

MINUTES OF BALTIMORE YEARLY MEETING
INTERIM MEETING
TENTH MONTH 17, 2009
GOOSE CREEK MONTHLY MEETING

12009-40 *Opening.* Friends gathered in worship at 2:10 pm. Clerk Elizabeth Meyer reminded Friends of today's spiritual journey through reflections on God's actions with the Israelites as individuals and as a faith community on their way through the wilderness. "The Lord holds us by the hand." (Ps. 37)

Friends from twenty-three meetings signed in. Adelphi, Annapolis, Baltimore-Homewood, Baltimore-Stony Run, Bethesda, Charlottesville, Deer Creek, Frederick, Gettysburg, Goose Creek, Gunpowder, Herndon, Hopewell Centre, Langley Hill, Maury River, Patapsco, Richmond, Roanoke, Sandy Spring, State College, Washington, Friends Meeting of, Williamsburg, York, Staff.

12009-41 *Welcome.* Sheila Kryston, clerk of Goose Creek Meeting, welcomed Friends.

12009-42 *News of Friends.*

We heard news of Friends facing health challenges. Our prayers go out for those who are ill. Friends who are experiencing financial or other difficulty at this time are remembered. A Friend thanked Interim Meeting for its support during his recent health problems.

12009-43 *Visioning.* Riley Robinson (Friends Meeting of Washington) reported briefly on a day of visioning held on October 3 at Sandy Spring Meeting. About 65 Friends participated. Two committees are proposed: one to focus on Monthly Meetings and one on YM Committees. Individuals have been identified to clerk these two groups. The Yearly meeting invites all Monthly Meetings to seek a sense of their vision for BYM and their relationship to BYM. BYM committees can think about their roles now and in the future. Reports from the groups would come to Interim Meeting.

The question "What is BYM's core belief?" is an important question which is of interest to one member.

A member suggests holding 3 or 4 geographically diverse visioning sessions. Nominating Committee sees the proposal as a good way forward.

Friends APPROVED the proposal.

I2009-44 *Intervisitation Committee*. Walter Brown (Langley Hill) reported, inviting Friends to attend a workshop on March 28, 2010, to learn about the program. In addition, Baltimore Yearly Meeting will be participating in the Triennial Meeting of Friends Women International which will be held July 1-5 in Mombasa, Kenya. The committee will cover registration, room and board for six participants. Additional information was distributed in a written report which follows.

Intervisitation Committee Update
For Interim Meeting, October 17, 2009

Mark your calendars for March 28, 2010. Admire the newly renovated Langley Hill Meeting House and attend the afternoon training workshop to learn about our progress and future plans for Baltimore Yearly Meeting's Intervisitation Program. Come if you're just curious; there's no obligation. Come if you're thinking about working with the committee or traveling. Come if you are planning to travel to another yearly meeting or if you are on the support committee for one of our travelers. Contact the committee clerk at georgiafuller@gmail.com.

From July 1-5, 2010 in Mombasa, on the coast of Kenya, the Triennial meeting of the United Society of Friends Women International will gather. We will send a delegation. Our committee can cover the registration, room, and board for six travelers. If you are interested in attending or supporting this effort, contact Sharon Knox, Baltimore-Homewood, ayorose6@yahoo.com.

Below are mini-reports from some of our 2009 BYM travelers and some of the guests who came to our last Annual Session.

“The peace work I do is through the Intervisitation Committee.”

BYM member, who has been traveling on our behalf for the last 4 years

“I have had the opportunity this summer in my visits to several yearly meetings to see how we emphasize the dismal and ignore the good. We use statistics to paint a bleak picture of the world we live in and queries that produce self-judgment and guilt... My hope for you in BYM is that you would join your efforts to those of other Friends seeking ways to promote more just, sustainable, and faith-full living through empathetic education, gentle queries, positive encouragement, and an enthusiastic, infectious example. I believe this is a gift that we Quakers can give not only to ourselves but to our wider world.”

Guest to our 2009 Annual Session

“I was very pleased and impressed that folks could argue and disagree and then go have a cup of tea together. Life in Canada is very different than in the States. I found that I needed to ask a lot of questions before I ventured an opinion or talked about things... Life is more basic, even in the cities, and Canadians are closer to the earth. Almost everyone has some type of garden and grows some of their food. Approximately 70% of the food grown in Canada is organic. They are trying to keep their human footprint down and live with integrity and simplicity. Many people wanted to speak with me about living a life of prayer and listening to one’s heart. I had discussed end of life issues and prayer and they wanted to talk and pray.”

BYM traveler

“The Intervisitation Committee has been arranging and overseeing visits by Baltimore Friends to other yearly meetings as well as inviting Friends from other yearly meetings to attend and get to know Friends at BYM sessions. Each evening this group met to exchange information, perspectives, and concerns. What was billed a 15-minute debriefing session at the end of the day most often resulted in lively two-hour discussions and some deeper relationships. The fellowship at BYM was very inspiring and welcoming.”

Guest to our 2009 Annual Session

“In general, I received open-hearted hospitality. There were many people who were very happy to have a Baltimore visi-

tor again, and grateful that I had been led to come and hold them in prayer. There were some people, who on learning I was from Baltimore, acted as though I was visiting from a leper colony—but these were few.”

BYM traveler

“I was surprised by the large number of BYM folks who are interested in the study and use of scripture as a source of wisdom for dealing with some of the difficult issues of life and as a resource for better understanding the writings and wisdom of early Friends such as Fox, Penn, Barclay, Pennington, and Woolman.”

Guest to our 2009 Annual Session

“These FUM-only yearly meetings are not monoliths. There is as much diversity (or more) within them than in Baltimore YM, and many are experiencing deeply divisive and even rancorous debates over theological issues, such as the place of Jesus Christ. Minority voices in these YMs greatly appreciate and greatly need our presence if only as assurance that they are not alone. However, our presence also gives witness to everyone in the yearly meeting that schism is not the only path.”

BYM traveler to several YMs

2009 Travelers from BYM (updated and final list)

Maria Bradley, Sandy Spring, to Great Plains and Southeastern Yearly Meetings

Walter Brown, Langley Hill, to New York Yearly Meeting

Linda Coates, Little Britain, to monthly meetings in New England Yearly Meeting

Erik Hanson, Takoma Park, to North Carolina Yearly Meeting

Jean James, Richmond, to Southeastern and Canadian Yearly Meetings

Joan Liversidge, Sandy Spring, to Iowa Yearly Meeting (FUM)

Mary Lord, Adelphi, to Western Yearly Meeting

2009 Guests at our Annual Sessions through the Intervisitation

Program (updated and final list)
Joyce Ajlouny, Ramallah Friends Schools
Phoebe and Neil Andersen, Southeastern Yearly Meeting
Deana Chase, New England Yearly Meeting
Sylvia Graves, Friends United Meeting
Janet Hough, New York Yearly Meeting
Gladys Kamonya, Bethesda Monthly Meeting, sojourning at
Lumakanda Friends Church in Lugari Yearly Meeting (Kenya)
Jackie Speicher, Indiana and Wilmington Yearly Meetings

Written by Georgia Fuller
Clerk, Intervisitation Committee

12009-45 *Nominating Committee*. Barbara Thomas (Annapolis) reported.

