

COMMITTEE REPORTS

CAMP PROGRAM COMMITTEE

The Camping Program Committee develops policy and offers guidance to the camping program. We meet almost monthly, although this year we have experimented with conference calls and will probably use them again. We receive reports from the camp directors and meet with them twice a year. We work together to identify which aspects of the program are doing very well and which need improvement. We assist in long-range planning for the camps, adjust budget priorities, and set camper fees. As our financial relationship to the YM has changed recently, we are working to reflect that new relationship in our budgeting. In addition, we concern ourselves with issues of liability, safety, and enrichment of the camping experience.

We feel that one of the reasons that our Yearly Meeting is a healthy one is that the camping program, in tandem with other youth programs, gives our next generation the skills and the desire to contribute to the Quaker community. We pay a lot of attention to the evaluation forms that we receive after camp and this year we thank Ron Akins for his Herculean task of collating and distilling the feedback into a more understandable format. It's our job to take the long view, thinking a few years ahead about how the program can best serve the yearly Meeting. Our discussions include issues such as: the impact of year-round schools, the need to incorporate our Opequon graduates into the program for older teens; the desirability of sharing our model of camp with interested parties from other Yearly Meetings; and others.

Because the physical facilities have a tremendous impact on the camp experience, we interact extensively with the Camp Property Management Committee. We interact more informally with the Young Friends program, but we are beginning to consider how to make those contacts more formal. Josh Riley's work as Camp Administrative Secretary has been so central to our function that it is hard to imagine Life after Josh. It's a challenge to find enough good words to adequately describe how he's done his job. He has been responsive, accessible, creative, and reliable. In times of crisis he has modeled our belief that Way Opens, and he has always been cheerful under stress. We will miss him dearly as he moves on to become a pastoral counselor, but trust that we will find new ways to continue to interact.

We are always open to new members on our Committee, and we wish to say to any Friends who sense a leading to serve with us: we are sure that no other committee has as much fun as we do. Most of our meetings are made up of a full Saturday of worship, discussion, sharing stories and experiences, laughing,

crying, and, of course, eating. The Committee work requires some dedication, but the rewards are immeasurable. Current members and directors are happy to help prospective members determine if they would like to serve.

In the past year, we have addressed issues of future vision, growth, and planning for the camps; annual budget projections and management; and safety. We recognize that the camps are again running close to maximum camper capacity and have discussed possible solutions. Because the full impact of camp accumulates over several years of attendance, returning campers are given admission priority. BYM Quakers remain the first choice for open units, followed by non-BYM Quakers and non-Quakers. Although the admission policy may require that some first-time BYM Quakers be flexible in filling slots at a camp or session other than their first choice, almost all BYM kids can be accommodated. This is especially true for the youngest campers. Because the three camps for younger children (Opequon, Shiloh, and Catoctin Quaker Camps) feed into Teen Adventure Program (mostly rising 10th graders) and Teen Adventure Leadership Program (rising 11th graders), demand for TA has grown steadily. Two of the ideas for meeting the increased demand include adding one more trip to the existing program and starting a second camp for youth in this age range. Both choices require continuing thought and planning: the current TA program is very close to running at maximum capacity; and a second camp, perhaps focusing on art or service and de-emphasizing physical rigor, would require a second site and a significant amount of start-up energy. We welcome input and assistance from all concerned Friends in meeting these challenges.

The CPC puts considerable thought into budget planning to maintain an enriching program at a reasonable price. BYM's desire for the camping program to be self-supporting and its decision to rent the camping properties to the camping program at higher rates have shifted the financial burden away from general Yearly Meeting funds and towards campers' families. Camper fees are going up. We are sensitive to the impact of rising fees yet feel that increased funds are needed to keep our program running safely. In addition, many of the physical structures at the camps are in urgent need of repair, replacement, or improvement. Financial aid is available through many of our Monthly Meetings and parents can offset some of the costs by working at camp as kitchen, maintenance, and medical staffers. In addition, a modest amount of scholarship money is available through the camping program.

We are continually concerned that each child and staff member enjoy a fulfilling and safe camp experience. Each year campers and counselors suffer a range of minor injuries and sicknesses. Exposure to more serious harm has been avoided largely by attracting a very well trained and experienced staff of caring young Friends. Last year one of our units had a scare when their canoes swamped in the Rappahannock. Although no one was hurt, a lot of gear was lost and serious

injuries could have resulted. Ongoing analysis of this accident and other less dramatic situations (e.g., unexpectedly cold and wet weather on backpacking trips) emphasizes the need for continuing advanced staff training and for updated equipment. Specific training for counselors and staff during Skills Week includes CPR every year, and other courses in a three-year rotation: Canoe Skills and Water Safety, Wilderness First Aid, and Life guarding. Risk management is stressed during pre-camp. In addition, many of our staff take advanced training courses from certified schools outside of our camp system. We are grateful that we have managed to avoid serious harm to date and feel that the additional training has been well worth the investment in time and expense.

Where are we going as a camp program? We continually strive to improve the program in a number of areas in addition to those mentioned above. One concern is the inadvertent stereotyping that often happens when encountering people of diverse backgrounds. The directors and staff have done a wonderful job of mediating differences among campers. It is a beauty to behold the rapid birth and growth of a Quaker Community in which everyone at camp is treated with love and respect. We feel that the opportunity to participate in a close, caring community is one of the most important aspects of our camp experiences. At the Directors Retreat this past April, our worship-sharing centered on examining our own inadvertent stereotyping of those outside the camp system. We recognize that, on the trail or off the trail, it is all too easy for a group of us coming across folks who seem unlike us to feel somehow better than them: more in touch with nature, using simpler equipment, more enlightened, closer to God, etc. We hope that we can help our staff and campers enlarge their circles of caring and understanding both at camp and at home.

Over the past few years, many good ideas and suggestions have come from the evaluations and reports written by parents, campers, counselors, staff, and directors. We continually identify small and large issues for discussion and improvement, and we encourage continued feedback.

Greg Tobin and Elizabeth Krome, Co-Clerks

CAMP PROPERTY MANAGEMENT COMMITTEE

Because of our new staff position of Camp Property Manager, the work of CPMC has shifted this year into more policy making and advisory functions, to support David Hunter. Now the property needs of our 900+ acres and nearly 100 buildings in 2 states are being addressed in a more timely, efficient, and resourceful manner. We meet monthly for prayerful oversight, and are often consulted by David in the intervening time as needed. Our work is pleasant, collaborative, and mutually supportive.

CPMC's goal is to be a good financial and environmental steward of the Yearly Meeting's real estate to provide safe functional spaces in which our camps can thrive. Conscious that these assets are valuable financial assets of the Yearly Meeting, we take our responsibilities seriously. We work frequently with the Trustees, Stewardship and Finance, the Long Range Property Subcommittee, and the Camp Program Committee to achieve these goals. We aim to comply with all safety and operational codes. We intend to keep tabs on repairs needed and have the means to do the maintenance. We make decisions with long term sustainability in mind. We have also sought legal input to protect ourselves from liability from accidents at camps that might occur to the 1000+ people who use our properties each year. Our work for the year consisted of the following:

With our support, David has inventoried the condition of the buildings at all camps and has initiated necessary repairs.

Shiloh

Hurricane Isabel damaged the bridge to the camp in September 2003, and it was repaired using the Camp Capital Reserve Fund. One of the Unit 1 platforms has been upgraded for safety, longevity, and prudent use of resources in conjunction with one of our Young Friend's Eagle Scout project, with the other platform slated to be upgraded next year. The forest management plan has been updated with an eye toward income generation, fire protection, and timber stand improvement. Structural deficiencies in several cabins were repaired before the 2004 camping season. Negotiations with our Shiloh caretaker regarding an old home site on the camp property are underway to sell this property in a mutually beneficial way. The work on the basement retreat center in the caretaker's house is nearly finished. It provides a year round, adult friendly, ground level facility that sleeps up to 8 for a quiet get away for rentals. Erosion controls are ongoing projects. The dining hall expansion has been postponed until funds are available.

Opequon

The well was winterized this year to protect the new pump. More complete winterizing of the plumbing system will continue as the funds are available. The plumbing in the bath houses is undergoing improvements for safety and long term usability. A second new cabin has been added in 2004 with the help of another Young Friend's Eagle Scout project. Several buildings were found to be damaged by termites; they will be treated at the end of the 2004 camp season. The camp staff asked for infirmary improvements; both hand washing accommodations and separate toilet facilities for the infirmary are in place for the 2004 season accordingly. The art shed that stores materials over the winter collapsed under the heavy snow load in 2003; at the time of writing this report, we expect that it will be repaired for this year. In the coming year the BYM staff plans to explore a longer term lease arrangement to extend our 5 year rolling agreement.

