

MINUTES OF BALTIMORE YEARLY MEETING
INTERIM MEETING
THIRD MONTH, 21, 2008
ANNAPOLIS MONTHLY MEETING

I2008-21 *Opening.* Friends gathered in worship at 2:15.p.m. Out of the silence, Clerk Elizabeth Meyer (Sandy Spring) quoting the 131st Psalm, reminded us that though we prepare an agenda, we hope in the Divine agenda, and though we bring the wisdom and experience of adults to meeting for worship with attention to business, we hope also to bring the openness and sense of wonder of small children.

I2008-22 *Welcome.* Barbara Thomas (Annapolis) brought a hearty and warm welcome. The Annapolis Meeting began under a tree at St. John's College, later worshipping under the trees on this lovely property. Fifteen years ago the building was completed, thanks in part to the purchase of bean-soup mix by many Friends. The Meeting recently has participated in an introduction to Quaker Quest, started a Peace and Justice Center and is happy to be experiencing an abundance of children.

I2008-23 *Report on Friends in Iowa.* Elizabeth Meyer brought a message from Friends in Iowa Yearly Meeting who are affected by recent flooding. Let us hold them in the light.

I2008-24 *Unity with Nature.* Barbara Williamson (Richmond) spoke for the Friends in Unity with Nature; this committee has sent some of its funds to Native Energy and received a certificate recognizing the carbon offsets which were thus purchased. Friends were informed that these carbon offsets will never be resold, a practice employed by some organizations.

I2008-25 *Naming Committee.* Laurie Wilner (Langley Hill) reported for the committee.

Report from the Naming Committee 6/08

Although normally consisting of two (2) individuals, this year's Naming Committee consisted of three (3) Friends: Herbert "Chip" Tucker of Charlottesville Monthly Meeting, Malachy Kilbride of Friends Meeting of Washington, and Laurie Wilner of Langley Hill Friends Meeting.

The job of the Naming Committee is to bring forward nominees to fill the Search Committee to its full complement of six (6) Friends. With the recent resignation of Friend Rosalind Zuses, the current Search Committee consisted of five (5) members: Janet Eaby, the clerk, whose term expires this year; Rachel Messenger and Jean Wilson, both of whom have a term-year expiration of 2009; and David Etheridge and Eric Uberseder whose terms expire in 2010. Both Rachel and Jean expect to fulfill their terms. Our 2007 Yearbook accidentally omitted David and Eric from the Committee roster; because of that omission, our Naming Committee overfilled this Search Committee. Learning of this the eve before our Interim Meeting, we bring forward the names and ask this body for direction.

Our work is as follows:

We are delighted that **Janet Eaby** of Oxford Meeting is willing to continue on with the Committee for another term, to expire in 2011. As the current clerk, we believe her continuing presence will benefit our Search Committee and recommend that this reappointment be accepted.

Our Naming Committee made an intentional effort to bring to the Search Committee a Young Adult Friend. We felt it important to bring into the process a younger member of our Yearly Meeting to help ensure the next generation is considered and possibly recruited to full participation. To do this, we are delighted to bring forward the name of **Rachel Stacy** of Gunpowder Monthly Meeting. Due to uncertainties for next year, Rachel felt unable to accept a three-year term. She is, however, willing to accept a one-year term. We recommend Rachel for the remainder of Rosalind Zuses' term, expiring in 2009.

We are delighted to present for consideration the names of **Kevin Caughlan** of Sandy Spring Monthly Meeting and **Aron Teel** of Charlottesville Monthly Meeting for three year terms expiring in 2011. Kevin and Aron's acceptance to this committee brings not only geographic diversity to the Search Committee but gender diversity as well.

Respectfully Submitted,

Laurie Wilner for the Naming Committee

Friends APPROVED the nominations of Rachel Stacy (Gunpowder) for a term to end 2009, Janet Eaby (Oxford), Kevin Caughlan (Sandy Spring) and Aron Teel (Charlottesville) for three year terms expiring in 2011.