Appointments:

Peace & Social Concerns: Anne Solomon (Alexandria)

Program: Kevin Caughlan (Sandy Spring)

FUM Alternate: Wilmar Stratton (Maury River)

Manual of Procedure: Laurie Wilner (Langley Hill)

APPROVED

Resignations:

Program: Carmen Wren Beckett (Takoma Park)

Indian Affairs: Deborah Freed-Fishelman (Stony Run)

Unity with Nature: Rick Knaub (York)

FGC: Deborah Churchman (Washington)

Educational Loans: Ting Yi Oei (Herndon)

ACCEPTED

12009-46 *Treasurer's Report*. Marion Ballard (Bethesda).

BYM's independent auditor reviewed BYM's 2008 financial statements and issued a report in August. Trustees have accepted the report, and it is published in the Yearbook. Overall BYM has experienced a reduction in investment assets.

Our Comptroller has prepared our third quarter financial statements which show a small excess of revenue over expenses at this time. Congratulations to the Camping Program for successfully managing a difficult year. A careful cash-flow analysis for the remainder of the year has been projected, and if

Meetings continue to pay their apportionments on time, we will finish the year with a positive balance.

Our Treasurer presented three policies for consideration: Conflict of Interest Policy; Whistleblower Protection Policy; and Committee Minutes Policy. These policies are necessary for good governance of our organization. In addition, the newest version of IRS Form 990, which we must file, requires us to declare whether we have such policies. Our answers about these policies are made public.

Conflict of Interest Policy

All Baltimore Yearly Meeting members, or attenders of BYM monthly meetings (“Friends”) are expected to avoid actual or potential conflicts of interest in dealings with BYM.

An actual or potential conflict of interest occurs when a Friend is in a position to influence a decision that may result in a personal gain for that Friend or for a relative as a result of BYM’s business dealings. For the purposes of this policy, a relative is any person who is related by blood, adoption, marriage or committed partnership, or whose relationship with the employee is similar to that of persons who are related by blood, adoption, marriage or committed partnership.

Any Friend who has any influence on transactions involving purchases, contracts, or leases that might result in personal gain for the Friend or a relative must disclose, as soon as possible, to the General Secretary or the Clerk of Trustees the existence of any actual or potential conflict of interest so that safeguards can be established to protect all parties.

Any Friend serving on a BYM Committee that contracts for goods or services on behalf of BYM must not take part in any committee decision involving a contract with a business in which the Friend or a relative of the Friend holds any significant beneficial interest. The nature and extent of such a beneficial interest must be disclosed to the members of the committee making the decision.

Personal gain may result not only in cases in which a Friend or relative has a significant ownership in a firm with which BYM does business, but also when a Friend or relative receives any kickback, bribe, substantial gift, or special consideration as a result of any transaction or business dealings involving BYM.

Whistleblower Protection Policy

Baltimore Yearly Meeting is committed to the highest ethical and legal standards. In line with this commitment and BYM's commitment to open communication, this policy provides an avenue for members of BYM to raise concerns with reassurance that they will be protected from reprisals or victimization for reporting improper conduct such as incorrect financial reporting, unlawful activity, activities that violate BYM's policies, or other serious improper conduct.

Any BYM member (or attender of a BYM monthly meeting) who learns of unethical or illegal conduct within Baltimore Yearly Meeting is encouraged to report this to any of the following people for further action: the General Secretary, the Clerk of Interim Meeting, the Clerk of the Yearly Meeting, or the Clerk of Trustees.

No person will be penalized, formally or informally, or retaliated against for any such report. Harassment or victimization for reporting concerns under this policy will not be tolerated.

Every effort will be made to treat the complainant's identity with appropriate regard for confidentiality. We encourage Friends to put their names to allegations because appropriate follow-up questions and investigation may not be possible unless the complainant is identified. Concerns expressed anonymously will be explored appropriately, but consideration will be given to the seriousness of the issue raised, the credibility of the concern, and the likelihood of confirming the allegation from attributable sources.

Committee Minutes

It is the policy of Baltimore Yearly Meeting that all Committees acting on BYM's behalf, including standing and ad hoc Committees, will keep contemporaneous minutes of all Committee meetings. Minutes should be sent to the BYM Office in a timely fashion for retention.

A friend requested that Friends take time to reflect over these matters, desiring to consider interactions between the first two policies with others and an attorney.

A Friend expressed the belief that these policies reflect our basic values. It was

suggested that some verb tenses be changed and that these policies, when approved, be circulated in the Interchange. The phrase “illegal” may need to be further explored.

These three policies were laid over for further work and reflection, to be returned to Spring Interim Meeting.

12009-47 Youth Safety Policy. Liz Hofmeister (Bethesda) presented a policy statement that is the result of two years of work by an ad hoc committee made up of representatives from Junior Yearly Meeting volunteer staff, Camping Program Committee, Camp Property Committee, Religious Education Committee, Youth Programs Committee, Supervisory Committee and the General Secretary. The proposed policy has been seasoned by the Camping Program, Youth Programs, Trustees and Supervisory Committees and by our insurance representative.

This policy addresses volunteers and staff and applies to Yearly Meeting only, not to Monthly Meetings. Monthly Meetings are encouraged to adopt such policies.

A Friend spoke of his concern that bullying be covered by the policy, understanding that this policy is about adult relationships to children, not children’s relationships to children. Another affirmed that Friends with criminal records involving civil disobedience for peace work are not excluded from work with children.

A concern was raised about a Meeting’s practice of having a Meeting member stay overnight in a building when a BYM group is present. Several felt that such a person is not a BYM representative at that time, but the policy of both Young Friends and Junior Young Friends is that any adult staying all night must be cleared.

Friends expressed congratulations and deep gratitude for the ad hoc Youth Safety Committee’s work in preparing a document that has the rigor required while expressing a loving and caring attitude.

APPROVED

General Purpose Statement

Baltimore Yearly Meeting seeks to provide a safe and secure environment for the children and youth who participate in our programs and activities. We strive to provide an atmosphere of openness and trust both among children, among adults, and between children and adults. We seek Divine guidance in all aspects of our programming, operations and staffing. We affirm that the adults in our programs have the responsibility for the safety and care of all, but especially the children in our programs. We also recognize that, regardless of written policies, careful attention and vigilance needs to be maintained to nurture this atmosphere and provide individuals the opportunity to experience safety in our community.

All of our youth programs honor that of God in every person. After research, thought, discussion, and prayer, we have created here policies and procedures to promote the safety of all within the BYM community while respecting the Light within each of us. The policy set forth in this document acknowledges that each of our youth programs is unique and has different operating norms. Therefore, this document strives to provide overarching policies and guidelines which allow each program the flexibility needed to operate.

These procedures focus on prevention, support, clarity and allowing room for healing. By implementing the following practices, our goal is to maintain quality care and protection of the children and youth of Baltimore Yearly Meeting. The Yearly Meeting also seeks to protect staff and volunteers working in contact with youth in any of the Yearly Meeting's programs from false accusations.

Definitions

For purposes of this policy, the terms "child," "children," or "youth" include all persons under the age of eighteen (18) years. "Worker" refers to someone who is working within BYM programs which includes paid staff, work-grant recipients and volunteers. "Applicant" refers to anyone who is applying to be a worker. "Participant" is any individual, regardless of age, who is involved in a Youth Program not as a worker.

