,661,034</u> |

(5) NOTES RECEIVABLE

The Yearly Meeting had the following notes receivable at December 31, 2021:

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, 2021 and December 31, 2020.

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 \$12,428 at December 31, 2021 and \$17,578 at December 31, 2020.

Notes receivable are anticipated to be collected as follows:

| <u>Year ending December 31,</u> | |
|---------------------------------------|------------------|
| 2022 | \$ 20,339 |
| 2023 | 9,787 |
| 2024 | 9,500 |
| 2025 | 9,500 |
| 2026 | <u>3,302</u> |
| | 52,428 |
| Less: Allowance for doubtful accounts | <u>(42,250)</u> |
| | <u>\$ 10,178</u> |

**BALTIMORE YEARLY MEETING OF THE RELIGIOUS SOCIETY OF FRIENDS, INC.
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(6) LOAN PAYABLE – PAYCHECK PROTECTION PROGRAM

In April 2020, the Yearly Meeting received a \$178,241 loan under the Paycheck Protection Program established as 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 September 2021 and is recognized as a gain in the 2021 consolidated statement of activities.

In February 2021, the Yearly Meeting received a second loan of \$178,241 under the Paycheck Protection Program. In January 2022, the Small Business Administration forgave 100% of the PPP loan payable and, as a result, the Yearly Meeting will recognize a gain in the consolidated statement of activities for the year ended December 31, 2022.

(7) LOANS PAYABLE - OTHER

Between 2017 and 2021, the Yearly Meeting entered into twelve loans with individuals to finance costs associated with the construction of the new bathhouse at the Catoctin Quaker Camp. As of December 31, 2021, seven loans have been either paid in full or forgiven. Each of the outstanding loans is unsecured and payable upon demand. If no request for repayment is made, the loans will mature between June 2022 and June 2031. The Yearly Meeting has the right to pre-pay any or all loans prior to maturity without penalty. The loans bear interest at rates between 0% and 4%, payable quarterly.

Loans payable mature as follows:

| <u>Year ending December 31,</u> | |
|---------------------------------|------------------|
| 2022 | \$132,771 |
| 2023 | 8,084 |
| 2024 | 8,411 |
| 2025 | 8,750 |
| 2026 | 9,103 |
| Thereafter | <u>40,787</u> |
| | <u>\$207,906</u> |

(8) 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 May 15, 2023 and October 31, 2023, 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, 2021 and 2020.

(9) NET ASSETS WITHOUT DONOR RESTRICTIONS – BOARD DESIGNATED

Board designated net assets consisted of the following:

| | <u>Balance</u> | | | <u>Balance</u> |
|---|--------------------|------------------|--------------------|--------------------|
| | <u>12/31/2020</u> | <u>Additions</u> | <u>Releases</u> | <u>12/31/2021</u> |
| Grants (Miles White Beneficial Society) | \$3,361,863 | \$761,895 | \$(180,098) | \$3,943,660 |
| Other | <u>119,048</u> | <u>31,259</u> | <u>(13,818)</u> | <u>136,489</u> |
| | <u>\$3,480,911</u> | <u>\$793,154</u> | <u>\$(193,916)</u> | <u>\$4,080,149</u> |

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| | <u>Balance</u> | | | <u>Balance</u> |
|---|--------------------|------------------|--------------------|--------------------|
| | <u>12/31/2019</u> | <u>Additions</u> | <u>Releases</u> | <u>12/31/2020</u> |
| Grants (Miles White Beneficial Society) | \$2,843,569 | \$690,517 | \$(172,223) | \$3,361,863 |
| Other | <u>100,883</u> | <u>43,337</u> | <u>(25,172)</u> | <u>119,048</u> |
| | <u>\$2,944,452</u> | <u>\$733,854</u> | <u>\$(197,395)</u> | <u>\$3,480,911</u> |