Catoctin

Major changes at Catoctin include hiring new caretakers who bring in more experience and a delightful fresh air. The 2003 cabin was welcomed by the campers, and another one will be added in 2004, using a different design. We have learned much from working with the county planning department and may have figured out how to expedite the process of building more cabins as necessitated by state codes. The staff cabin known affectionately as bear's den (used by Barry Morley) was re-roofed. A modest and more serviceable lodge is being considered to replace this cabin to provide additional winter retreat space for our adult members, if the funding is available.

Vehicles

The committee has decided that it is best to buy newer vehicles with fewer maintenance needs. The trustees have given us the freedom to purchase them as needed, within reason.

Budget

We have fine tuned our budget planning process and now have better data to submit to Stewardship and Finance Committee before their deadlines. We are also working with them to build the capital reserve fund and to project our normal maintenance expenses further in advance to make sure the funds are there to do the work when repairs are needed.

Rental Policy

David drafted, and we approved a new policy which lays out rules, regulations, liability waivers, and fees. Since we have improved our camps and made more adult friendly spaces, we anticipate better use of all 3 camps, with the accompanying increase in revenues.

Work Weekend Volunteers

Our numbers are down, but the skill level of those who come is often high. Our numerous construction projects have offered fun cooperative work in the mountains under direction of experienced Quaker carpenters. We wish more people would come. We have registered the YM with Montgomery County as an approved volunteer organization to facilitate Maryland students getting the Student Service Learning hours they need to graduate, and to help recruit more adults and scouts.

Overall, this has been a productive year where the committee has become more advisory with regards to policy changes, planning the various improvements, and tightening up the budget process. We tend to be fiscally conservative, environmentally proactive, and long term thinkers, guided by a passion for safety and a commitment to our children and camp staff for their well being.

Patti Nesbitt, Clerk

COMMITTEE FOR CRIMINAL AND RESTORATIVE JUSTICE

Criminal and Restorative Justice Committee met three times this year, at James Madison University on 7-30-2003, at State College on 10-18-2003 and at Bethesda on 3-20-04. Joan Anderson and Jack Fogarty are co-Clerks and Dave Greene is Recording Clerk for this year. We see a trend for Friends to join us when we meet in their vicinity although they are not otherwise associated with the committee. Fifteen Friends who are not on the committee have met with us at our three committee meetings. They share a broad range of activities related to the work of criminal justice and opposition to the death penalty. We are satisfied with our decision to nominate a small committee which is the center for encouraging and communicating a broad vision among BYM Friends. We have an ever-expanding list of Friends who want to be corresponding members, receiving our correspondence and attending committee meetings whenever possible. We are sorry to hear of the death of one of these new corresponding members, Felix Wedgewood Oppenheim.

James Matsen continues to be our representative to the Board of Prison Visitation and Support and reminds us that this organization is always looking for Friends to train for visiting in the federal prisons. Contact Jim at PO Box 110, New London, PA. 19360. It is with great sadness that the committee learned of the death of our former representative to Prisoner Visitation and Support, Vic Kauffman. His dedication was an example to all of us.

We have encouraged a closer relationship with AFSC and have found Friends are interested in receiving the AFSC criminal justice and death penalty newsletter, "The Vision." We will help other Friends who want to be included in this Friends' ministry to get on the mailing list.

The Committee is recording the criminal justice and death penalty abolition work of Monthly Meetings and Monthly Meeting members. It is helpful for Friends who feel called to this work to ask for clearness committees and support committees in your Monthly Meeting. We are including with this report suggestions for such work written by Friends from Vermont and New York. Clerks of Social Concerns should send your Meeting's information to Joan Anderson.

Jack Fogarty will receive monthly and quarterly meeting minutes pertaining to the death penalty, prison reform, restorative justice and minutes dealing with the drug problem. We request that Meetings having unity on any of these minutes publish them in the *Interchange* and send a copy to Criminal and Restorative Justice Committee.

We have discussed several options for Yearly Meeting speakers, workshops and interest groups. None of these are ready for 2004, but we expect to enrich the 2005 Session with several programs.

Joan Anderson, Co-Clerk

EDUCATIONAL FUNDING RESOURCES COMMITTEE

The Educational Funding Resources Committee met at Langley Hill Meeting House on 5 Sixth Month, 2004 with the purpose of reviewing applications for student loans, outstanding loans, and committee procedures. Three members of the committee, David Chamberlin, Janet Johnson and Oliver Moles, met with the BYM treasurer, Kevin Caughlan, and BYM bookkeeper, Laurie Wilner. Oliver Moles convened the meeting and agreed to be Clerk for the next year.

Loans were approved for three college student applicants. An announcement of the Committee's resources had been sent to all Meeting Clerks and Corresponding Members of the Committee in Monthly Meetings in early Fourth Month with any extended deadline for applications of 15 Fifth Month since the Committee has ample funds and few applicants. We plan to publicize the Committee's work earlier next year in the Interchange and elsewhere. While most funds go to college-level applicants, a Pre-College Fund awards loans for secondary education; its existence will be stated more clearly in the future.

The Committee was concerned about loans in arrears or default since this is a revolving fund and we want to treat all loan recipients equally. We agreed to ask for loan co-signers in the future, and to notify the Monthly Meeting when loans are in default. A collection agency may be used when loans are in default. In addition, the wording of all documents will be changed to make clear that these are loans and not grants.

The Committee decided to revise the application and ask all applicants to describe their educational and personal goals. The Committee also recommended that the Manual of Procedure description of the Committee be changed in the last paragraph second sentence regarding Committee meetings to read "It will meet on a Saturday in May to evaluate applications and grant loans, and on another day to discuss other business." The Yearly Meeting Day specified earlier is not always the best time to meet and does not reflect the Committee's recent practices.

The Committee plans to meet again next January or February to continue its business.

Oliver Moles, Clerk

FAITH AND PRACTICE REVISION COMMITTEE

With much prayer, worship, work, laughter, discussion, and writing, the Faith & Practice Revision Committee has finished two more sets of Advices and Queries this past year. We have not been able to meet every month as planned because of weather and a few other commitments, but we have managed to meet eight times.

We are still looking for more Friends to join us in this wonderful experience in writing Advices & Queries, looking for quotations and writing of other Friends, reading the Faith and Practice books from other Yearly Meetings. We need a broader range of thoughts and experience. We need people from other areas of our Yearly Meeting. We need you to commit to a long term project, to meet every month on the first Saturday of the month, and do your homework in between meetings.

Here are the first four Advices and Queries for all to read, discuss in small groups, use at your Meeting and, most of all, give us some feedback on what you think about these four. When you use them, please do not make your thoughts so personal that you overlook the wide range of people within our midst and how others might view the same words.

Meeting for Worship—Advices

The heart of the life of the Religious Society of Friends is the Meeting for Worship. It calls for us to offer ourselves, body, mind, and soul for the doing of God's will.

Worship is the adoring response of the heart and mind to the influences of the Spirit of God. It stands neither in forms nor in the formal disuse of forms; it may be with or without words, but it must be in spirit and in truth (John 4:24). We recognize the value of silence, not as an end, but as a means toward the attainment of the end, which is communication with God, and fellowship with one another.

In all our Meetings for Worship, we gather in spirit of prayerful obedience to God, with a willingness to give as well as to receive, in speech or in silence, each person contributes to the Meeting. Worshiping God together, we strengthen one another, and our bodies and minds are refreshed in the Life of the Spirit. Our daily lives are linked with the Meeting for Worship, the Meeting for Worship with our daily lives.

Friends are encouraged to give adequate time for study, meditation and prayer, and other ways of preparing for worship, and to arrive at Meeting promptly with an open and expectant spirit. During the Meeting for Worship, some people may feel moved to speak, to share an insight, to pray, to praise. When we feel led to speak, we should do so, clearly and simply. When another speaks, we should listen with an open spirit, seeking the thought behind the words and holding the speaker in love. After a message has been given, Friends should have time to ponder its meaning and to search themselves before another speaks.