Within BYM programs some “youth” may indeed be a “worker” while some people over the age of 18 may be “participants”. Therefore, each program will further clarify this differentiation as necessary.

Selection of Workers for Positions Supervising Youth

People who oversee the BYM programs serving youth are charged with the responsibility of discerning the suitability of staff and volunteers working with our youth. All BYM employees and any persons who desire to work directly with the children participating in our programs and activities will be screened. This need not apply to non-supervisory volunteers, such as cooks and maintenance workers in the Camping Program who are parents, legal guardians or other family members of participating campers; or short term workshop leaders. This screening includes the following:

a. **Six-Month Rule**

In an effort to ensure that we know the individuals who will help our youth develop and be asked to serve as role models, no volunteer will be considered for any position involving supervisory contact with minors until she or he has been known to a Quaker Community for a minimum of the past six (6) months. Quaker Communities may include Friends schools, Friends camps, Monthly Meetings or other Quaker organizations.

b. **Written Application**

All applicants need to complete and sign a written BYM application. The application, which may include an addendum for a particular program, will request basic information from the applicant and will inquire into such matters as previous experience with children, religious affiliation, a release for Meetings and others to provide a reference and employment information, as well as disclosure of any previous criminal convictions. The application form will be maintained in confidence on file at the BYM office.

c. **Applicant Interview**

Upon completion of the application, a personal interview or in-person training program will be scheduled with the applicant to consider his/her suitability for the position. Procedures for conducting and documenting the interview or training process will be determined by the particular youth program.

d. Reference Checks

Before an applicant is permitted to work with children and youth in any BYM program at least two references will be checked. These references would preferably be from BYM monthly meetings or from other organizations where the applicant is known. Individuals familiar with the applicant but not identified by him or her may be contacted as a reference. Documentation of the reference checks will be maintained in confidence on file at BYM offices.

Criminal Background Check

A national criminal background check is required for all adult workers within BYM Youth Programs. Until the background check is complete, no adult applicant will be allowed to volunteer or be employed in any of the youth programs. Background checks may be repeated based upon the specific youth program's policy and need.

Parents and F(f)riends well known to BYM may be temporary workers in a youth program without having a completed background check if they are never left alone with children and do not serve overnight.

Before a background check is run, prospective workers will be asked to complete and sign an authorization form allowing BYM to run the check. Intentional failure to disclose a criminal conviction on the background authorization form and/or declining to sign the authorization form will be a basis for prohibiting the individual from work with children in our programs. The applicant needs to make known any extenuating circumstances regarding criminal convictions at this time.

Conviction of a crime does not mean that someone could not

work with children nor does it mean that he or she does not have gifts to offer the BYM community. Yet in order to protect the safety of our youth, individuals convicted of any of the following types of crimes will not be employed nor serve as volunteer in our youth programs:

Any crimes involving predatory behavior toward children, including pornography;

Or any of the following within the past 10 years:

Any type of aggressive incident against another individual;

Any type of stalking or threatening incident against another individual;

Any misuse of weapons;

Any crimes related to production or distribution of drugs;

A record showing repetitive or habitual use or possession of drugs.

Confidentiality will be maintained throughout the entire process. The background check authorization form and results will be maintained in confidence on file at the BYM office. Should the criminal background check indicate any of these convictions, the BYM staff will communicate with the applicant and notify him or her of the reason s/he is not eligible to work with youth in BYM programs. The applicant has the right to a copy of the report. If the applicant believes that the criminal background report is incorrect, s/he may go through the appropriate legal channels to correct it and then reapply. BYM staff will notify the person responsible for the youth program that the applicant is not currently eligible to work with youth. Generally, the details about the applicant's ineligibility need not be shared. Under certain circumstances, if concern for safety or the care of children arises, sharing information may be deemed necessary. In these instances the General Secretary, relevant

program staff and committee clerk will consult. The Yearly Meeting Clerk may substitute for the General Secretary as needed.

Teenage Workers

We recognize that there may be times when it is necessary or desirable for workers (paid or volunteer) who are under age 18 to assist in caring for children during programs or activities. The following guidelines apply to such workers:

- * Teenage workers should be at least age 14;
- * Teenage workers need to provide a written reference from a parent and from their monthly meeting or another BYM program that should include their prior experience working with children; and
- * Teenage workers should be under the supervision of an adult and have ready access through cell phone or other means to the responsible adult involved with the program when that adult is not immediately present.
- * An appropriate age gap between the teenage worker and the children under their and appropriate ratio of worker: children will be determined by each program.

Worker – to – Youth Ratios

Given that our BYM youth programs serve children from infancy through early adulthood, each youth program will develop guidelines for their programs and events that identify the maximum number of youth one worker may be responsible for supervising. Programs employing workers under the age of eighteen (18) years will include in their guidelines the discernment of ages a teen worker may supervise and the difference in number of participants a youth worker may reasonably be expected to supervise.

Two-Adult Guideline

For the protection of all, it is our goal that a minimum of two

adult workers will be in attendance at all times when minors are being supervised during our programs and activities. We try to avoid one-on-one (adult-child) situations behind closed doors. We encourage any private conversations to be held in public view. Due to Federal Medical Privacy laws, there may be times when approved medical personnel are alone with a youth. In some programs and facilities it is difficult to ensure that two or more adults can be with youth. In these instances, workers will try to ensure that they are not alone with only one unrelated youth and that classroom doors will remain open if no window is present. Workers are never to be alone with a child in a private bathroom/ or bathroom stall with the door closed.

Open Door Policy

When a program involving youth uses a classroom or other meeting room, the door to the room should always remain open unless there is an uncovered window in the door or a side window beside it which provides a clear view into the room. Doors should never be locked while persons are inside the room.

Check-in/Check-out Procedure

All programs which serve youth within the Baltimore Yearly Meeting will have clear check-in and check-out procedures which ensure that the staff/volunteers can account for the number, identity and whereabouts of the youth under their care from arrival to departure. Each program will provide the particular procedures which provide for these safeguards.

Discipline Policy

Baltimore Yearly Meeting strives to create a safe and nurturing environment where youth of all ages can experience the community of Friends. Our program leaders and staff work hard to use conflict resolution familiar to Friends when the need arises. Physical discipline such as spanking, grabbing, or hitting children is unacceptable under any circumstance. Workers should consult with the program director or committee clerk if assistance is needed with disciplinary issues.

Responding to Allegations of Child Abuse

For purposes of this policy, “child abuse” is any action (or lack of action) which endangers or harms a child’s physical, psychological or emotional health and development. Child abuse occurs in different ways and includes but is not limited to the following:

Physical abuse – any physical injury to a child which is not accidental, such as beating, shaking, burns, and biting;

Emotional abuse – emotional injury when the child is not nurtured or provided with love and security, such as an environment of threats, constant criticism, belittling and persistent teasing;

Sexual abuse – any sexual activity between a child and an adult or between a child and another child at least four years older than the victim, including activities such as fondling, exhibitionism, intercourse, incest, and pornography; and

Neglect – depriving a child of essential needs, such as adequate food, water, shelter, or medical care.

If an individual suspects abuse or neglect of a child in BYM programs or elsewhere s/he will immediately notify 1) the BYM program staff person or 2) the committee clerk immediately responsible for the program for further action, including reporting to authorities as may be mandated by state law. In any of these situations, the program staff person, the committee clerk and the General Secretary needs to be notified as soon as practical.