Friends also APPROVED the one year expansion of the Search committee to eight individuals.

I2008-26 Search Committee. Janet Eaby (Oxford) reported for the committee, expressing appreciation for those willing to serve.

The committee brings the names of Howard Fullerton (Sandy Spring) for an additional two-year term as Clerk of Yearly Meeting, ending in 2010; Liz Hofmeister (Bethesda) for a new full term (2 years) on Supervisory Committee ending in 2010, and Jason Eaby (Oxford) and Bronna Zlochiver (Sandy Spring) each for an additional term on Nominating Committee ending in 2011.

Janet reported that Supervisory Committee has asked Search Committee to make an exception to the six year term limit. Since three new committee members and two new ex-officio members have come onto Supervisory Committee this past year, the committee requests that Meg Boyd Meyer (Stony Run) serve an additional year beyond the expiration of her six year term in 2008.

Friends present APPROVED and RECOMMENDED THAT THESE NOMINATIONS BE FORWARDED TO YEARLY MEETING IN ANNUAL SESSION FOR APPROVAL.

I2008-27 Nominating Committee. Barbara Thomas (Annapolis) reported for the Nominating Committee:

The following individuals have resigned:

Program Committee: Anita Bower (Nottingham)

Camping Property Committee: Francesca Costantino (Langley Hill)

Youth Programs Committee: Linda Heacock (Richmond)

Stewardship and Finance: Margaret Allen (Stony Run)

Religious Education: Elizabeth Johnsen (Sandy Spring),

Sara Bur (Baltimore-Homewood),

Nancy Moore (Baltimore-Stony Run)

Unity with Nature: Joan Clement (Adelphi),

Janet Frieswyk (Friends Meeting of Washington)

Friends House Board: Don McCandless (Sandy Spring)

Representative to Friends United Meeting Triennial: Lauri Perman (State College)

Two appointments were requested:

Friends United Meeting Triennial: Riley Robinson (Friends Meeting of Washington)

Stewardship and Finance: Ed Husted (Friends Meeting of Washington)

Friends ACCEPTED the resignations, and APPROVED the appointments.

Barbara presented a list of committees in need of additional members, and requested Friends to consider their leading for service in these capacities or their suggestions for those who might serve.

The Nominating Committee asks Interim Meeting to consider the status of the Religious Education Committee, which is not functioning as the current charge would indicate. In talking with the current committee members, the committee recognized that the current work of a small group is vibrant, but somewhat different. Additionally, three members of the group resigned when approached; three of the other five did not respond to efforts to contact them. Nominating Committee feels that it cannot appoint new members to a committee with an unclear role and believes that either someone needs to step forward to clerk the committee or the committee should create a new statement for the manual of procedure.

Interim Meeting has the responsibility to recommend changes in committees, if needed. The committee itself could bring a reformulated charge.

A Friend spoke of her concern about the need for Religious Education work, and a hope that the committee could be reconstituted and carry forth its current charge. Another spoke of the lack in our structure and process for a way to review whether our current structures and processes are working well. Guidance might be found in an examination in our

experience of reviewing our committees a few years ago and in the annual State of the Meeting reports from our Monthly Meetings.

I2008-28 Program Committee. Sheila Bach (Langley Hill) reminded Friends that the early registration deadline for Annual Sessions is Friday, June 27, and asked us to recruit others from our Meetings to attend. She requested volunteer drivers to help those who need assistance on campus. Several improvements in the arrangements were announced: Fair Trade coffee and a better salad bar; air-conditioned rooms and beds lowered to normal heights, for example. Volunteers to work with Junior Yearly Meeting are still needed. Betsy Meyer will speak on Tuesday evening and Clinton Pettus of the Middle Atlantic Region AFSC will present the Cary Lecture on Friday evening.

Friends expressed their appreciation to the Program Committee for its work.

I2008-29 Supervisory Committee. Meg Boyd Meyer (Stony Run) presented the annual report of the Supervisory Committee.