North Pacific Yearly Meeting, Faith and Practice 1993

Queries—For the Individual

How do I prepare my heart and mind for worship? What do I do to prepare myself to receive the power of God's presence and love?

How does worship deepen my relationship with God and how is this inspiration carried over into my daily life?

How do I discern the source of my leading? How do I know when to speak?

For the Meeting

Do all other activities of our Meeting find their inspiration in worship and in what way do these activities, in turn, help to uphold the worshiping group?

How does the Meeting assure that there is time after Friends have spoken for the ministry to be absorbed by those for whom it was intended?

Meeting for Worship with a Concern for Business—Advices

Attendance at meeting for worship with a concern for business is the responsibility of all friends. Come with open minds, seeking the spirit, ready to listen to others carefully, always trying to discern the truth in what they have to offer. Proceed in the peaceable spirit of the light of Truth, with forbearance and warm affection for each other. If you cannot attend, uphold the Meeting prayerfully.

We do not seek a majority decision nor even consensus. As we wait patiently for God's guidance, our experience is that way will open and we shall be led into unity. Do not allow the strength of your convictions to betray you into making statements or allegations that are unfair or untrue. Think it possible that you may be mistaken.

Queries

Are your Meetings held in the spirit of worship, seeking the guidance of God?

In what ways do we each take our share of responsibility in the service of the Meeting?

Fostering Community Within the Meeting

It is well for Meetings to consciously cultivate fellowship and community. The Meeting is enriched when all members and attenders participate actively. The working of the Holy Spirit in our lives is expressed through prophetic ministry, pastoral caring for each other, and the example provided by lives lived in the Light. As we worship, work, and laugh together, we forge bonds of trust, understanding and communication. When need arises to address contentious issues,

they then may be addressed openly and honestly. When resolution is not immediate, the Meeting should make room for different expressions of continuing revelation, while persisting in earnest search for unity. Paradoxically, conflict thus experienced can also build trust and intimacy. Convictions which might divide or disrupt a Meeting can, through God's grace, help to make it creative and strong.

Queries

What helps our Meeting build trust of one another?

How do we get to know one another in community?

How do we make time in our lives for our faith community?

What role does conflict play in the life of our community?

Caring for One Another

We must be concerned about the welfare of every member of the Meeting community. While Friends need to guard against prying or invasion of privacy, it is nevertheless essential that Meetings be aware of the spiritual and material needs of members of the community and express caring concern in appropriate ways. To this end, we are to live affectionately as friends, entering with sympathy into the joys and sorrows of one another's lives. As we are willing to offer help, so should we be willing to make our needs known and to accept help. In bereavement, give yourself time to grieve. When others mourn, let your love embrace them with the simple things of life: praying together, talking, planning meals, caring for children, and otherwise being of comfort. In offering pastoral care, it is not necessary to find the right words. It is important to be present. Just as we do not leave pastoral care to a pastor, so we may not leave this most essential function to a committee, although a committee may be useful for coordinating an effort.

Queries

What impediments do I find to reaching out to those in distress?

What do I need to do to overcome them?

Do I trust my Meeting enough to make my needs known?

Stewardship-Advices

“To turn all we possess into the channel of universal love becomes the business of our lives” –this, in the words of John Woolman, is the meaning of Quaker stewardship.

This applies to all that we have and are, as individuals, as members of groups, and as inhabitants of the earth. As individuals, we are obliged to use our time, our various abilities, our strength, our money, our material possessions, and other resources in a spirit of love, aware that we hold these gifts in trust, and are responsible to use them in the Light.

Stewardship of our Resources

Investment of assets and consumption of resources require our careful stewardship. As friends, we can direct our investments toward socially desirable ends, avoiding speculation and activities wasteful or harmful to others. We should seek to participate constructively and without greed in the economic life of the community and to refrain from undue accumulation of wealth as well as irresponsible borrowing.

Queries

Do we regard our time, talents, energy, money, material possessions and other resources as gifts from God, to be held in trust and shared according to the Light we are given?

How do we express this conviction?

What are we doing as individuals and as a Meeting to use and thereby perfect our gifts?

How do we encourage others to use theirs?

Stewardship of the Earth

Friends have connected with the earth and all it holds as part of their spiritual development. From George Fox walking throughout England searching for his spiritual identity to current times, we are aware that we are only stewards, not owners of this land. We need to be constantly aware of how our actions affect the rest of the world. By not using more than we need and by sharing with others, we insure that the earth will continue to support everyone.

Queries

How do we exercise our respect for the balance of nature?

How do we avoid misusing the land, air, and sea and to use the world's resources with care and consideration for future generations and with respect for all life?

In what other ways do we carry out our commitment to stewardship?

Sheila Bach, Clerk

AD HOC COMMITTEE ON GENDER AND SEXUAL DIVERSITY CONCERNS

This was a year of pivotal change for this Ad Hoc Committee. At the 2003 Annual Sessions, Baltimore Yearly Meeting acknowledged a change in our name. Formerly the “Ad Hoc Committee for Lesbian, Gay and Bisexual Concerns”, the new title (above) was suggested in order to keep it as simple as possible while still reflecting more inclusion of minority concerns and clear commitment to our Testimony on Equality. The new title labels the concerns without trying to comprehensively label the people who hold those concerns.

The Committee also came to Annual Session to request an expansion of our charge to move beyond gathering and disseminating information. The charge that was approved at Annual Session includes a clear dynamic of advocacy. We wanted to have support for giving voice to ideas and opinions about equality and to encourage Friends to share in political, civil rights and peace or social concerns areas. Thus, this Committee’s new charge:

The Ad Hoc Committee on Gender and Sexual Diversity Concerns holds as its charge to gather and distribute information on Lesbian, Gay, Bisexual and Transgender concerns arising from within Baltimore Yearly Meeting. Furthermore, the Committee is charged to put new energy into advocacy activities that help to end the oppression, often unconscious, that is imposed on people because of real or perceived gender or sexual orientation. In its charge, the Committee continues the tradition of Baltimore Yearly Meeting’s original **1973 Minute 87**.

This Committee met on all Interim Yearly Meeting Days and fostered a small work-group to meet both inside and outside the YM Office in Sandy Spring in June and July. The work-group spent long hours organizing and readying a long-awaited packet of information on relevant Minutes, especially those pertaining to same-gender couples. *Minutes and Other Actions on Same Gender Marriage and other Gender and Sexual Diversity Concerns in Baltimore Yearly Meeting, Monthly and Quarterly Meetings*, a 24 page document, bore a print date of Summer, 2003. Multiple copies were made available to attenders at Annual Sessions with urging to take those copies back to Monthly Meetings and submit additions or corrections to the Committee. As of its last meeting of the calendar year, this Committee was still compiling, revising and making plans for broader and more formalized distribution of the document.

The expansion of our charge seemed timely given the concerns about Friends United Meeting’s personnel policies and the arising correspondence with BYM following BYM’s Minute of concerns about the policy’s implications for excluding those in same-gender relationships from leadership or service positions within FUM. This Committee was asked at the October, 2003 meeting to work with

BYM's Ministry and Pastoral Care Committee to help propose a BYM response to the latest FUM correspondence. Throughout 2003, the mood of this Committee seemed to include much sadness and hurt over discriminating policies among Friends, yet an earnest desire to continue to labor tenderly with FUM's Board in the hope of encouraging growth toward inclusion and equality in the recognition of spiritual gifts.

The Ad Hoc Committee also went through a change in leadership during 2003. Bonnie Stockslager resigned as Clerk of the committee and, in the absence of a replacement, agreed to "temp-clerk" the next (October) meeting with the understanding that the Clerk of meeting function would then rotate to others on the committee. Lauri Perman graciously agreed to Clerk the March, 2004 meeting. Martha Gay was heartily approved to continue as Recording Clerk.

Other activities accomplished by this Committee in 2003 included sponsoring a workshop at Annual Session (led by Joseph Izzo), providing an educational display in the bookstore and brainstorming ways to get a stronger and more viable connection with Friends for Lesbian and Gay Concerns (FLGC). Holding the October meeting at State College Meeting allowed State College Friends for Lesbian and Gay Concerns to join in our Committee meeting and share with us.

We ended this calendar year on the optimistic note that the expansion of our charge might also expand our membership to include more energetic, advocacy-gifted "young" Friends (of all ages) to help us continually put new life into the charge to "end the oppression."