(10) NET ASSETS WITH DONOR RESTRICTIONS

Net assets with donor restrictions at December 31, 2021 and 2020 consisted of the following:

| | <u>December 31,</u> | | | <u>December 31,</u> |
|--|---------------------|------------------|--------------------|---------------------|
| | <u>2020</u> | <u>Additions</u> | <u>Releases</u> | <u>2021</u> |
| 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 | 177,246 | 162,303 | (136,298) | 203,251 |
| Indian Affairs | 1,056 | - | - | 1,056 |
| Other | 13,094 | - | - | 13,094 |
| Available for future periods | <u>10,000</u> | <u>-</u> | <u>(5,000)</u> | <u>5,000</u> |
| Total subject to expenditure for specified purposes or periods | <u>370,111</u> | <u>162,303</u> | <u>(141,298)</u> | <u>391,116</u> |
| Endowments to be maintained indefinitely | | | | |
| Yearly Meeting fund | 13,226 | 2,087 | - | 15,313 |
| Permanent education fund | 367,263 | 60,173 | (26,000) | 401,436 |
| Camp scholarship fund | <u>460,862</u> | <u>79,120</u> | <u>(12,000)</u> | <u>527,982</u> |
| Total endowments | <u>841,351</u> | <u>141,380</u> | <u>(38,000)</u> | <u>944,731</u> |
| Total assets with donor restrictions | <u>\$1,211,462</u> | <u>\$303,683</u> | <u>\$(179,298)</u> | <u>\$1,335,847</u> |
| | | | | |
| | <u>December 31,</u> | | | <u>December 31,</u> |
| | <u>2019</u> | <u>Additions</u> | <u>Releases</u> | <u>2020</u> |
| Subject to expenditure for specified purposes or periods | | | | |
| Educational student grants | \$ 100,677 | \$ - | \$ - | \$ 100,677 |
| Quaker and spiritual life | 67,888 | 150 | - | 68,038 |
| Camp projects and scholarships | 117,243 | 187,484 | (127,481) | 177,246 |
| Indian Affairs | 7,806 | - | (6,750) | 1,056 |
| Other | 13,094 | - | - | 13,094 |
| Available for future periods | <u>15,000</u> | <u>-</u> | <u>(5,000)</u> | <u>10,000</u> |
| Total subject to expenditure for specified purposes or periods | <u>321,708</u> | <u>187,634</u> | <u>(139,231)</u> | <u>370,111</u> |
| Endowments to be maintained indefinitely | | | | |
| Yearly Meeting fund | 11,411 | 1,815 | - | 13,226 |
| Permanent education fund | 328,953 | 52,310 | (14,000) | 367,263 |
| Camp scholarship fund | <u>391,873</u> | <u>68,989</u> | <u>-</u> | <u>460,862</u> |
| Total endowments | <u>732,237</u> | <u>123,114</u> | <u>(14,000)</u> | <u>841,351</u> |
| Total assets with donor restrictions | <u>\$1,053,945</u> | <u>\$310,748</u> | <u>\$(153,231)</u> | <u>\$1,211,462</u> |

The Yearly Meeting fund provides income without donor restrictions and has an historical dollar value of \$9,027 at December 31, 2021. 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, 2021. The camp scholarship fund provides income for scholarships to camp and has an historical dollar value of \$319,585 at December 31, 2021.

**BALTIMORE YEARLY MEETING OF THE RELIGIOUS SOCIETY OF FRIENDS, INC.
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(11) 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 assets that attempt to provide a predictable stream of funding to programs supported by its endowment while seeking to maintain the purchasing power of these endowment assets over the long-term. The Yearly Meeting's spending and investment policies work together to achieve this objective. The investment policy establishes an achievable return objective through diversification of asset classes.