Steps in Handling Incidents of Abuse

While our youth programs strive to foster communities of caring and respect for all, we recognize that the possibility for abuse or neglect exists. The confidentiality of both the youth and the accused is very important, as is the healing of the community.

In the event that an incident of abuse or neglect is alleged to have occurred at a BYM program event or activity, the following procedure shall be followed:

1. BYM will comply with state requirements regarding mandatory reporting of abuse as the law then exists.
2. The parent or guardian of the youth will be notified.
3. The employee or volunteer alleged to be the perpetrator of the abuse or misconduct will immediately be placed on leave from working with children pending an investigation and will be told not to participate in any activities involving children and youth pending completion of the investigation.
4. The child protective service in the jurisdiction in which the alleged incident occurred will be notified and the program staff person and the individual who witnessed the incident will together complete an incident report.
5. BYM's insurance carrier will be notified.
6. The Clerk of the Program Committee (or Supervisory Committee for staff), the General Secretary, the Clerk of Yearly Meeting, and the Program Staff Member will together determine what limited information might be needed to help the program community recover. This group will make decisions about communicating information and facilitating healing and will assist in carrying these out.
7. BYM officials will cooperate with any investigation of the incident by state or local authorities. Any person found guilty by the state or local authorities of the alleged abuse or misconduct will be removed from his or her position with children or youth and will not participate in any activities involving children and youth in Yearly Meeting.
8. If there is no investigation of the incident by state or local authorities, the procedure outlined in #6, above, will be

followed. The team should act in consultation with our insurance company and/or attorney as outlined below in the section under resolution of inappropriate behaviors.

9. The Presiding Clerk of Yearly Meeting will be our spokesperson to the media if necessary concerning incidents of abuse or neglect. If s/he is alleged to be involved, in which case the Interim Meeting Clerk will be the spokesperson. All others should refrain from speaking to the media.

Resolution of Alleged Inappropriate Behavior of Current Volunteers/staff

Inappropriate behavior is recognized as something that is very difficult to define and will vary from program to program depending on the developmental stage of the participants. For example, it may be appropriate for an adult worker to hold a one year old in his/her lap and cuddle them, it is not appropriate for an adult worker to hold a sixteen year old in his/her lap and cuddle them. That said, inappropriate behavior is generally related to interpersonal boundaries, and feelings of safety on an individual and community level.

A. Internal Concerns

Situations can arise in which a worker involved with BYM youth appears to be acting in an inappropriate manner either toward the youth or toward others in the program. Such situations are to be handled in the following manner.

The perceived inappropriate behavior will be brought attention of the person in charge (PIC), i.e. Camp Director, Youth Secretary, Designated Friendly Adult Presence (DFAP), or program director, by the individual(s) observing or receiving a report about the behavior.

The PIC will work with all the individuals involved to attempt to bring clearness to the situation.

If the concern appears to be of a serious nature, the PIC will note the concern in writing and notify the program staff person

or the program committee clerk of the concern as soon as possible. The General Secretary or designee must be consulted as soon as possible and throughout the entire process.

If the behavior is deemed serious by the PIC or the General Secretary, the individual in question will be notified that he/she is being put on inactive status and cannot participate in any BYM youth program until the matter is cleared up.

An inquiry will be initiated by the program staff person, in concurrence with the General Secretary, to determine any of the following:

the charges are groundless,

the situation is non-threatening, but indicates a lack of good judgment,

the situation indicates a serious lack of appropriate behavior,

boundaries needed to create a safe and nurturing environment for youth have been crossed, or

the situation is serious enough that it needs to be reported to the appropriate outside authorities.

If the situation is as described in (2), a plan for close supervision will be established by the program staff person in conjunction with the relevant committee and they will establish a plan to review as to its success.

If the internal inquiry indicates that the individual should be barred from the youth program, the program staff person may contact the clerk of individual's Monthly Meeting to convey the general outline of the situation and to request that the Monthly Meeting attend to the spiritual and emotional needs of the individual.

Information about the situation will be shared only on a lim-

ited, need-to-know basis. Any written documents will be kept in a confidential file in the BYM office.

B. External Concerns

An individual may question the appropriateness of a worker's involvement with youth based upon that worker's behavior outside BYM activities. When such a concern is brought to the attention of a BYM youth program leader care needs to be taken to discern the appropriate steps. These steps shall be determined by the program staff person, program committee clerk and the General Secretary and may include any of the steps listed above. At all times respect and concern needs to be held for all involved and information about the situation will be shared only on a limited, need to know basis.

Training

Baltimore Yearly Meeting youth programs will provide training on this child protection policy to all staff and volunteers working with our children and youth and will strive to provide opportunities for additional training classes or events on a regular basis. All workers are expected to attend a training class.

Policy Revisions

The Youth Safety Policy Committee, either a standing committee or one appointed by the Yearly Meeting ad hoc, would be responsible for seasoning any future revisions to this policy and bringing them to Interim or Yearly Meeting.

I2009-48 *Peace and Social Concerns Committee*. Bill Mims (Langley Hill) brought Friends attention to the Right Sharing of World Resources (RSWR) materials available. Joan Gildemeister and Karen Grisez (both of Friends Meeting of Washington) can provide further information on RSWR. Leada Deatz (York) is available to help with any concerns about immigration as part of a sub-committee on that topic.

The committee proposes that Baltimore Yearly Meeting write to congratulate President Obama on his receipt of the Nobel Peace Prize. A letter was read. It was suggested that the letter add a sentence about Friends working to build peace. It was suggested that the letter reflect the fact that Friends have previ-

ously received the Nobel Peace Prize.

A Friend expressed concern that we need to learn to address security concerns in our call for peace so our effort can not easily be dismissed as naïve. A copy should be sent to members of Congress.

A Friend noted that this body need not complete the writing of the letter. Friends approved the spirit of the letter and entrusted its completion to the Clerk of Interim Meeting, the Presiding Clerk and the Peace and Social Concerns Committee.

APPROVED

I2009-49 *Camp Property Manager Report.* David Hunter (Frederick) introduced himself and his role. A poster displayed photographs of new cabins at Opequon Quaker Camp. Monthly Meetings were asked to help recruit Friends for work weekends. His complete report is included.

Staff Report of the Camp Properties Manager (CPM)
To Baltimore Yearly Meeting
J. David Hunter
October, 2009

This has been a busy and productive year in which many of the projects that have been discussed in the past were accomplished. My time this year has been characterized by working to complete projects, finding contractors and volunteers to assist and working to satisfy permitting requirements at the state and county levels. I look forward to focusing on planning new longer-term projects and continuing to effectively attend to the more routine parts of my work.

Catoctin Quaker Camp

Since 2007 the Frederick County Fire Marshal's office has encouraged us to address several concerns they have raised. Several were relatively simple to address. We have conspicuously posted the address number on the road and the lodge, given all the cabins permanent numbers and posted them, provided maps and signs to help emergency services personnel find the

various buildings and built stoops and stairs with railings for all of the cabins (A small digression – While giving the cabins permanent numbers, Caretaker Stephen Dotson was inspired to name them as well. All cabins have been named after prominent, historical Friends, including Tom Fox, and a brief bio has been mounted in each cabin).