Bonnie Stockslager and Lauri Perman

INDIAN AFFAIRS COMMITTEE

The Indian Affairs Committee met in March, June, October and November of 2003, and February, March and June of 2004. Committee meetings reflect the wide and diverse experience of work by committee members with Native People. This includes a housing advocate with Native Americans.

The main item of business for the Indian Affairs Committee was the change in the relationship with the Navajos of the Torreon-Starlake Chapter of Navajo Nation. The continuing link between Baltimore Yearly Meeting and Torreon-Starlake is a "Working Group" under the care of the Indian Affairs Committee. At this time the Working Group is arranging the participation of Navajo in the BYM camping program. They are also arranging a workshop during BYM Annual Session. In many additional ways individual Committee members continue to support the needs of both the Torreon and Ramah Navajo Chapters.

Although the interest income has been greatly reduced, the Indian Affairs Committee contributed \$300 to the local American Indian Society's College Scholarship fund. Individual Committee members helped Nora Caplan mail books she had collected for the Ramah Chapter. The Committee received appreciative thanks for these contributions.

Committee members Roger Wolcott and Susan Lepper attended the **Gathering of Friends on Native American Concerns** held in Boulder Colorado April 28–May 2, 2004. This gathering organized by AFSC, FCNL, and ACFIA was a follow-up to gatherings in 1999 and 2000. BYM Indian Affairs Committee members also participated in those gatherings .

Flossie Fullerton, Clerk

BYM/TORREON-STARLAKE WORKING GROUP

In the first year of Baltimore Yearly Meeting/Torreón-Starlake Working Group, under the care of the Indian Affairs Committee, we have proceeded slowly along several paths which seem worth pursuing further. We had one general meeting, in the fall of 2003, attended by Friends mostly from the broader metropolitan area of Washington. We designated Susan Lepper (Washington), a member of the Indian Affairs Committee, as liaison between the Indian Affairs Committee and the Working Group. We did not succeed in choosing a Clerk, instead accepting the offer of several Friends to perform parts of this function. We will be seeking a Clerk over coming months. We are also still developing a comprehensive contact list that can be used more actively to draw Friends from a broader area within BYM.

Inter-visitation and personal contacts remain a keystone to this relationship. The Working Group is happy to advertise moderate cost and very comfortable accommodations now available, through Pat Kutzner, in the former parish house of the Cuba Presbyterian Church. (Cuba is the closest town, 26 miles from Torreón; it is where Pat Kutzner has lived since she went to New Mexico and continues to live and work with the Chapter). A major objective of the Working Group is to provide orientation in advance for Friends interested in visiting this part of the world and to arrange for sharing of these experiences afterwards. Help could be provided in arranging with the Chapter for mutually convenient times to meet chapter members and possibly to provide volunteer assistance with some Chapter project. Arrangements might also be made for a Chapter guide to Navajo culture and special sights. We would welcome the opportunity to hear the ideas of others for inter-visitation - such as Quaker School intersession trips — that we could help to explore with our friends/hosts in Torreón.

We planned an information sheet about some winter events, such as the Navajo Weaving exhibit at the Textile Museum in Washington, how to send contributions to the Torreon Community Store (thrift store), and some useful readings; this sheet was distributed at the fall Interim Meeting and a few other places. To our knowledge, three Friends—Ruth Flower (Takoma Park), Claire Morisset (Washington) and Susan Lepper (Washington) have visited Torreon since last Yearly Meeting Session.

We are delighted by the appointment of a full time Native American issues staff person—Pat Powers (Sandy Spring)—at FCNL and hope to facilitate an introduction between FCNL and the Navajo Nation Office soon.

Pat has told us that our assistance with arrangements for congressional visits would be appreciated.

We hope to explore further the topic of shared values between Quakers and Navajo—a topic opened at the workshop at last summer’s BYM Session, where we explored such themes as care for family and the environment and nurturing our spiritual values in the midst of a homogenizing culture. We will explore related topics further at this summer’s workshop. We feel an urgent need to pursue this further, in part in order to understand how we may be most useful to, and learn most from, each other in regard to visiting Torreon.

Youth activities have remained a key part of this relationship. We have reviewed guidelines for youngsters to come from Torreon to BYM camps. We are very grateful to the Camping Program Committee for a productive interaction and have benefited from good meetings and communication with Torreon Chapter officials. The summer of 2003 had been marked by an unsustainably large number of youngsters from Torreon-Starlake coming to BYM camps. For the future, it has been agreed for youngsters to come only to Camp Opequon, and to avoid introducing youngsters to BYM camps at an age when many of their peers would already have been there for a number of summers. The Camping Program Committee was understanding of the wish by a number of Chapter officials to broaden the number of TSL youngsters who can have this experience, by limiting the number of summers that any one child may return (this is an exception to usual camp policy of encouraging returns). It has been agreed that a maximum of four campers a year will be chosen by the Chapter with a view to their leadership potential and that, if the first year of experience goes well, a youngster would be eligible for one - but only one— further year. As a result of this “two-year” rule, we will greatly miss some friends from previous years, but we look forward to one returning child and three new campers this summer. A chaperon has been chosen, and planning is proceeding apace.

Also in connection with youth, we will continue to explore the possibility of a Torreon college student being interested in employment at Opequon. This could provide a more immediate and direct way for BYM's approach to youth development through camping to be shared with Torreon. We will explore with this summer's chaperon, a mother who is connected with the K-8 school on the Chapter grounds, other possibilities for interaction of youngsters from BYM and Torreon. Finally, a small incentive grant will be offered to enrich summer activities in Torreon, with encouragement that those activities involve the youngsters who have been campers at Opequon in the past few years, as well as explicitly involving focus on Navajo culture.

Friends look forward to the visit to Washington of a Torreon delegation to the opening of the Museum of the American Indian in September. This will be an important opportunity to welcome old friends from Torreon and to introduce them to others from BYM.

Susan Lepper

MANUAL OF PROCEDURE COMMITTEE

The activities of the Manual of Procedure Committee may be seen in their reports in the Spring and Summer Interim Meeting minutes. The Committee met twice, once at Yearly Meeting to select a Clerk and to co-op Trudy Rogers (then Sandy Spring, now Chester River) for a year.

The Committee worked with the Ministry and Pastoral Care Committee to clarify its description. We also prepared a more extensive description of FWCC and realized that we should do the same for AFSC and FCNL.

We would like to make the process of changing the Manual of Procedure less cumbersome so that less time is spent doing this at the Yearly Meeting Sessions. We would also like to develop a description of Working Groups. We already have one, the Torreon-Starlake Working Group.

At the end of this Yearly Meeting, three members leave the Committee after having served on the Committee more than once and after having served the Yearly Meeting in a variety of responsible ways.

Howard Fullerton, Clerk

MINISTRY AND PASTORAL CARE COMMITTEE

The Committee has been very busy, with more and more issues given to our care. This is a good sign in terms of the spiritual health of the Yearly Meeting. It is a little hard on us! Subgroups worked on or are still working on: (1) developing

guidelines for dealing with known sexual offenders at Yearly Meeting gatherings, and also within our Meeting communities, trying to find a balance between nurturing that of God within the individual and keeping our community safe; (2) developing information packets on clearness committees and other methods to nurture those in need of support when facing times of transition and crisis; (3) a response to FUM's policy of discrimination against gays and lesbians and a recommendation on continued funding support of FUM; (4) drafting a Spiritual State of Baltimore Yearly Meeting report; and (5) reviewing for distribution *Guidelines for Embracing the Ministry of Friends*. We have sent letters to all Monthly Meetings within BYM and all other Yearly Meetings around the world encouraging them to unite with our minute on using our full name in written and spoken correspondence by including the word Religious whenever the phrase Society of Friends is used. We also asked William Penn House to consider this for the ad they run in the Post publicizing Quaker meetings in the DC area. We sent out a brief set of questions to Monthly Meetings asking them to comment on the process they use to develop Spiritual State of the Monthly Meeting reports.

The Committee now has three retreats under its care—the Women's Retreat, the Silent Retreats, and the Spiritual Formation program. We hope to have reports from these to share.

The Committee is currently assisting the BYM Program Committee as it plans for 2004 Annual Session. It has approved Rosalind Zuses to facilitate the Spiritual Retreat that opens Annual Sessions, "Preparation for Business Through Spiritual Healing", and are filling slots for Bible Study, and Worship Sharing leaders, ushers, and for "Sitters" who hold the Meeting for Business and the Clerk's Table in the Light during Session.