SUPERVISORY COMMITTEE

ANNUAL REPORT - 2007

The BYM Manual of Procedure revised description for the Supervisory Committee, as approved during BYM's 2007 Annual Session, gives the committee responsibility to "guide and support the General Secretary" and "to insure the support and nourishment of the staff."

In carrying out these responsibilities over the last year (and into 2008), the committee has addressed an array of issues at its regularly held meetings. Much of the committee's attention was given to personnel matters, including employee benefits and supplemental compensation. The committee took steps to move the staff retirement plan into a new plan. This change is expected to be more cost effective and simpler to administer. Under the new plan, staff are allowed more investment options -- along with the prospects for improved returns on investment.

Last fall, the committee worked with the General Secretary and the co-clerks of the Camping Program Committee to develop parameters for telecommuting procedures, to be used by Camping Administrative Secretary, Jane Megginson. This new job arrangement appears to be working well, and may prove a useful model for other staff positions in the future.

The committee established new procedures for the General Secretary's annual performance evaluation; a Supervisory Committee subcommittee met with Riley Robinson for his first full review since he assumed the responsibilities of General Secretary in August 2006. The committee also approved a new staff Conflict Resolution/Grievance Procedure.

The committee is continuing a thorough review of the BYM Employee Handbook and has established a three-person subcommittee to prepare the initial draft of a comprehensive revised document.

The committee continues to seek "next steps" towards finding ways BYM can best meet the needs, encourage the talents, and nurture younger Friends. The absence of a Youth Secretary has highlighted the importance of this staff position. The Youth Program Committee, the Supervisory Committee, and BYM staff all work to address these opportunities and challenges.

Budget pressures surround BYM's programs and plans, which make it timely to expand our development efforts. Supervisory Committee reviewed the job description for a new development position. This is part of the process by which the committee works with the General Secretary and appropriate program committees to assure transparent procedures in the development of job descriptions, as well as with the recruitment and hiring of staff.

Together with Stewardship & Finance and Trustees, Supervisory Committee has appointed a member to a joint subcommittee to oversee the maintenance and upkeep of the BYM Sandy Spring office building and adjacent property.

The past year saw several changes in the makeup of the Supervisory Committee. BYM Presiding Clerk Lauri Perman, who served ex-officio on the committee, resigned when she assumed a key position at Pendle Hill. Michael Cronin stepped down as a Clerk of Interim Meeting, a role which until recently included responsibility to serve as Clerk of Supervisory Committee. Meg Boyd Meyer assumed the clerkship of the committee in January 2008, and Marion Ballard, stepped in as the new Treasurer, succeeding Kevin Caughlan. Betsy Meyer, named Clerk of Interim Meeting in March 2008, has joined the committee.

Approved: June 9, 2008

This report was ACCEPTED WITH THANKS.

I2008-30 *Manual of Procedure Committee.* Howard Fullerton (Sandy Spring) presented the report which had been distributed in writing.

Supervisory Committee has requested a change in wording in the way in which it will report staff compensation to Interim Meeting.

“The Supervisory Committee recommends office staff compensation policies to the Interim Meeting, annually approves specific salaries and benefits for office staff and reports these to the Interim Meeting, and provides guidance to the General Secretary in the employment of office staff.”

-- should be replaced by the following:

“The Supervisory Committee recommends staff compensation policies to Interim Meeting, annually sets specific compensation levels for individual staff, annually reports compensation totals in aggregate form to Interim Meeting, and provides guidance to the General Secretary in the employment of staff.”

A Friend requested information about the benefits provided for employees to permit Interim Meeting to provide adequate oversight; this request can be met within the language proposed.

Stewardship and Finance committee requests Supervisory Committee to be timely in budget planning and also asks for consideration of a salary scale which takes into consideration tenure as well as cost-of-living.

Friends present APPROVED the requested change and FORWARDS IT TO ANNUAL SESSION FOR CONSIDERATION.

I2008-31 *Ad-Hoc Intervisitation Committee.* Walter Brown (Langley Hill) presented the report.