One of the concerns that the Fire Marshal's Office has required us to address is the installation of an exhaust hood and fire suppression system in the kitchen at Catoctin. The Camp Property Management Committee and I spent a great deal of time this year exploring the most economical ways of addressing this concern. The hood and fire suppression system was installed this spring. The installation was completed in time for camp and the Fire Marshal's Office inspectors were pleased with the result. Because the kitchen at Catoctin is a very old building with several structural challenges needed in doing this kind of work, and because this equipment lasts a long time and its manufacture is highly regulated, we found it difficult to find ways to reduce the cost of this project. In the end the work cost just under \$15,000. The good news is that the Fire Marshal's Office was pleased with the improvements to fire safety that we have made at camp, and we will not have to do it again for a very long time.

The pond at Catoctin has been providing beautiful swimming and boating opportunities for Friends at Catoctin since the water quality improvement work was finished in the early spring of 2008. Bacteria levels have stayed low and the water has stayed significantly clearer over the last two summers. The Camp Property Management Committee, the Catoctin Staff and the Frederick County Department of Health have all been very pleased with the results of the work.

This summer run off caused by torrential rains that accompanied an exceptional storm did close the pond for approximately three days. The resulting bacteria in the pond cleared up very quickly and the County Health Department reopened the pond much more quickly than they would have in previous years.

We take this as an indication that they have as much faith in the work that has been done on the pond and in our ability to manage the water quality for swimming as we do. I hope that the Yearly Meeting feels a sense of justified pride in being part of this innovative work in natural bathing area water safety. We have gained a great deal of knowledge that can be applied elsewhere. I find it inspiring to know that the most effective solutions to the problems we have been working with seem to be elegant in their simplicity and are, at their root, founded on nature's own methods.

We are pressing forward in our efforts to obtain an approved site plan for Catoctin. Friends may recall that we have been experiencing difficulties in obtaining building permits for the cabins that need to be replaced at Catoctin since 2007. This is due to our lack of a county approved site plan for Catoctin Quaker Camp. Volunteers, Camp Property Management Committee members and Yearly Meeting staff have dedicated many hours to addressing this issue.

In the summer of 2008 a site plan was prepared and submitted for review by Frederick County Department of Permitting and Development Review by T.E. Scott & Associates, Inc, a civil engineering firm owned by a generous Catoctin parent who agreed to assist us in this work on a volunteer basis. In reviewing our site plan the county found that there are zoning issues that will need to be resolved and it will be necessary for the site plan to undergo a full public review. About the same time circumstances began to inhibit T.E. Scott & Associates' work on the project and with great regret they informed us that they would no longer be able to continue. However, they were able to help us find another engineering firm that is willing to pick up their work where they left off.

The Camp Property Management Committee approved engaging the service of Fox and Associates of Frederick MD to assist us in completing the zoning exemption application and the work on the site plan proposal. Because all of the requirements of the county cannot be foreseen, the exact cost of this work

cannot be known in advance. However, we have signed a contract that stipulates that the cost will not exceed \$25,100.00. Obviously this is a significant amount of money, but the Camp Property Management Committee and Fox and Associates are both confident that the County will not require all of the studies and surveys that are possible and the actual cost will be significantly less than this amount. We look forward to having an approved site plan, being allowed to obtain building permits and to resume replacing the camper cabins in the fall of 2010.

Last spring the hot water heater in the dining hall gave up the ghost. Instead of replacing it with another inefficient electric hot water heater we spent some time researching alternatives. In May the Camp Property Management Committee approved investing in a tankless hot water system that served the lodge, dining hall and kitchen. The tankless hot water system is 40% to 60% more efficient when it is running, but the nicest thing about it is that it does not heat any water unless water is being used. Therefore, if Catoctin is not used for a week at a time in the off-season there will be no water heated and no energy used. The initial outlay for this system is higher but the Yearly Meeting should begin saving as a result of this investment in five years. We should save as much as \$10,000.00 over the 20-year life of the water heater, not to mention the positive environmental impact of using that much less energy. We are excited about testing tankless hot water at Catoctin and its possible use at all of the camps.

Work weekend participants were able to replace the roof on the crafts shelter and replace many of the stoops and stairs on the camper cabins as well as undertaking a host of other repairs and projects. What a blessing our volunteers are!

Opequon Quaker Camp

It was gratifying to be able to begin replacing the cabins at Opequon this year. It has taken some time to prepare the way for that work. Two cabins were replaced in the spring of 2009 and were ready for use by the time the summer camping season began. This was accomplished by volunteers on three work

weekends in May and June and by several individuals who were hired on an hourly basis between weekends. We have begun replacing a third cabin this fall. We have worked with a company in Thurmont, MD to design a cabin that has proven to be fairly simple to erect and very cost effective. Roof trusses, prebuilt wall panels and most of the necessary loose lumber have been provided by this company at a significant savings.

Working with this company has proved to be very cost effective. Not having built any cabins without the assistance of a contractor for many years, we budgeted \$15,000 for each of these cabins. In the end the new cabins cost less than \$7,000 each and the expense could be significantly reduced even further by using more volunteer labor to build them. Modest design changes have been made to the cabin we are building this fall.

Our gratitude is due to Eric Trueblood of Goose Creek Monthly Meeting for his assistance in making sure that the cabins were ready for camp. He helped instruct the volunteers that came to work weekends in building the cabins, came to work on the cabins between work weekends so that we could stay on schedule and helped at the last minute to ensure that the cabins were ready for camp. We should also be grateful to Tony Summar, Peter Bugler and others for their assistance in helping to stay on schedule. Volunteers also played a critical role in building these cabins. What would we do without them!?

We found that replacing two cabins at a time was a little too much for the number of volunteers who came. We intend to replace one cabin at a time in the future, at least until we have a larger pool of volunteers attending work weekends. After the cabin we are working on this fall is finished we will have three cabins to go before they have all been replaced. We look forward to replacing one cabin each year in 2010, 2011 and 2012.

These new cabins received a fabulous paint job from the campers and staff at Opequon Quaker Camp this summer. Please

enjoy the photos of the splendid new cabin murals included in this report.

We were also able to negotiate improvement to the driveway at Opequon this year. The driveway was graded, crowned and new gravel was applied. Unfortunately there were heavy rains while this work was going on and the overall effect of the work was diminished a bit. Nevertheless the drive is in much better shape than it has been in the past and future improvements will be easier to achieve as a result of the work.

Shiloh Quaker Camp

The problems with the well at Shiloh Quaker Camp described in my report last year were address in the early spring of 2009. You will recall that water quality tests found coliform bacteria in the well. A sleeve was inserted into the well preventing water closer to the surface from entering the well and the water supply. The hope was that water drawn from deeper below the surface would not be contaminated with bacteria. The hope proved to be well founded and water tests have come back free of bacteria since the work was completed.

Work weekend participants were active at Shiloh this year and we were able to paint one of the camper cabins and the kitchen, replace the roof on the garage by the kitchen and put new siding on the infirmary where the old siding had begun to rot. The rot was caused by an insufficient over-hang on the roof, allowing water to run down the length of the building. This issue will need to be addressed in the near future.

Several years ago the Yearly Meeting Trustees directed me to work towards selling a small part of the Shiloh property that is partially set apart from the rest of the property. The property has an abandoned house that poses an attractive nuisance on it. We have been working with a potential buyer for several years and it appears that we will be able complete that transaction soon. The buyer is Ralph Reed, our Shiloh Caretaker, and he is looking forward to building a home where he and his wife can retire when the time comes (in the distant future, we all hope)

and providing his daughter and husband with a site for a home. We look forward to ensuring that Ralph will be nearby for the foreseeable future.