Changes in the endowment assets for the year ended December 31, 2021 and 2020 are as follows:

| | <u>With Donor Restrictions</u> | |
|---|--------------------------------|--------------------|
| | <u>Year Ending</u> | <u>Year Ending</u> |
| | <u>12/31/21</u> | <u>12/31/20</u> |
| Endowment net assets, beginning of year | \$841,351 | \$732,237 |
| Contributions | 7,439 | 6,671 |
| Investment income | 133,941 | 116,443 |
| Appropriation of endowment assets for expenditure | <u>(38,000)</u> | <u>(14,000)</u> |
| Endowment net assets, end of year | <u>\$944,731</u> | <u>\$841,351</u> |

(12) RETIREMENT PLAN

The Yearly Meeting has a 403(b) retirement plan. The Yearly Meeting contributes a discretionary amount, based on each eligible employee's pro-rata salary amount, regardless of the amount deferred by employees from their salaries into the plan. Retirement contributions for this plan totaled \$33,244 and \$33,397 for the years ended December 31, 2021 and 2020.

(13) LIQUIDITY AND AVAILABILITY OF RESOURCES

The following reflects the Yearly Meeting and Affiliate's financial assets as of December 31, 2021 and 2020, which has been reduced by financial assets not available within one year.

| | <u>2021</u> | <u>2020</u> |
|---|---------------------|--------------------|
| Cash | \$ 905,754 | \$ 597,003 |
| Contributions and grants receivable | 1,199 | 10,866 |
| Investments | <u>5,913,093</u> | <u>5,037,824</u> |
| Total financial assets | 6,820,046 | 5,645,693 |
| Less: financial assets not available for general operations within one year | | |
| Restricted by donor for specific purposes or periods | (386,116) | (365,111) |
| Restricted by donor to be maintained indefinitely | (944,731) | (841,351) |
| Board designated funds | <u>(4,080,149)</u> | <u>(3,480,911)</u> |
| Total financial assets available within one year | <u>\$ 1,409,050</u> | <u>\$ 958,320</u> |

**BALTIMORE YEARLY MEETING OF THE RELIGIOUS SOCIETY OF FRIENDS, INC.
AND AFFILIATE**

NOTES TO CONSOLIDATED FINANCIAL STATEMENTS

December 31, 2021 and 2020

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 8 for information about the Yearly Meeting's lines of credit.

(14) SUBSEQUENT EVENTS

Management has evaluated subsequent events through August 17, 2022, the date on which the consolidated financial statements were available to be issued. Except as disclosed below, no other material subsequent events have occurred since December 31, 2021 that would require recognition or disclosure in the consolidated financial statements.

As disclosed in Note 6, the Yearly Meeting's second Paycheck Protection Program loan was fully forgiven in January 2022.

In addition, the extent of the impact of COVID-19 on the Yearly Meeting and Affiliate's operational and financial performance will depend on further developments, including the duration and spread of the outbreak, all of which cannot be predicted at this time.