One of the tasks of the Ministry and Pastoral Care Committee is to support and oversee the Spiritual Formation Program. Their annual report is:

SPIRITUAL FORMATION PROGRAM

The Spiritual Formation Program nurtured deep spiritual growth in its participants this year. Thirty-eight Friends participated in the program, and local spiritual formation groups formed at Charlottesville, Friends Meeting of Washington, Gunpowder, Richmond, Sandy Spring, and Williamsburg. Our September opening retreat was held at Priest Field Pastoral Center in Kearneysville, West Virginia. The Saturday morning program focused on... *Deepening our Relationship with God and With Others Based on the Beatitudes*. Saturday afternoon was devoted to discussions and sharing about *Spiritual Disciplines*. In addition to sharing, several workshops were provided for in-depth discussions about specific disciplines. As always, time was scheduled for individual quiet-time, and the retreat ended with a Meeting for Worship and shared meal on Sunday.

Local (Monthly Meeting) groups met throughout the year to share spiritual journeys and to reflect on shared readings. Individual spiritual disciplines and a sense of spiritual community fostered spiritual growth in the participants.

Our closing retreat was held in May. As our group came together again, we shared our individual and group stories of spiritual growth and transformation through the Spiritual Formation program.

The BYM Spiritual Formation Program has a six-person leadership team which has facilitated the BYM Program and has provided support to Spiritual Formation Programs in other Yearly Meetings.

Rosalind Zuses, Co-Clerk

NOMINATING COMMITTEE

Our committee met four times this year, in November at Frederick Monthly Meeting, in February at the home of Rod and Caroline Pelton (Goose Creek), in March at the spring Interim Meeting at Bethesda Monthly Meeting, and in June at the Summer Interim Meeting at Deer Creek Monthly Meeting. By phone, through e-mail, and in conversations, we collected information from and about Friends who might be interested in serving the Yearly Meeting in various ways. We discussed ideas about such service with Friends whose names were suggested, and prepared about sixty names of Friends to nominate to the Yearly Meeting at its Annual Session.

Our committee observes that, in the right time and with the right placement, Friends are joyfully generous in their service to the Yearly Meeting and to related Friends' organizations.

Ruth Flower, Clerk

PEACE AND SOCIAL CONCERNS COMMITTEE

The Committee sponsored a workshop at the 2003 Annual Session with Brigit Moix of FCNL talking on peaceful prevention of conflicts. This coming Annual Session Kathie Guthrie of FCNL will be talking about what Friends can do to encourage people to register and vote in 2004 (See http://www.fcnl.org/elections_2004.htm) and Ann Wilcox will talk about the need to restore voting rights for convicted felons and otherwise protect voting rights for all. The committee met at fall and spring interim meeting days at State College and Bethesda.

The Committee and Monthly Meetings were especially concerned about the administration's pre-emptive war against Iraq and now the United States role as an occupying power in Iraq. Bethesda Meeting sponsored two events with AFSC speakers: Peter Lems the AFSC officer on Iraq and later Rick McDowell and Mary Trotochaud, AFSC staff members in residence in Baghdad. Some Friends took part in the peace march/vigil at Dover Air Force Base (where the bodies of dead soldiers are brought from Iraq) and Walter Reed Army Hospital (where many of the wounded are brought) and then to the White House.

Committee member, JE McNeil, has brought to the Committee the work of Center on Conscience and War and others on giving counsel to those who have conscientious objection to service in the military.

Committee membership represents only a fraction of the Monthly Meetings of BYM. Committee member Mary Ellen Atkinson brought together Clerks of twelve Monthly Meetings of BYM in March at Sandy Spring Meeting. This served a useful purpose of exchanging information and ideas on how to be more effective in addressing peace and social concerns and may lead to collaboration among the various meetings.

The Committee has also been supportive of the effort by many Friends across the country to restore the Meeting House in Ramallah, West Bank (Palestine), so that it may serve as both a place of worship and as a Quaker peace center to obtain peace in the Middle East. The Committee would like to thank Friends and Monthly Meetings of BYM that contributed to this effort. Funds for restoration have essentially been raised and the international committee is now in the process of developing plans for the program of the center. See <http://ramallah.quaker.org/>

John Salzberg, Clerk

WORKING GROUP ON RACISM AMONG FRIENDS

Listening Project

At its October 20, 2001 session, the Baltimore Yearly Meeting Interim Committee empowered the Yearly Meeting Peace and Social Concerns Committee to provide a home for a group focused on issues of diversity and associated injustice. As those of us who were part of that group, which we named the Working Group on Racism Among Friends, began to meet and ponder our next steps, we decided we needed to learn what we could about the existing views and attitudes of Quakers in BYM on diversity among Friends. It also seemed to us that Friends' attitudes concerning outreach generally would also be particularly relevant to any effort to address racial diversity in our Meetings.

We decided to do very detailed and deliberate listening to Friends throughout the Yearly Meeting by undertaking a “Listening Project” to ask questions about Friends’ thoughts on Quakerism, their Monthly Meeting, racial diversity in the Monthly Meeting, outreach to their neighbors, what, if anything their Meeting should do about any of these matters in a manner intended to stimulate ideas and deepen discernment. We listened to 70 Friends from 25 different Monthly Meetings in Baltimore Yearly Meeting.

We distributed the final report and gave an oral report at the 2003 BYM Annual Session. We wrote an article about the Listening Project that was printed in the Fall 2003 *Interchange*. The report is posted on the BYM Web Site for viewing at www.bym-rsf.org/Racism/listening_project_on_diversity.htm and for downloading in PDF format at www.bym-rsf.org/Racism/Listening%20Report.pdf. We also gave presentations about the Listening Project at the Fall Interim Meeting at State College Friends Meeting and at Bethesda Friends Meeting and Friends Meeting of Washington.

Resource documents

We have prepared two resource documents for use by Meetings and individual Friends interested in addressing barriers to racial diversity. One is a list of books, videos and one Web Site that address racial issues in the U.S. The other is a list of things individual European Americans can do to address racism. For things that Meetings can do, we use the webpage “Seeking Racial and Ethnic Diversity” prepared by Committee for Ministry on Racism Friends General Conference and posted at www.fgcquaker.org/cmr/seeking.html.

Outreach to individual Meetings

We have conducted sessions on racism for Langley Hill Friends Meeting, Adelphi Friends Meeting and Nottingham Quarterly Meeting and responded to requests for assistance from Takoma Park Preparative Meeting and Herndon Friends Meeting. We prepared queries on racism for Friends Meeting of Washington and hosted a series of discussions based on audio tapes from Pendle Hill at Bethesda Friends Meeting.

Preparing for 2004 BYM Annual Sessions

Because the theme for the Annual Sessions in 2004, “Inclusive or Exclusive—Meeting God in Everyone,” directly addresses our mission, we have worked to develop program for those sessions. We have arranged for Donna McDaniel and Vanessa Julye to give a presentation on Quakers and race at a Tuesday plenary session. Our working group is co-sponsoring with the Ad-Hoc Committee on Gender and Sexual Diversity Concerns a workshop entitled, “Bayard Rustin: How one Quaker devoted his life to meeting God in everyone.” Another

workshop will focus on teaching anti-racism in First Day School. Additionally, in response to our suggestion, the Friends in Education Committee is offering a workshop on the experience of Friends schools in achieving racial diversity.

David Etheridge

PROGRAM COMMITTEE REGISTRAR'S REPORT

Overall attendance

This year 374 people registered, compared with 384 last year. Two years ago (in 2002, our first year at JMU) we reported attendance as 400. In 2001, at Randolph Macon College, registered attendance was 380, and Laurie Wilner noted in her report that during the previous three years this number had fallen by 125.

As I noted in my oral report at JMU, we gave people a little more leeway about registering this year, allowing those who were at sessions only to attend a committee meeting or go to one evening program to do so without registering. Some Friends have always come to these things without registering, so I don't know how much difference this policy change may have made in our registration numbers.

Last year, Laurie began a new calculation of "person days." Someone attending Yearly Meeting for six days would contribute six person days to the count, while another coming for only two days would add two person days. By this measure, we had 1,500 person days for this year's Annual Session, compared with 1,511 last year. Those numbers are so close to the same that I think the difference is not meaningful.