Ad Hoc Intervisitation Committee, Interim Report, June 21, 2008

We are an **Ad Hoc** Committee. This means that **YOU** can join us, either as a meeting attender or an email member. Email: georgiafuller@gmail.com

We are preparing for the FUM Triennial in North Carolina, July 9-12. We will have a booth and two interest groups. We will distribute a new pamphlet, “*The Biblical Vision of Peace*,” by Georgia E. Fuller, Ph.D., MTS. Our group attending includes:

Flossie Fullerton, *Sandy Spring*; Mary Lord, *Adelphi*; Meg Boyd Meyer, *Baltimore-Stony Run*; Ken Stockbridge, *Patapsco*; Andrei Israel, *FMW*; and, Georgia and Hugh Fuller, *Langley Hill*.

Currently we are expecting the following visitors to our Annual Session, August 4-10:

Terri Johns, *FUM*; Joseph Makokha, clerk of *Friends Church Peace Teams (Kenya)*; Wanda Coffin-Baker, *Western YM*; Neil and Phoebe Anderson, *South East YM*; Cliff Loesch and John Damon, *Great Plains YM*; and, one or two Friends from *New York YM* (Note: On June 24 we learned that the two visitors from NYYM would be Anna Obermayer and Janet Hough.)

We are planning lunch table discussions and will present a workshop on Saturday.

Visits have been made to Great Plains and South East Yearly Meetings. Visits are planned to: Indiana, New England, New York, North Carolina, and Western Yearly Meetings.

A travel minute from Richmond Monthly Meeting for Jean James was read and ENDORSED.

A minute from Adelphi Friends Meeting for Jennifer McAfee Chapin-Smith was read and ENDORSED.

Jen and Jean will be traveling together.

A minute from Langley Hill for Walter Brown was read by the presiding clerk and ENDORSED by Interim Meeting.

These travel minutes are attached to the body of these minutes.

I2008-32 *Ministry and Pastoral Care Committee.* Lamar Matthew (Baltimore-Stony Run, and York Meetings) read a travel minute for Laura Nell Obaugh to Friends United Meeting Triennial from the committee.

Friends APPROVED.

I2008-33 *General Secretary.* Riley Robinson (Friends Meeting of Washington) presented the General Secretary's report, noting the many changes in the Yearly Meeting in the past two years and challenging us to think about the future of our beloved Yearly Meeting. He reported briefly on the work of the other staff, as well. Riley concluded by presenting a glimpse of the program from an exhibit on Quilts and Quaker Heritage mounted by Mary Robare (Hopewell Centre) at the Virginia Quilt Museum in Harrisonburg.

Summer Interim Meeting
General Secretary's Report

Not that it's been a busy spring, or anything, but in the last week alone we have:

1. Installed a new computer network - finally, after three tries at ordering a new server that actually worked.
2. Substantially finished the necessary paperwork for our new, less expensive, 403B retirement plan, a process during which we found that we were the guinea pig amidst a series of new -- and more complex -- regulations. (Did I even have to say it?)
3. Finished the process of converting to a new "two-phase" health insurance plan to cope with our larger, more dispersed staff.

This is quite a lot of change, and there is more to come. Here are some of the ways:

Youth Secretary Position – I am serving on the Youth Programs Committee's Youth Secretary Subcommittee. A draft job description – the result of not only a year and a half of meetings but even attendance by many at weekend-long seminars - has been produced. It is now being reviewed by Youth Programs Committee and Supervisory Committee.

Development Director – An interview committee has been interviewing people for this position in the last few weeks. The discussions with the well-qualified candidates has been rich, leading us to look at the future of the Yearly Meeting – our communications, the relationships between our various parts, and what our Yearly Meeting's activities say about us and about our faith.