SUPPLEMENTARY INFORMATION

**BALTIMORE YEARLY MEETING OF THE RELIGIOUS SOCIETY OF FRIENDS, INC.
AND AFFILIATE**

CONSOLIDATING STATEMENT OF FINANCIAL POSITION

December 31, 2021

| | Yearly Meeting | Miles White Beneficial Society | Consolidated |
|--|----------------------------|---|----------------------------|
| ASSETS | | | |
| Cash | \$ 905,754 | \$ - | \$ 905,754 |
| Contributions and grants receivable, net | 1,199 | - | 1,199 |
| Prepaid expenses and other assets | 49,862 | - | 49,862 |
| Notes receivable, net | 10,178 | - | 10,178 |
| Investments | 1,969,433 | 3,943,660 | 5,913,093 |
| Property and equipment, net of accumulated depreciation | <u>2,636,796</u> | <u>-</u> | <u>2,636,796</u> |
| Total assets | <u>\$ 5,573,222</u> | <u>\$ 3,943,660</u> | <u>\$ 9,516,882</u> |
| LIABILITIES | | | |
| Accounts payable and accrued expenses | \$ 113,686 | \$ - | \$ 113,686 |
| Deferred revenue | 6,060 | - | 6,060 |
| Loans payable | | | |
| Paycheck Protection Program | 178,241 | - | 178,241 |
| Other | <u>207,906</u> | <u>-</u> | <u>207,906</u> |
| Total liabilities | <u>505,893</u> | <u>-</u> | <u>505,893</u> |
| NET ASSETS | | | |
| Without donor restrictions | | | |
| Operating | 1,166,103 | - | 1,166,103 |
| Designated | 136,489 | 3,943,660 | 4,080,149 |
| Property and equipment | <u>2,428,890</u> | <u>-</u> | <u>2,428,890</u> |
| | 3,731,482 | 3,943,660 | 7,675,142 |
| With donor restrictions | <u>1,335,847</u> | <u>-</u> | <u>1,335,847</u> |
| Total net assets | <u>5,067,329</u> | <u>3,943,660</u> | <u>9,010,989</u> |
| Total liabilities and net assets | <u>\$ 5,573,222</u> | <u>\$ 3,943,660</u> | <u>\$ 9,516,882</u> |

**BALTIMORE YEARLY MEETING OF THE RELIGIOUS SOCIETY OF FRIENDS, INC.
AND AFFILIATE**

CONSOLIDATING STATEMENT OF ACTIVITIES

Year ended December 31, 2021

| | Yearly Meeting | Miles White Beneficial Society | Eliminations | Consolidated |
|---|---------------------|--------------------------------|----------------|---------------------|
| REVENUES AND SUPPORT | | | | |
| Summer camp revenue | \$ 1,019,361 | \$ - | \$ - | \$ 1,019,361 |
| Contributions and grants | 568,539 | - | (5,000) | 563,539 |
| Apportionments | 510,053 | - | - | 510,053 |
| Annual session revenue | 20,378 | - | - | 20,378 |
| Youth and other program revenue | 12,865 | - | - | 12,865 |
| Other revenue | 29,138 | 2,783 | - | 31,921 |
| Total revenues and support | 2,160,334 | 2,783 | (5,000) | 2,158,117 |
| EXPENSES | | | | |
| Program services | | | | |
| Summer camp | 1,209,924 | - | - | 1,209,924 |
| Annual session | 10,964 | - | - | 10,964 |
| Other programs | 159,735 | 178,498 | (5,000) | 333,233 |
| Total program services | 1,380,623 | 178,498 | (5,000) | 1,554,121 |
| Supporting services | | | | |
| Administration | 434,505 | 1,600 | - | 436,105 |
| Fundraising | 155,099 | - | - | 155,099 |
| Total supporting services | 589,604 | 1,600 | - | 591,204 |
| Total expenses | 1,970,227 | 180,098 | (5,000) | 2,145,325 |
| CHANGE IN NET ASSETS BEFORE OTHER CHANGES | 190,107 | (177,315) | - | 12,792 |
| OTHER CHANGES | | | | |
| Investment income | 222,319 | 759,112 | - | 981,431 |
| Forgiveness of loan payable - Paycheck Protection Program | 178,241 | - | - | 178,241 |
| | 400,560 | 759,112 | - | 1,159,672 |
| CHANGE IN NET ASSETS | 590,667 | 581,797 | - | 1,172,464 |
| NET ASSETS | | | | |
| Beginning of year | 4,476,662 | 3,361,863 | - | 7,838,525 |
| End of year | \$ 5,067,329 | \$ 3,943,660 | \$ - | \$ 9,010,989 |