We are looking to the future at Shiloh and want to do everything we can to ensure that site continues to thrive in the years to come. With that in mind, we continued to look towards building a pond for swimming there. The Shiloh staff and Camping Program Committee continue to see this as an important step for Shiloh. This year we received a significant gift and were encouraged to work towards developing a detailed plan for constructing of a pond at Shiloh. Developing such a plan will be an important goal for my work in the coming year.

Work Weekends

Much of the work that needs to be done to maintain our properties continues to be accomplished during work weekends. We have had many rich and fruitful weekends this year. “I don’t know why more people don’t come to every weekend,” one participant observes, “I can’t think of a time that our family has more fun together!” Another Friend said “For me it’s as spiritually refreshing as Meeting for Worship.”

We enjoyed the presence of lots of Young Friends, and Teen Adventure participants at several of the work weekends this year, particularly the weekends at Shiloh. These younger Friends are modeling for us the importance of making time to spend with the people we care about in the places that bring us together. Their presence at work weekends brings plenty of joyful energy. They are hard workers and bring a fun and loving spirit to the weekends. Having younger Friends who are not accompanied by parents also creates a need for older folks who can serve as FAPs (Friendly Adult Presences) and who can share their knowledge related to the work that we are doing.

Members of the Camping Program Committee and the Camp Property Management Committee have talked about the need for families to have a chance to enjoy the camp properties and

to introduce their children to Quaker camping. At annual session I was encouraged to refer to our weekends at camp as Friends Service Weekends and have begun doing so. We hope that this will help Friends to see the weekends as an opportunity to be enjoyed at the camp properties. Friend's Service Weekends offer us an opportunity to spend time at the camps building community, enjoying the properties, caring for one another, practicing good stewardship at the properties and creating a stronger vision for our properties and programs. There will always be work projects to do at Friends Service Weekends, but we hope that Friends will see work projects as one activity to choose from a host of other possibilities and come and enjoy the properties with Friends and family.

We often have plenty of Friends come to work weekends and are able to get plenty of chores and projects completed as well as enjoying other activities. We also continue to find some weekends are not adequately attended. We have been talking about the challenges of encouraging enough participation in all of the work weekends for several years now and it seems that it may be time for a change in approach. I will be discussing the possibility of reducing the number of weekends we host each year in the hope that we will be able to concentrate our participation into fewer weekends. This may mean that not all of the properties have Friends Service Weekends twice each year and we will need to find resources to pay others to do some of the work we cannot. Nevertheless, I feel that this may be a more realistic approach to accomplishing our goals at the camp properties.

A tentative list of Friends Service Weekend dates for 2010 follows:

2010 Friends Service Weekends

Spring

Shiloh Quaker Camp April 24-25, 2010

Opequon Quaker Camp May 15-16, 2010

Catoctin Quaker Camp May 22-23, 2010

Fall

Catoctin Quaker Camp September 25-26, 2010

Opequon Quaker Camp October 2-3, 2010

Catoctin Quaker Camp October 9-10, 2010

Shiloh Quaker Camp October 23-24, 2010

Catoctin Quaker Camp October 30-31, 2010

Vehicles and equipment

Purchasing, maintaining and selling the vehicles and equipment that we use in our camping programs continue to occupy a significant portion of my time. We continue to seek out the most cost effective ways of meeting our equipment and transportation needs. This year we were able to obtain several diesel vehicles that should last many years longer, and be friendlier towards the environment than gasoline vehicles. These vehicles also open up the possibility of using Bio-diesel or vegetable oils instead of petroleum products in the future.

It seems that we are on track to stay within our budget for the costs associate with vehicle ownership for the first time since we made the shift to owning our own vehicles. This is due to finding vehicles that are reliable and meet our needs, finding a group of repair shops and venders who are economic and understand our needs, the coordination of vehicle maintenance and repair and the care of the camp program staff in using and maintaining the vehicles.

The buses we began using two years ago continue to serve us well but are expensive to maintain. However, we have been able to realize some income from them in our first year by leasing them to Friends Schools in the area for field trips and other activities. It may be that it will prove challenging to build on this good start in these economic times since field trips are often among the first things cut when hard choices have to be made at independent schools.

Committee Work

This year the Camp Property Management Committee has focused on: improving the accuracy of the budget; making staff

salaries more equitable in relation to comparable positions in our region; creating a capital projects plan that takes into account what projects need to be undertaken as well as how to finance them; and reducing the carbon footprint created by our camping programs and in maintaining our camp properties. The sub-committees, particularly the Energy Sub-Committee, continue to thrive. That sub-committee is working towards a proposal to begin to generate some of our own electricity through photovoltaic panels on roofing and wind turbines at Catoctin. We look forward to reviewing and implementing that proposal when it has matured

The scope of the committee's responsibility presents many challenges for the group. In the past the committee has maintained site committees that hold particular responsibility for each of the particular camp property. These site committees have been made up of members of the Camp Property Management committee as well as others who have a particular interest in the individual camp properties. I would like the Camp Property Management Committee to consider the benefits of recreating the site committees this year.

Working with the Camp Property Management Committee continues to be one of the greatest joys of this job. The committee is made up of a wonderful blend of old friends and new ones. They are a wonderful group of dedicated and talented Friends with a great diversity of skills and talents. Each of our commitments to the work springs from different sources and it is unusual for us all to see things from the same perspective initially. Nevertheless, we are of one mind when it comes to our fundamental goals and it is always fascinating to watch the way forward open as we grapple with an issue. It is a privilege to be a part of the process.

Rentals

It was wonderful to have Ann Whitaker's assistance with managing the off-season rentals this year, and I already miss her help immensely. I know that the nature of her position made it challenging for her to help in this way. It is difficult to hold on

to the various threads that one needs to hold on to when doing this work when there are interruptions. This makes me even more grateful for her help. She is missed!

We have seen a slight rise in the proportion of renters that are enjoying the Virginia properties (Opequon Quaker Camp and Shiloh Quaker Camp). This is a positive trend, and we are happy that all of the properties are being enjoyed. However, we are finding that there is a decline in the number of groups and Meetings that are using the camps in the off-season. I suspect that this can be partly attributed to how busy we continue to become and the results of the economic pressures we all face. We were deeply saddened to learn that one of the Friends Schools that used the camp properties extensively closed its doors this year. Our needs for community, silence, nature and retreat from the business of lives do not change as fast as our schedules or economic circumstances. The camp properties remain a great resource for meeting the needs of Friends and our Meetings in this area. We hope Friends will continue to support the camp properties by making use of them for Monthly Meeting retreats, family gatherings, committee meetings, school field trips, camping trips, workplace retreats and a host of other possibilities.

Caretakers

We continue to enjoy the presence of two wonderful caretakers on our camp properties; however they are not the same two caretakers that were in residence a year ago. Stephen Dotson has left Catoctin to pursue other opportunities in Philadelphia after nearly two and half years of service. He gratefully received the minute of appreciation the Yearly Meeting approved for him at Annual Session. We will miss having him at Catoctin but are grateful for all that he did for the camping programs over his many years of service. We wish him all the best in all his endeavors.

