

**Annual Report to BYM Interim Meeting
March 23, 2019
From BYM Supervisory Committee**

Current Committee Members: Adrian Bishop and Ramona Buck, Co-Clerks; Peirce Hammond, Tom Hill (BYM Treasurer), Josh Riley, Marcy Seitel (Clerk of Interim Meeting), Ken Stockbridge (BYM Presiding Clerk)

The essence of the Supervisory Committee's 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 care of the BYM office building.

This has been a year of change and challenges and the Supervisory Committee has sought to support Ned and the staff in their work and through the many changes that occurred this year. These included the transitioning of Wayne Finegar from the position of Administration Manager to that of Associate General Secretary; the hiring of a new Administrative Assistant for the BYM office; choosing a new director for Opequon camp, and the hiring of a new caretaker for Shiloh Quaker Camp. Supervisory Committee is also supporting Ned as he deals with the vacant OIC position and finding a new Development Director.

In the spring, Supervisory Committee suggested revisions for our charge, clarifying how decisions would be made between Interim Meetings in our Manual of Procedure. These changes were approved by the Yearly Meeting.

Supervisory completed the annual evaluation of Ned recently and interviewed the staff and invited input from the Yearly Meeting as preparation for this. We want to report that the current staff are in strong support of Ned, his work with them, and his overall goals. We agreed that Ned should continue in his position as General Secretary.

Supervisory Committee is pleased that Ned has made more than 20 visits to Meetings under BYM. He has made a strong effort to explain the work of the Yearly Meeting and the role that the BYM staff play to some in Meetings who don't completely understand the connection between their Meeting and BYM. Supervisory thinks this ongoing work will be helpful to keep our local Monthly Meetings conversant with and connected to BYM as a whole.

Supervisory Committee held a retreat in September at Stony Run to reflect on our work in the past and to consider goals for the coming year. The goals we arrived at were:

- a. Continuing to support the General Secretary
- b. Promoting healing from the happenings of the past year
- c. Completing the review of the documents (Supervisory Committee Manual, Employee Handbook);
- d. Responding to the diversity needs of Baltimore Yearly Meeting.

There is ongoing discussion and some lack of agreement within BYM as to how to focus and respond to the need for equity, diversity and inclusion, both in the camps and in the Yearly Meeting, in terms of a staff position. Ned has convened the STRIDE working group to assess and plan support for STRIDE and for the overall plan. Supervisory is listening to these issues and providing their thoughts.

The committee is considering how we as a committee can support the issues of diversity and inclusion within the Yearly Meeting. For our own continuing education, we have agreed to read and discuss articles written on this topic. Our current homework is to read “A Descriptive Analysis of the Views of People of Color Regarding Building a Bigger and Better Worship Community” by Clinton Pettus.

With regard to keeping the Supervisory Committee manual up to date, the committee has reviewed the Manual and individuals on the committee have proposed changes to it. We will continue our consideration of these changes until we feel comfortable with a final version.

Supervisory continues to take the staff out to lunch twice per year. This is a good event for everyone and provides an opportunity for all of us to get to know each other better in an informal setting.

2019 Budget and Human Resources Costs

Salaries	\$590,975
Taxes	45,210
Benefits	117,256
Employee Contribution to Health Insurance	(18,072)
Retirement	34,835
Total	\$770,203

Respectfully submitted,

Adrian Bishop (Baltimore, Stony Run) and Ramona Buck (Patapsco), Co-Clerks
Supervisory Committee