Age distribution

This year our attendance broke down by age as follows:

Age 3 and under: 6

Junior Yearly Meeting above age 3: 38

Young Friends : 45

Young Adult Friends (up to age 35, but identifying themselves as YAF): 16

Older Adult Friends (OAFs): 269

In last year's report, we grouped people by age slightly differently, but the overall pattern was about the same. We had 6 in the nursery and pre-kindergarten, 42 in JYM, 44 in high school, 10 Young Adult Friends (in their 20s only), and 287 OAFs.

The conclusion we have to draw from these statistics, I think, is that the efforts we made last year to increase attendance at Annual Session had no apparent impact on overall attendance.

First Time Attender Certificates

Thirty-six individuals from 19 Monthly Meetings used these certificates. When we packed up the office in Sandy Spring to go down to JMU, we were expecting 37 certificate-holders from 17 Monthly Meetings, and over the course of the week, I was alerted to expect 6 more, most of whom never came.

When it became clear that people from several Monthly Meetings were not going to meet our requirement to preregister in order to use one of these certificates, Frank and I decided that we would waive that requirement and accept the certificates any time they were presented. That change turned out not to cause significant difficulty from the registrar's point of view, since we ended up with one fewer person using certificates than we had anticipated. However, certificate holders were quite prone to change their plans, and in several cases, we learned only informally, if at all, that people we were expecting were not coming. In several cases, the people they would have been sharing rooms with ended up, in effect, in single rooms, and JMU will charge us a higher rate for those rooms.

Here's the detailed breakdown on certificate use by Monthly Meeting. The number in parentheses is the total attendance from that Monthly Meeting. As you will see, for some Monthly Meetings, the certificates made a big difference in total attendance:

Adelphi-2 (27)	Hopewell Center-1 (6)
Alexandria-3 (11)	Langley Hill-2 (27)
Annapolis-2 (10)	Maury River-3 (26)
Bethesda-2 (10)	Richmond-1 (8)
Blacksburg-2 (6)	Sandy Spring-2 (40)
Dunnings Creek-2 (8)	State College-2 (20)
Frederick-2 (19)	Takoma Park-3 (6)
Friends Meeting of Washington-2 (18)	Williamsburg-1 (7)
Gettysburg-2 (4)	York-1 (4)
Gunpowder-1 (1)	

The Committee should know that 17 of the 36 people who attended on certificates stayed more than two days. This group accounts for 115 people days of attendance, which means that the average stay for a certificate holder was a little over 3 days. Generally, either the people themselves or their Monthly Meetings paid for the additional days. In at least one case, there's work still going on to decide who is going to pay for those extra days—the Monthly Meeting or whether BYM will allow one individual to use more than one certificate from their Monthly Meeting to stay for more than two days.

From anecdotal comments I've received from several Monthly Meetings and my own experience at Langley Hill, I've discovered that this program was very well received at many Monthly Meetings but turned out to be much harder to administer than anyone anticipated. Monthly Meetings needed time to work out how to take advantage of the offer. At my own Monthly Meeting, the Clerk first misunderstood the concept of the certificates; then lost them; then, because they were lost, couldn't recall which committee was supposed to receive them. Once in the hands of the right committee, we found it difficult to agree on how to identify the appropriate people to offer the certificates to. We found it impossible to allow Friends sufficient time to consider whether to go to Yearly Meeting this year and still meet the July 9 registration deadline.

Rebecca Rawls, Registrar

RELIGIOUS EDUCATION COMMITTEE

In 2003 The BYM Religious Education Committee completed several projects:

1. We published three issues of the "Quaking Post", our Religious Education newsletter.
2. We published two RE resource booklets, one on the Peace Testimony, and the other on a Quaker approach to dealing with Christian fundamentalism.
3. We offered an array of activities at BYM Session, including: two RE visitors/consultants, Paulette Meier and Robin Wells; several workshops; RE-oriented videos; a festive RE cake-decorating party at the all-age celebration, which was a platform for promoting the recruitment of First Day School teachers in Monthly Meetings.

Since the summer of 2003, the Committee has met by telephone, published two more issues of "Quaking Post," and is planning another set of offerings for the BYM 2004 Session, including another RE Visitor/Consultant.

Chuck Fager, Clerk

STEWARDSHIP AND FINANCE COMMITTEE

The Stewardship and Finance Committee (S&F) is responsible for preparing and overseeing the annual operating budget for BYM and proposing an apportionment among BYM Monthly Meetings of the unfunded portion of the budget. S&F is charged with making adequate provision for preservation of all assets of

the Yearly Meeting not specifically managed by the Trustees. We try to keep Monthly Meetings informed of the financial needs of the Yearly Meeting and aware of their responsibility to support adequately the activities of the Religious Society of Friends.

This year we met at Annual Sessions in July, at Interim Meeting in October, and in April 2004, where we discussed our 2003 financial review with the auditors. We will be meeting at Interim Meeting in June 2004. We are planning to meet with Ministry and Pastoral Care and the Ad Hoc Committee on Gender and Sexual Diversity earlier in June to discuss BYM's relationship with FUM. The culmination of our year is Yearly Meeting Annual Sessions where we present the proposed budget and apportionment for approval.

During Yearly Meeting Sessions Stewardship and Finance met with Trustees, Camping Program and Camp Property Management committees to develop a long range plan for the camp properties. A Long Range Planning Committee for the Camp Properties, clerked by Sheila Bach, was the result. That Committee is charged with developing a 5-year, 10-year and 50-year plan for the camp properties. The combined group of four committees recommended that Stewardship & Finance set up a Development Committee to raise money for BYM and recommended to Trustees that a Property Manager be hired. It was felt that apportionment can not be increased sufficiently to cover the costs of a property manager and many years of deferred maintenance on the camp properties.

As part of the campaign, Stewardship and Finance will encourage BYM members to remember Baltimore Yearly Meeting in their wills, and to name BYM as the beneficiary of IRAs and life insurance policies. We also want to encourage our constituents to give gift annuities to BYM, which often return 8percent annually to the donor. Charitable remainder trusts are another giving vehicle that Stewardship & Finance hopes Yearly Meeting will promote to its membership as a means of making a deferred gift to Yearly Meeting. The donor puts some type of income-producing property into a trust which then generates income for the donor and/or a beneficiary; upon the death of the final beneficiary, a charity or charities selected by the donor receives the assets of the trust.

Friends Peace Teams is in the process of obtaining its own 501(c) (3) status and will no longer be using BYM as a depository for its contributions.

The Committee wishes to acknowledge the great support and cooperation it receives from our General Secretary, Frank Massey, and to thank Chris Fowler for his excellent minutes of our meetings.

The current members of S&F are Dick Bellin, Alan Briggs, Will Candler, Kevin Caughlan (ex-officio), Christopher Fowler, Lorne Garretson, Ted Green (ex-officio), Oliver Moles, Arlene Rodenbeck, Marjorie Scott, Frances Taylor, Susan Russell Walters and myself.

Marion Scattergood Ballard, Clerk

LONG RANGE PROPERTY PLANNING SUBCOMMITTEE

At Annual Session in 2002, there was a joint meeting of four committees: Stewardship and Finance, Camping Program, Camp Property Management, and Trustees. The purpose of the meeting was to consider the current and future needs of the camp properties including planning and funding, and effective and responsible stewardship and the creation of long-term plans for their development. This group minuted the need for a Camp Property Manager who was hired in 2003. This joint meeting also created the Long Range Property Planning Subcommittee (LRPP). The LRPP was established as a subcommittee of the Stewardship and Finance Committee and is comprised of members from each of the four committees.

The Long Range Property Planning Subcommittee (LRPP) began meeting in April 2003 and has met ten times. As we began our work we realized that in order to effectively assess the property and facilities needs, we needed to broaden the scope of our concern to include *all* facilities within BYM, not just the camp properties. This broader concern opened even more questions to us.

Some of the broad questions we asked as we began our task were: What do Monthly Meetings need? What do they have to share? How can our resources and facilities support the spiritual work of the Yearly Meeting? We need the programs to drive the facilities, not the other way around. What dreams do committees have that they can't fulfill because of property limitations? What is BYM for? Do Monthly Meetings and individuals understand what BYM does? How can we help them understand? How do we reach people at Monthly Meetings who aren't involved at the Yearly Meeting level?