We were overjoyed to welcome Marco Borrega to Catoctin in August. He comes to us after many years of work at camps and outdoor educations centers across the county where he pro-

vided programming and maintained facilities. He has already proven himself to be an indispensable asset. He has great skills as a caretaker, loves to be busy and enjoys assisting and getting to know our off season renters. By the time the summer camping season was coming to a close, the staff could not find enough positive things to say about him. Marco's most recent position was in central Florida, and he tells us that his criteria for a new position included finding a location with four distinct seasons and a place where he could settle down for a while. Marco, we hope you have found that place and that you are settling in for a good long stay.

This was the first time that we have used the hiring procedure that Supervisory Committee has put in place to hire a new caretaker. We found that the process was not a radical change from the process we have used in the past, and it worked well. It was clear that the process does require more time than previous searches. This was particularly true when approving the job announcement and job description. In the future, we will know that we need to leave more time for the process to work.

We continue to enjoy the presence of Ralph Reed as caretaker at Shiloh Quaker Camp. He was instrumental in the success of the work on the well this spring, continues to extend the life of our fleet of canoes and is well on his way to eliminating the kudzu problem at Shiloh. He is a creative, persistent and capable problem-solver at Shiloh, and we are fortunate to enjoy the benefit of his experience.

Budgeting

At this point in the year it appears that we have been able stay within the sight of our goals for our operating budget for 2009. However, we will not be able to tell exactly how well we have done until all of the expenses are recorded after the end of the year. We anticipate being able to stay even closer to our budget in 2010.

The 2010 Camp Property budget reflects our ongoing effort to bring to light all of the benefits and expenses associated with

maintaining the properties. We continue to work to lower the difference between annual revenue and annual expenses. Since the expenses have been higher than the revenue, this amounts to reducing the expense of maintaining the properties incurred by the Yearly Meeting.

We seem to be getting much better at anticipating expenses in the operating budget and our goals for revenue still seem attainable. However some work will be necessary to meet our revenue goals for 2010. We need to do a better job of marketing our properties to off season renters and encouraging Friends schools and other Friends to use our buses for field trips and outings.

We continue to move forward in creating a longer term plan for capital projects and how they are funded. We have done well in planning for the properties' future needs. This year we were able to establish a plan for funding these projects. Establishing a minimum threshold for capital reserves has allowed us to know what reserves we have to work with. We plan to receive income for capital projects through contributions and through the careful sale of some of the resources we have on the property, primarily timber. This year we will begin working with forest managers to begin exploring timber sales that are sustainable over the long term and in the best interest of the environment and the properties. We intend for revenues generated through these sales to be reinvested into the properties in the form of capital projects that help maintain the value and usefulness of the properties to our camping programs. We look forward to hearing the responses of Trustees, Stewardship and Finance and the Camping Program Committees to this plan.

The budget approved at Annual Session this summer seems to indicate a shift in our accounting practices and how we report expenses and depreciation. We will need to adjust how we structure our budget for 2011 to reflect that shift. We look forward to working with Stewardship and Finance and the Comptroller in making these adjustments.

Finally

This is my sixth year in the position, and again I thank the Yearly Meeting for the opportunity to serve. This is a fascinating position that will never be boring. It challenges me in more ways than I can count and provides many, many opportunities for learning. I cannot imagine a richer, more engaging position in which I am able to enjoy such beautiful places and to seek out better ways of sharing them with others. I am grateful for this rare opportunity and look forward to sharing the richness of my work and the beauty of our camp properties with all of you in the future.

Humbly and gratefully submitted,

David Hunter

12009-50 *Camp Program Secretary Report*. Jane Megginson (Frederick) thanked Friends for their support for over 80 years of camping. Appreciation of staff, campers, and families of campers was expressed. Friends were asked to recruit campers. A new director at camp Shiloh invigorated the program. Two directors have been in our program for over 30 years. It is good to have both experienced and new directors. BYM camps did not experience diminished enrollment, despite the difficult economic environment. The loss of investment income, which is usually given for financial aid at camp, was accommodated by savings in camp program expenses. Jane expressed appreciation to David for his work, which enables camp staff to focus on training and camp program rather than site issues. The camps have doubled the amount provided for site maintenance over seven or so years. More details are available in the attached report.

Camp Program Secretary Report, October 17, 2009

Another camp season has passed. Another year to remind me what an incredible program this is and how blessed I am to be a part of it. My visits to the camps in session were particularly enriching this year. Seeing the kids running around, all excited and wholly committed to being right there in the moment, participating joyfully, is always fun. Talking with the parents and volunteers who come and work so hard for a week to make

camp happen is neat. I e-mail and talk on the phone to so many parents and work granters all year to set everything up, but I rarely get to meet folks face to face. When I introduced myself to work granters at camp this summer, more often than not, a light would dawn in their eyes as they would say, “oh, you are the e-mail Jane.” Yes, that is me. The counselors and staff at the camps are a joy to behold in action. They are so committed and full of energy. They put so much into creating these fantastic Quaker Communities each summer and mentoring the campers. They learn so much by leading and caring for campers, and they teach the campers so much. Take all of the energy and commitment of the campers, staff, parents, and work grant volunteers and bundle it all up into one and you have the Directors of our camps. Working with the Directors during the year and seeing them in action during the summer is truly magnificent. I wish words were enough to express to you the difficulty of the job they do, the grace with which they do that job, and the energy and spiritual grounding required to pull off the feat that is Camp each year.

I would like to especially thank Riley Lark, the new director of Shiloh, for the great job he did this year. He brought a lot of energy and enthusiasm to the job. It is fun to work with him as he is full of new ideas and ways to improve the program. We are in the fortunate position right now among the camp directors of having a brand new director, two directors (Linda Garrettson and Elaine Brigham) who have been in the position for over 10 years (and connected with the program for 30 years), and two (Jen Schneider and David Gregal) who have a few years as director under their belts. The wisdom and maturity of the long-time directors helps balance the fresh perspectives of the newer directors. When any situation arises, we can be sure that one or both of the tenured directors has already dealt with that situation, and can help figure out the best response. The new directors help the older directors by contributing new ideas and methods which keeps us all on our toes and renews our energy for the job.

This year we faced the additional challenge of maintaining our

camper base and making up for lost income from investments in this unsettling economic climate. Our camp staff rose to the challenge of saving money everywhere they could. I am happy to report that they did a marvelous job and the camping program made money again this year, as much as \$30,000. This extra income has gone into the Yearly Meeting accounts and will help offset shortfalls in other areas. The camper base has increased a little despite the difficult economic times. The Camping Program Committee has worked hard this year to attract new campers; we have produced new brochures for Opequon and Shiloh, our two camps where we still have room for more campers. We are working on finding ways of attracting even more campers at Opequon and Shiloh in the future. Currently we average 50 campers per session at Shiloh and Opequon, where the capacity is 68 and 60 campers respectively. Our goal is to run our camps closer to capacity, thereby keeping fees low for our camps while contributing as much as possible toward the upkeep of the properties.