**BALTIMORE YEARLY MEETING OF THE RELIGIOUS SOCIETY OF FRIENDS, INC.
AND AFFILIATE**

STATEMENT OF ACTIVITIES - YEARLY MEETING ONLY

Year ended December 31, 2021

| | Without Donor Restrictions | | | With Donor Restrictions | Total |
|---|----------------------------|-------------------|------------------------|-------------------------|---------------------|
| | Operating | Designated | Property and Equipment | | |
| REVENUES AND SUPPORT | | | | | |
| Summer camp revenue | \$ 1,019,361 | \$ - | \$ - | \$ - | \$ 1,019,361 |
| Contributions and grants | 398,797 | - | - | 169,742 | 568,539 |
| Apportionments | 510,053 | - | - | - | 510,053 |
| Annual session revenue | 20,378 | - | - | - | 20,378 |
| Youth and other program revenue | 12,865 | - | - | - | 12,865 |
| Other revenue | 29,138 | - | - | - | 29,138 |
| Net assets released from restrictions | 98,629 | (13,818) | 94,487 | (179,298) | - |
| Total revenues and support | 2,089,221 | (13,818) | 94,487 | (9,556) | 2,160,334 |
| EXPENSES | | | | | |
| Program services | | | | | |
| Summer camp | 1,099,313 | - | 110,611 | - | 1,209,924 |
| Annual session | 10,964 | - | - | - | 10,964 |
| Other programs | 159,735 | - | - | - | 159,735 |
| Total program services | 1,270,012 | - | 110,611 | - | 1,380,623 |
| Supporting services | | | | | |
| Administration | 426,391 | - | 8,114 | - | 434,505 |
| Fundraising | 155,099 | - | - | - | 155,099 |
| Total supporting services | 581,490 | - | 8,114 | - | 589,604 |
| Total expenses | 1,851,502 | - | 118,725 | - | 1,970,227 |
| CHANGE IN NET ASSETS BEFORE OTHER CHANGES | 237,719 | (13,818) | (24,238) | (9,556) | 190,107 |
| OTHER CHANGES | | | | | |
| Investment income | 57,119 | 31,259 | - | 133,941 | 222,319 |
| Forgiveness of loan payable - Paycheck Protection Program | 178,241 | - | - | - | 178,241 |
| Net principal payments on loans payable | (5,449) | - | 5,449 | - | - |
| | 229,911 | 31,259 | 5,449 | 133,941 | 400,560 |
| CHANGE IN NET ASSETS | 467,630 | 17,441 | (18,789) | 124,385 | 590,667 |
| NET ASSETS | | | | | |
| Beginning of year | 698,473 | 119,048 | 2,447,679 | 1,211,462 | 4,476,662 |
| End of year | \$ 1,166,103 | \$ 136,489 | \$ 2,428,890 | \$ 1,335,847 | \$ 5,067,329 |