As we focused in on the physical facilities within BYM, a new set of queries emerged: What is the current composition of BYM? Could we complete a more accurate census of BYM? What are the attendance and membership patterns like today and how have they changed? Do we want a retreat center or Quaker study center? Are we meeting the needs of older friends? The camps can't be all things to all people—what do they want to be? Who wants to use them, who do we want to use them, and for what? Do we have the human capital to invest

in these properties and projects? Could we/should we have a camp in Pennsylvania? How can we support and nurture the rest of the Yearly Meeting with the camp properties in the same way that we support and nurture the youth at camp?

As the LRPP sat with these questions (and many others!) the direction of our charge emerged. The committee has completed four main tasks:

1. We conducted a survey of existing facilities within BYM. We focused primarily on Monthly Meetings and the camp properties but also examined the facilities at Friends schools under our care, and the Friends House retirement community. We completed a booklet of information about the facilities and accommodations available at each Meeting House within BYM. This will be made available at Annual Session.
2. As part of the Yearly Meeting facilities inventory, we conducted a demographic survey of individuals within BYM. This census helped us glean information about age distribution, especially the camper-aged population. We developed population distribution maps. These will be displayed at Annual Session.
3. We began a facilities inventory of Catocin, Shiloh and Opequon, including inventories of square footage, appliances, construction and renovation histories and replacement schedules. This work is ongoing.
4. We examined other property and facilities issues within BYM including: the interest in and need for a year-round retreat facility, site options for Annual Session, BYM administrative office space needs, the issue of affordable housing for staff, long-term visions for the camp properties, and more.

As we conducted these tasks, our discernment on some issues deepened and clarified, some of our questions were answered. We will be bringing a comprehensive written report of our work to Annual Session. This comprehensive report will include our charge, vision, and methods of gathering our data; our general committee process and findings, and our minuted recommendations. Appendices will present the census data and the camp property facilities inventory. The report will also explore the work we *haven't* done: questions we haven't answered, issues beyond the scope of our work that we haven't explored, data we haven't collected, and a vision for how this work can proceed. We are clear that the LRPP, as it was originally established, has come to the end of its original charge. We look forward to sharing our work with the Yearly Meeting.

Members of the LRPP included: Sheila Bach (S&F and Trustees), Clerk; Arlene Rodenbeck (S&F); Ron Akins (Camping Program and Camp Property Management); Howard Zuses (Trustees); Tom Horne (Camp Property Management); Kevin Caughlan (S&F and Trustees); Patti Nesbitt (Camp Property Management); Betsy Meyer (ex officio, Spiritual Formation); Marion Ballard (ex officio, Stewardship & Finance, Clerk); David Hunter (Staff); and Josh Riley (Staff)

Sheila Bach, Clerk

SUE THOMAS TURNER QUAKER EDUCATION FUND

The purpose of the Sue Thomas Turner Quaker Education Fund is to support the understanding and practice of Quaker faith in schools, and to support the growth of a “life lived in the Spirit” by members of the school communities.

In 2004 the Sue Thomas Turner Quaker Education Fund received 16 requests for funds. The Committee considered the requests and distributed a record \$6230 in full or partial grants for 14 uses consistent with purpose of the fund. The recipients were: Cambridge Friends School, MA, (\$500 to create a CFS Faith & Practice booklet), Friends Child Care Center, PA (\$500 for a Quaker Education Workshop for the teachers); Friends Meeting School, MD, (\$400 for preparation of materials integrating Quaker concepts into a traditional academic curriculum); Friends Select School, PA, (\$400 to purchase *Governance Handbook for Friends School* for their Board); The Meeting School, NH (\$500 for a workshop on diversity in light of Friends faith & practice); Media-Providence Friends School, PA, (\$500 to send two non-Quaker board members to FCE workshop); Moorestown Friends School, NJ, (\$500 for production of a MFS faith & practice pamphlet); Newtown Friends School, PA (\$500 to hire a consultant to guide the implementation by Quaker process of the NFS’s strategic plan); Northern Virginia Friends School, VA (\$500 for FGC curriculum materials); Orchard Friends School, NJ (\$275 to assist sending two teachers to FCE workshop); Olney Friends School, OH (\$455 for workshop and materials on sexual diversity within the Quaker testimony of equality); School for Friends, DC (\$500 to send attendants to Friends Schools Peer Network gathering); Stratford Friends School, PA (\$500 for a symposium for the teachers on Quaker decision-making process) and Virginia Beach Friends School, VA, (\$200 to support a Civil Rights Day highlighting Quakers and use of Quaker testimony in the history of the Civil Rights movement).

The Committee was very pleased with the caliber of the requests and the opportunity to support Quaker faith and practice in education. This year we chose to go into our principal as well as using our income, because the grants were so

compelling. In order to give help for these worthwhile projects in the future, the principal needs to grow. We ask that others who feel a leading to support this important work, please contribute whatever they are able to the endowment. Funds may go to the BYM with a notation for the “Sue Thomas Turner Quaker Education Fund Endowment”. Thank you in advance for your support.

The Committee will meet in March 2005 to consider new requests. Request deadline will be February 15, 2005.

Rosalind Zuses, Clerk

TRUSTEES

The Trustees met on Yearly Meeting days at State College and at Bethesda. There were six members present at State College and five members at Bethesda. The main business continues to be the oversight of the investment assets of the Yearly Meeting and the physical assets, Camp Shiloh, Camp Catocin, and the Bush Creek Burial Ground. The Trustees are also responsible for the Office property, but day-to-day oversight is the responsibility of the Supervisory Committee.

The Trustees also monitor the use of the Camp Property Improvement Fund to ensure that it is used in accordance with the minute establishing the fund.

Edward Hawkins, Clerk

UNITY WITH NATURE COMMITTEE

“To those of us who have grown up in the Industrial Growth Society, the view of reality that breaks upon us now is breathtakingly new. It comes from contemporary science and finds support in ancient spiritual traditions. It helps us understand our relationship to the world and awaken the powers within us for its healing. Liberating us from constricted notions of who we are and what we need, it brings us home to our true nature – in league with the stars and trees of our thrumming universe.” *Joanna Macy and Molly Young Brown, Coming Back to Life, 1998.*

The Unity with Nature Committee was active throughout the 2003 Annual Meeting. In addition to our business meetings, we sponsored a variety of activities: a daily outdoor Worship Sharing Meeting, a well-received workshop “Called to be Earth Keepers and Tenders – Through Spiritual Renewal and Stewardship”, and two interest groups: viewing and a discussion of the film “Escape from Affluenza” and a discussion group on the Free Trade Area on the Americas (FTAA). We also worked with the BYM staff to make sure that recycling receptacles were

available during BYM. Finally, we collected \$735 for Right Sharing of World Resources at lunch and dinner on Friday, having developed hand-outs and a poster with basic information about RSWR and a reading list of related materials. These documents were e-mailed, as requested, to the Right Sharing coordinator and BYM's RSWR liaison). People seemed to appreciate having a "complicated" meal, and donating money directly!

During Annual Meeting, we began to plan several initiatives related to outreach to and inclusion of Monthly Meetings in "unity with nature" activities: 1) Developing a list of Monthly Meeting contacts, offering them a subscription to Quaker Earthcare Witness's (aka FCUN) *Befriending Creation*, and sharing significant committee information with them through a list-serve (*there are now 24 Monthly Meeting contacts, eight of whom are receiving Befriending Creation*); 2) Collecting information, resources, suggestions, etc. from BYM Monthly Meetings and other Friends organizations on their experiences with Green Building and Sustainability. This information will be available on the internet to Monthly Meetings and other Friends organizations when they begin renovation or building projects); 3) Encouraging Monthly Meetings to study and adopt the Earth Charter, using documents developed by Goose Creek Meeting (several committee members' *Monthly Meetings are at different stages of this process*); 4) Offering a Unity with Nature workshop at the Annual Women's Retreat (*we had a small group for a walk in the snow, followed by a Council of All Beings exercise developed by Joanna Macy: role-playing of animals and elements*); 5) Developing a Unity with Nature testimony/minute based on Friend's stated earth and creation-related values (*this is nearing completion*); 6) Planning a work day at the Friends Wilderness Center (FWC); 7) Additional activities for next year's Annual Meeting.

We found new co-Clerks (Sarah Kuzmanoff and Mark Brabson) and a Recording Clerk (Montague Kern), scheduled our second annual Retreat at Mark Brabson's farm for Columbus Day Weekend, and decided that a committee member (or a member of one of our Monthly Meetings) would join the Friends Wilderness Center Board to represent Unity with Nature.