And we in BYM have been changing in many other ways. Less than two years ago I was the brand-new guy on the block and since that time the people I've worked with most closely have completely changed. We have a new Yearly Meeting Clerk, a new Interim Meeting Clerk, New Supervisory Committee Clerk, new Clerk of Trustees, new Stewardship and Finance Committee Co-clerks, a new Program Committee Clerk, a entire new Development Subcommittee, a new subcommittee on the future of the office building and a new ad hoc Committee on Child and Youth Safety. **What's wonderful about BYM is that we have found so many caring, talented people for all of these positions.**

So, let's pause to catch our breath for a moment and think. What do you see our Yearly Meeting looking like five years from now?

- How could BYM mean more to your Monthly Meeting?
- What would help our Monthly Meetings thrive?
- What is our best work and best witness?
- Do we understand and make the most of the experience of other Friends organizations, including the ones in our region?

- What are our successes at reaching out to the communities in which we live, invite them in, and learn from them?
- What are we best at in nurturing of our own and each other's spiritual lives and in our understanding of the way of Friends?
- How can we build on all of these concerns and help them function together harmoniously?

There are only two wrong answers:

1. I don't want to think about it
2. All those other people out there should do something about these things

So how should we share our ideas about this? And when we have a bushel of our good ideas together, how will BYM process them and move on them?

You need to come to Annual Session in August and listen to everything that happens with these questions in mind. Please encourage others to do so as well. There is still time for you to be a part of all of this change. You might consider putting together an interest group there for any one of these topics.

I have asked our staff to think about this same question - Where do we want to be in five years? Meanwhile here's what they are doing:

Administrative Assistant - Ann Whittaker has continued to be a resource for filling in for the vacant Youth Secretary position. Now the focus is on preparing for Annual Session in many ways, especially support of registration and preparing for the 16-hour-a-day office all week at annual session.

Bookkeeper- We enter a new era this week with our brand new computer network – our accounting software is actually designed to function on it! No more lockups and mysterious reports! In recent months Bookkeeper Margo Lehman has worked with a group that has met several times sorting out the funds of the Yearly Meeting. The audit is about to be wrapped up next week.

Camp Administrative Secretary - Jane Megginson is in the midst of coordinating last weeks Skill Week and next week's Pre-Camp activities. The following week the camps open for the summer. In late August (22-24) you are welcome to attend a celebration of Camp Catoctin's 50th Anniversary.

Camp Property Manager - David Hunter coordinated the spring series of work weekends at the camps. The Camp Property Committee approved his work preparing a new site plan of Camp Catoctin, required by Frederick County. He is currently supporting our fleet of busses, trucks and vans that make canoe trips, climbing trips, hiking trips possible, as well as grocery runs for perpetually starving campers.

Finally, **Annual Session** preparation –

One special treat – We're encouraging Friends Mary Robare to hold an Interest Group on the exhibit she assembled called "Quilts and Quaker Heritage," on display now through September at the Virginia Quilt Museum, 301 South Main St., Harrisonburg, VA. <http://www.vaquiltmuseum.org/>

Friends ACCEPTED this report with gratitude.

I2008-34 *Friends World Committee for Consultation.* Flossie Fullerton (Sandy Spring), a BYM representative to FWCC-Section of Americas, brought Friends World Committee for Consultation's request that Baltimore Yearly Meeting extend an invitation to the Section of Americas to hold a future annual meeting in the BYM area. This would be an open meeting, including individuals from Alaska to Peru held probably the third week in March sometime between 2010 and 2012. BYM would create a local arrangements committee to work with the Section of Americas staff to find a site for the meeting. No financial request is included, and the BYM representatives will comprise the core of the local arrangements committee. Additional volunteers would be welcomed.

Friends APPROVED.

I2008-35 *Presiding Clerk.* Howard Fullerton (Sandy Spring)

Friends Meeting School in Ijamsville MD has asked Baltimore Yearly Meeting to take it under its care. Howard read from their letter indicating that the Meeting is under the spiritual care of Seneca Valley Preparative Meeting which lacks the legal standing to take the School fully under its care. Frederick Monthly Meeting, Chesapeake Quarterly Meeting, and

Sandy Spring Monthly Meeting have been asked and none has been clear to take the school under its care. The School's request is limited to naming three Friends to serve on its Board.