In 2010 we will double what we paid for the upkeep of camp properties in 2005 (\$61,000). So we are steadily increasing our financial support of the camp properties. An interesting question for the Yearly Meeting to consider is how much of the cost of maintaining and owning camp properties should be the direct responsibility of the camping program? The program is the largest and most intensive user of the properties and is the biggest source of income for the properties. The properties exist as an asset of the Yearly Meeting worth millions of dollars and would continue to be an asset if the Camping Program ceased to exist tomorrow. Do we only own the properties for the Camp Program? One could argue that is true. But we also use them at other times of the year – many Monthly Meetings use the properties for retreats, as do other groups. By owning these large, wooded and less intensely developed properties, we are also serving to keep them from being used in more intensely developed ways. The Camping Program has been working hard to contribute more toward the upkeep of the camp properties, and with direction from the Yearly Meeting, we are willing to continue that trend. We need to find the

balance between taking on more financial responsibility for the properties and keeping the camp fees affordable for families sending their children to camp. For the first time in 2010, BYM Quaker families will pay the same rate to send their children to camp as families that are not affiliated with BYM. This has developed over time in response to Monthly Meetings wanting apportionment (the amount Monthly Meetings contribute to the Yearly Meeting for annual operations) to decrease or at least not increase, when the cost of all goods and the cost of living is continuing to rise. I look forward to continuing the discussion and finding the balance between keeping camp fees affordable and paying for the properties.

I would like to thank David Hunter, the Camp Property Manager, and the Camp Property Management Committee for working so hard to keep the properties running. It is a fantastic gift to the Camp Program to be able to come to camp for the summer and be able to focus more on curriculum development and training rather than physical plant preparation for camp. The new cabins popping up at Catoctin and Opequon are spacious and lovely. The new range hood system at Catoctin took an enormous amount of effort to coordinate, and thankfully, you all got it done just in time for camp to happen. It kept the kitchen a lot cooler (and safer) this summer. We really appreciate the improvements that you make happen each year. I know that the job of maintaining and improving the properties is one that is never done, and no matter how hard you work, you can never finish everything you wish you could in any given year. I just want you, David, to know how much I appreciate all of your hard work. Thank you!

In closing, knowing that the economy is still rocky, I would ask that those of you who are in a position to donate money for financial aid for campers, to please do so. We are still very committed to supporting all campers that would like to attend our camps and having a strong financial aid fund is important to this goal. If you do not have money but you do have time and energy, please consider coming to camp for a week and doing a work grant in the kitchen, or as a maintenance or medical per-

son. If you don't have that much time, please consider coming to a service day at one of the camps in the fall or spring. If you cannot come to a camp to help, perhaps you could encourage a child you know to attend Opequon or Shiloh. There are many ways that you can each help make it possible for every camper that wants to go to camp able to afford it!

Camping Program Statistics 2009

Enrollment – totals

531 campers attended camp. We enroll as we go so there is no longer an “applied” category. Last year, 566 people **applied** to camp and 527 **attended**.

Overall, the campers are 45% BYM Quakers, 7% Other Quakers, and 48% Non-Quakers.

Opequon

151 campers attended this year, up from 141 last year.

In 2009, Opequon averaged 50.66 campers per 2 week session up from 47.66 campers per session in 2007 and 2008. This is still below our all time peak of 54.5 campers per session in 2005, and our capacity of 60 campers per session.

96 (64%) of the campers were female, 54 (36%) male.

Overall religious affiliation was: 53% BYM Quakers, 3% Other Quakers, and 44% Non-Quakers.

21 campers attended for four weeks, up from 19 last year.

29 campers graduated in 2009, 18 campers graduated in 2008, 27 in 2007, and 30 in 2006.

39 campers attended for one week only

Catoctin

There were 175 total campers, the same as last year.

This year Catoctin averaged 81 campers per two week session, last year they had 75.66, so more campers were four week campers this year.

The gender balance at Catoctin hovers around 46-48% female and 52-54% male over time.

Overall religious affiliation was: 41% BYM Quakers, 12% Other Quakers, and 47% Non-Quakers.

68 campers attended for four weeks, last year only 52 campers attended for four weeks.

31 campers graduated in 2009, 14 in 2008, 26 in 2007.

Shiloh

There were 134 total campers, up from 117 last year.

This year Shiloh averaged 49.66 campers per two week session, up from 47 per session last year. Maximum capacity at Shiloh is 68 campers.

67 (50%) female, 67 (50%) male.

Overall religious affiliation was: 37% BYM Quakers, 5% Other Quakers, and 57% Non-Quakers.

29 campers attended for four weeks, up from 23 in 2008

23 campers graduated in 2009, 20 campers graduated in 2008.

24 campers attended for a one week session, which was offered for the first time in 2009

Teen Adventure

There were a total of 72 campers: 36 in the first year program, and 36 in the second year, Leadership Training program.

28 female, 44 male

Overall religious affiliation was: 50% BYM Quakers, 9% Other Quakers, and 41% Non-Quakers.

TA Waiting list: There were no campers left on the waitlist for TA. There were 105 campers graduating from our residential camps in 2004, in 2005, there were 95, in 2006, 84 campers graduated. In 2007, 83 graduated from our residential camps. In 2008, only 52 campers are graduated. However, another large group of graduates occurred in 2009, with 82 campers graduating. And the 2010 class is quite large at 108.

Camperships and Financial Aid

\$81,385 in **Work Grants** were distributed to 129 campers.

We gave \$36,194 in **Camperships** to 49 campers averaging \$739 per camper.

Respectfully Submitted,
Jane Megginson

12009-51 *Development Director*. Robinne Gray (Friends Meeting of Washington) reported on $\frac{3}{4}$ of way through first fiscal year of formal fund-raising. \$96,812 in cash gifts to BYM has been received. \$53,000 of this was given for camps. 2 of 3 yearly appeals have been distributed. Most donors are BYM members, but some who support camp are not. A monthly auto-donor option is available. Thanks to those who give this way. Robinne offers to visit your Meeting; she offers three different topics: Friends and Giving; Monthly Meetings Raising Money; What's in the Yearly Meeting?

Robinne reflected on her experience at a conference supporting 'stewardship education.'

"Be as generous as you can; plan your giving; prioritize your Monthly Meeting; give to the Yearly Meeting."

BYM has a Facebook page; you are invited to participate.

12009-52 *General Secretary*. Riley Robinson (Friends Meeting of Washington) introduced Wayne Finegar (Sandy Spring) as the new BYM administrative assistant. Our comptroller is increasing her hours to 30 hours/week next year. Part-time in the office has been Sheila Bach, who helped with several complex financial matters and who will be taking on some work for the educational loan funds. The Yearbook, completed thanks to Wayne Finegar's volunteer work, is here for you to take back to your Monthly Meeting.

12009-53 *Yearly Meeting Presiding Clerk*. Howard Fullerton (Sandy Spring) reported.

The Clerk's end-of-year work includes looking at minutes of Yearly Meeting, excerpting significant ones to the Monthly Meetings with the Epistle and Spiritual State of the Yearly Meeting report. Howard also reported on some research work he has been doing on the Fairhill Fund, and permanent education funds which have grown significantly, and perhaps have been recorded in error.

12009-54 *Announcements and Closing Worship*.

Several Friends announced upcoming events of interest. Friends expressed their appreciation to Goose Creek Meeting for hosting us. The meeting closed with a period of open worship. Friends adjourned at 5:30 p.m. purposing to meet again

on Third Month 27th, 2010, at Patapsco Meeting, as way opens.

Elizabeth Meyer, Presiding Clerk

Margaret Boyd Meyer, Recording Clerk