At our October retreat, we continued to plan and work on the initiatives begun at Annual Meeting, decided on two workshops/interest groups for next Annual Meeting (one on the Earth Charter and one on the status of Quakers' unity with nature), and began to develop two lists to share with BYM and its Monthly Meetings: Ten Ideas on How Meetings Can Deepen Their Witness for Care of Earth, and a similar list for individuals. These lists were published in the Interchange, and in some members' Monthly Meeting newsletters, as well as being shared with our Monthly Meeting Contacts. Sarah Kuzmanoff became the FWC board representative, and began to attend board meetings and share the minutes with the committee. We did not attend Fall Interim Meeting, as our Retreat ac-

complished the same purpose for us, and was held one week before the Interim Meeting date. *We have since decided to hold our retreat in September, and make it more process- and nature-oriented, and conduct our business at the Fall Interim Meeting.*

At the Spring Interim Meeting, we continued planning for the Annual Meeting, discussed the promotion and sale of re-usable mugs and cloth napkins at the Annual Meeting and shared progress on other activities. We agreed to send \$100 each to Quaker Earthcare Witness and to the North Carolina School of the Arts Foundation for support of the pending “Simple Living with Wanda Urbanska” series developed for PBS. Some of us have since sent letters to our PBS affiliates, advocating the airing of this eight-week series. We were joined by Julie Guroff, the Friends Wilderness Center secretary, and its representative to our committee. We discussed a second work day at FWC (since scheduled for Saturday, June 12).

This past year, our meetings have been rather intense, both in the nature of our discussions and in the number of ideas we are trying to develop and implement. Much of our work has been conducted by small subcommittees through e-mail, and shared through the list-serve we began last year. It has been a busy and stimulating twelve months!

WEB PUBLISHING

This year, Baltimore Yearly Meeting has a new Web Site Coordinator, Allen Briggs, of Blacksburg Meeting. Much work has been done on the web site this year.

Updating of Monthly Meeting information is done by the Yearly Meeting staff. This also ensures that the staff knows the latest officers and times of worship of Monthly Meetings. The Yearly Meeting staff members also maintain the camping pages and place the *Interchange* on-line. Some out of date information has been moved to archival folders.

This year, the Yearly Meeting made use of an internet utility that supports camping to allow secure on-line camp registration. By the time the Yearly Meeting session are held, we will know if this worked well. The first year of its use saw a 380 campers enroll on-line. This represented 67 percent of the total number of applicants. Parents seemed satisfied with the service and appreciated the ability to apply on-line. The service allows them to use the same account year after year which makes registering next year even easier. We will continue to allow people to register using paper to enable every one to take part in the camping programs.

We could treat the Yearly Meeting Session as a “camping program” and do on-line registration for it as well, but there is coming and going from Yearly Meeting, so it is not clear if we can use the camping utility to do Internet registration for Yearly Meeting Session. There are some who want to register on-line, so the web publishing committee, the office staff, the Registrar, and the Program Committee will continue to work on this project. Again, for those who want to register using paper, we will continue to receive those registrations over the foreseeable future. We are working on getting set up for the fall so that the Women’s Retreat can have a first go at this and we can work out bugs.

For years, the Web Publishing Sub-committee has had two dreams: using maps to locate Monthly Meetings, our Camps, Quaker Schools, Retirement Communities, and other Quaker venues. We would also like each Monthly Meeting to have a web site; we have the resources to place a minimal site on-line, much as Philadelphia Yearly Meeting has done. We do not anticipate having the uniform look that PYM Monthly Meeting sites have, but at some point a gathering of Monthly Meeting web site maintainers could agree on common features that would help those navigating Monthly Meeting web sites. As of the writing of this report, 25 Monthly Meetings had web sites. Five of those Meetings are on the BYM web site, at no cost to the Monthly Meeting. To some extent, the new QuakerFinder site (<http://www.quakerfinder.org/>) makes it less necessary to do the mapping on our web site, but we are interested in two types of maps, those that locate the Meeting House in Pennsylvania, Maryland, DC, and Virginia and those that provide road information for each Meeting House.

We provide material on-line: the Interchange, Minutes of Yearly Meeting and Interim Meeting. If possible, we will provide the Advance Reports as well. Ministry and Pastoral Care is considering making the Spiritual State of the Meeting Reports available in electronic format. They will solicit opinions from Monthly Meetings as part of this process. We are also considering publishing the *Yearbook* electronically, on a CD. If you would prefer to receive it in this format, let the Office know. You may be aware that you can elect to receive e-mail announcing the publishing of the Interchange on-line. You then view it on-line and print it if you wish. This saves paper and postage. If your Meeting would like a CD with *Faith and Practice* in Portable Document Format (pdf), contact the Yearly Meeting Office.

Finally, the Yearly Meeting’s list bym-news does not have a recognized owner. We will at some time shift the discussion list to another site. However, it still works. We have no ability to correct problems. To join the list, send a blank message to bym-news-subscribe@igc.topica.com <<mailto:bym-news-subscribe@igc.topica.com>>. To leave the list, send a blank message to bym-news-unsubscribe@igc.topica.com <[mailto:bym-news-](mailto:bym-news-unsubscribe@igc.topica.com)

unsubscribe@igc.topica.com>. To change your e-mail address, first unsubscribe with your old e-mail address, and then re-subscribe using your new e-mail address.

Howard Fullerton, with input from Allen Briggs, Frank Massey, and Josh Riley.

YOUTH PROGRAMS COMMITTEE

As was the case in the advance report of last year we feel that the youth programs of the Yearly Meeting are doing extremely well but that the committee itself is not doing as well as it could. The Young Friends (YF) and Junior Young Friends (JYF) conferences have been very successful both in terms of participation (an average of 70 at YF and about 30 at JYF) and in terms of spiritual growth. The Young Friends Executive Committee (a peer leadership group) and three YF Clerks have been instrumental in the success of their program and the Co-coordinators of the JYF program have done outstanding work in nurturing our middle school age young friends. We do note with a great deal of relief that the three year long process to revise the committee description in the *Manual of Procedure* was approved at last year's Annual session. It would be relevant to review this description as a basis of the remainder of our report.

“Consists of eight to ten adults nominated by the Nominating Committee”- There are currently only six adults on the committee. The committee is limited in terms of the support it can offer the youth programs due to the lack of adult members. It is hoped that others in the Yearly Meeting with an interest in nurturing our youth programs will be moved to join the committee.

“The committee oversees and coordinates all Yearly Meeting youth programs for junior and high school youth, with the exception of the camping program and Junior Yearly Meeting.” - The committee has not really been able to focus on oversight or coordination due in large extent to only meeting twice this year. The committee wishes to fulfill this role and decided at its Spring meeting to meet five times yearly (two via teleconferences as this has proved valuable in previous years).

“Recruit and mentor adults in BYM who have a leading to work with Young Friends”. – The Friendly Adult Presence (FAP) community is at a very low ebb in terms of numbers and this can and will create difficulties as there is both a spiritual and legal need for an adequate adult presence at our youth gatherings. This will be a major focus of the committee in the coming year as it works with the Young Friends community to seek adults to serve in this critical capacity.

“Support the Youth Secretary in coordination and communication” – this year has seen the departure of the Yearly Meeting’s Youth Secretary (YS) for the last five years, an Interim YS for eight months and the interview and hiring process for a new YS. Two committee members participated in the interview process for the new YS and while the programs did not suffer as a result of this process the committee itself expects to do more in the areas of communication and coordination support in the coming year.

“Ensure that the *Young Friends Handbook* is reviewed on a periodic basis (at least every three years)”. We would note that the Young Friends Handbook was revised and approved by a Young Friend’s business meeting in November of 2003 and that the YPC is still at work developing a JYF handbook. The JYFs did some work on the handbook at their conference in January of 2004. The committee will also need to be involved in the search process for the JYF coordinator(s) as the two individuals who created these positions and have served the JYF community for four years will both be leaving in June of 2005.

The Yearly Meeting’s YouthQuake (YQ) representative took part in YQ 2003 in Estes Park, CO. Due to concerns over the YQ policy regarding gay men and women being barred from leadership/speaking roles many of the Young Friends in the Yearly Meeting chose not to participate. Two YF did go and engaged in a dialog with youth and adults from other Yearly Meetings on this and other issues. The committee will need to seek clarity on whether or not to send a representative to the 2006 YQ.

Betsy Tobin & Ted Heck, Co-Clerks