2023 Apportionment Amounts

2023 BYM Budget Year Plan of Apportionment—Based on Reported 2021 Income

| | 2019 | 2020 | 2021 | 2022 | Proposed 2023 |
|---------------------------------------|-------------------|-------------------|-------------------|-------------------|-------------------|
| Adelphi / Takoma Park | \$ 33,136 | \$ 34,484 | \$ 32,470 | \$ 37,205 | \$ 32,421 |
| Alexandria | 11,114 | 8,149 | 7,950 | 7,055 | 11,971 |
| Annapolis ⁽¹⁾ | 14,576 | 14,889 | 14,400 | 12,625 | 12,625 |
| Baltimore – Stony Run | 69,565 | 75,815 | 70,350 | 66,160 | 64,632 |
| Bethesda | 34,519 | 29,967 | 37,400 | 33,750 | 35,296 |
| Blacksburg ⁽²⁾ | 9,268 | 2,900 | 2,900 | 2,900 | 2,900 |
| Buckcannon ⁽²⁾ | 0 | 0 | 175 | 55 | 300 |
| Carlisle | 5,499 | 5,553 | 5,500 | 5,500 | 9,301 |
| Charlotteville | 16,493 | 17,227 | 17,000 | 15,525 | 16,835 |
| Deer Creek | 5,279 | 5,374 | 5,400 | 5,810 | 5,813 |
| Dunnings Creek | 2,267 | 3,140 | 1,495 | 1,965 | 1,380 |
| Floyd | 1,442 | 1,091 | 1,350 | 1,350 | 1,125 |
| Frederick | 7,011 | 7,791 | 7,800 | 6,475 | 8,192 |
| FMW | 66,685 | 67,000 | 67,000 | 67,000 | 67,000 |
| Gettysburg | 579 | 700 | 450 | 395 | 369 |
| Goose Creek ⁽¹⁾ | 15,194 | 13,869 | 16,850 | 16,555 | 16,555 |
| Gunpowder | 14,471 | 15,117 | 15,300 | 19,585 | 20,459 |
| Herndon | 14,586 | 12,671 | 15,000 | 17,660 | 16,785 |
| Homewood | 19,499 | 22,654 | 22,000 | 21,060 | 22,455 |
| Hopewell Centre | 5,959 | 6,472 | 6,850 | 4,380 | 6,246 |
| Langley Hill | 32,504 | 33,207 | 32,400 | 28,960 | 29,032 |
| Little Britain | 520 | 300 | 375 | 535 | 502 |
| Little Falls | 4,823 | 3,376 | 5,800 | 6,525 | 5,867 |
| Mattaponi ⁽²⁾ | 495 | 500 | 500 | 605 | 888 |
| Maury River | 4,069 | 3,929 | 4,000 | 3,610 | 3,677 |
| Menallen ⁽²⁾ | 2,412 | 2,436 | 1,825 | 750 | 1,800 |
| Midlothian | 4,135 | 1,680 | 1,680 | 1,680 | 1,680 |
| Monongalia ⁽¹⁾ | 1,734 | 1,504 | 1,640 | 2,155 | 1,988 |
| Nottingham ⁽¹⁾ | 3,121 | 3,106 | 3,400 | 3,400 | 3,400 |
| Patapsco | 3,804 | 5,033 | 5,500 | 5,145 | 5,244 |
| Patuxent | 5,004 | 4,842 | 5,400 | 6,025 | 6,741 |
| Pipe Creek ⁽¹⁾ | 1,202 | 1,214 | 1,350 | 1,325 | 1,325 |
| Richmond ⁽¹⁾ | 19,084 | 18,700 | 19,500 | 23,660 | 23,660 |
| Roanoke / Lynchburg | 6,861 | 6,927 | 6,660 | 7,395 | 8,989 |
| Sandy Spring | 51,684 | 51,700 | 54,000 | 52,500 | 55,962 |
| Shepherdstown | 3,139 | 2,743 | 3,250 | 2,570 | 2,787 |
| State College | 4,941 | 2,239 | 2,250 | 4,000 | 2,286 |
| Valley and Augusta | 4,448 | 4,491 | 4,460 | 4,460 | 5,514 |
| Warrington | 1,634 | 1,493 | 1,260 | 985 | 985 |
| West Branch | 4,722 | 1,000 | 1,000 | 0 | 0 |
| Williamsburg / Norfolk ⁽²⁾ | 2,389 | 1,035 | 1,050 | 1,500 | 1,000 |
| York | 4,489 | 5,611 | 3,950 | 3,165 | 4,558 |
| TOTALS | \$ 514,356 | \$ 501,929 | \$ 508,890 | \$ 503,960 | \$ 520,543 |

1. Numbers in green represent estimates based on previous year for Meetings not yet having submitted questionnaires

2. Meetings requesting adjustment in apportionment amount

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)

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)

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).
- 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).

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)

Manual of Procedure

Starting in 2022, the Manual of Procedure will be printed in odd-numbered years. The most recent Manual of Procedure can be found in the 2021 Yearbook or online at <https://www.bym-rsf.org/publications/mop/>

Our feelings of joy, appreciation, and support have been great, as well as our feelings of despair, isolation, and longing. Even with its challenges, we consider the past year a gift in which to be alive.

—2022 BYM Spiritual State of the Meeting Report

Baltimore Yearly Meeting
17100 Quaker Lane
Sandy Spring, Maryland 20860

www.bym-rsf.org

2022