Howard noted that BYM currently appoints six members to the Sandy Spring Friends School Board. He suggests that BYM committees consider the implications of taking schools under BYM's care, noting that Harford Friends School also might be interested in this status. In particular, Nominating, Stewardship and Finance, Trustees, Advancement and Outreach, and Ministry and Pastoral Care committees are being asked to consider "taking under the care" with the last Committee receiving comments and making a recommendation to the Yearly Meeting. If additional Yearly Meeting Committees feel that they have useful insight into this matter, please make this known. Comments to Ministry and Pastoral Care are requested by June 2009, with a recommendation to come to Annual Session in 2009.

Friends APPROVED this recommendation.

BYM has received a request from Philadelphia Yearly Meeting, the Church of the Brethern and the Mennonite Church to appoint five representatives to an ecumenical peace conference to be held January 13-17, 2009. Howard has asked Mary Lord (Adelphi) to attend as one representative and requested Young Adult Friends to appoint one individual and Peace and Social Concerns Committee to nominate three additional individuals, bringing these names to Annual Session for approval.

Friends APPROVED Mary Lord as a delegate to the conference.

Howard reported on correspondence received from Wellesley Friends Meeting of New England Yearly Meeting regarding Friends United Meeting employment policy. He has acknowledged the letter and passed it to the Ad Hoc Committee on Gender and Sexual Diversity Concerns, the Ad Hoc Committee on Intervisitation, and Ministry and Pastoral Care.

He further reported that Baltimore Yearly Meeting's organizational non-payment to Friends United Meeting has been noted. Individual members continue to contribute to FUM. Most, but not all, North American Yearly Meetings contribute financially as Yearly Meetings. A few, but not many, African Yearly Meetings contribute. Friends United Meeting has appointed an ad-hoc committee on membership to articulate expectations for membership responsibilities. FUM has a process for African Yearly Meetings to join including an expectation of a financial contribution which does not always occur. However nothing comparable exists for long-time North American member Yearly Meetings. Every North American member Yearly Meeting has one or two representatives on this committee. Howard is serving as BYM's representative.

I2008-36 *Minute of Appreciation to Annapolis Monthly Meeting.*

Friends expressed deep appreciation to Annapolis Friends for their hospitality.

I2008-37 *Announcements.*

- To Committee Clerks (and all who serve on Committees): The BYM Office would like to receive Advance Reports in the Office as soon as possible. Please email to bym@bym-rsf.org; also, please remember to email minutes to the office after each Committee meeting.
- Does your meeting seek a deeper spiritual community experience? Consider starting a local group in your meeting as part of the BYM Spiritual Formation Program. Ask Betsy Meyer for a starter kit for your meeting. Visit the Spiritual Formation Program display and take home a few fliers for the 2008-9 Program.
- Our Working Group on Racism is alarmed at media presentations of distorted images and information designed to exploit racial prejudice and fear. The members of the Working Group on Racism are working on effective ways to respond, such as contacting the media outlets and/or their sponsors, and writing letters to the editor. The Working Group urges all Friends to actively decry these media tactics. Please share any letters you may write by e-mailing them to the Monthly Meeting liaisons with the working group. Contact the Working Group through eduverlie@jhu.edu.
- Annapolis Monthly Meeting's Peace and Justice Center is providing space for closed negotiations on water rights in the Middle East to be held at Annapolis August 17-21. Thirteen Palestinian and Israeli negotiators and six advisors and mediators will participate. This event will cost between \$35,000 and \$40,000. Contributions would be welcomed. See the BYM website for detailed information.

I2008-38 *Closing*. The meeting closed with a period of worshipful silence. Friends adjourned at 4:40 p.m. purposing to meet again Tenth Month 18 at Charlottesville Friends Meeting.

Respectfully submitted,
Elizabeth Meyer, Presiding Clerk
Meg Boyd Meyer, Recording Clerk