

**Minutes of Baltimore Yearly Meeting Interim Meeting  
Tenth Month 30, 2004  
Goose Creek Monthly Meeting**

**I2004-25** *Opening.* The Clerk invited Friends to settle into silence in the meeting room at 2:15 pm at the Goose Creek Meeting House in Lincoln, Virginia. Out of the silence the Interim Meeting Clerk read the first two verses of Psalm 127, from the English Translation of the “Liturgical Psalter,” produced by the International Commission on English in the Liturgy, 1994:

If God does not build the house,  
the builders build in vain.  
If God does not watch over the city,  
the guards watch in vain.

How foolish to rise early  
and slave until night for bread.  
Those who please God receive as much  
even while they sleep.

The Clerk noted that approximately 160 Friends from 30 Monthly Meetings were served lunch; more attended. Warm thanks were expressed for the hospitality of Goose Creek Friends.

**I2004-26** *Report of the Presiding Clerk Lauri Perman.* The report focused on a challenging juxtaposition of the protection and safety of our children and the loving support of a Friendly Adult Presence (FAP) who had repeatedly pushed boundaries in the context of youth gatherings. Lauri introduced the members of the Clearness and Support Committee for the FAP: Lamar Matthew, Michael Cronin, Don Gann, Riley Robinson, and herself. Friends were asked to approach these individuals outside the context of the business of Interim Meeting.

**Clerk’s Report to Interim Meeting**

It is a great blessing to serve as Presiding Clerk of BYM. I am very grateful for the opportunity for spiritual growth it has provided me. This opportunity for service has been a true gift in my life. I wish I could talk with you about the many joys I have experienced but I need to talk with you at some length about a single problem. When I am finished speaking, I will not take questions but ask instead that we worship.

During the past few months, we have encountered a challenging problem as a yearly meeting. To work on this problem, we now have a committee in place operating in the Light, open to guidance from the Spirit. In the long run, I think both the Yearly Meeting and the individual concerned will be in a stronger place than before. After I describe the problem we encountered, I will describe our newly developed process, which builds on prior work in the Yearly Meeting, and I will name the committee members for you so that you can ask them your questions as they arise.

For some of you, what I am about to say will be new and perhaps uncomfortable for you to hear; it may raise questions that I will not be able to answer. For others, you may be impatiently awaiting what I can say that can put your already troubled heart at rest that we are following proper Friendly practice. Some of you have heard something that troubled you during these past months and you have experienced anger, concern,

frustration, and impatience. For all of us, there is no doubt that we have been through a very tough time and that difficulties still lie ahead. Patience will be needed.

What is the challenging problem? In the late spring and early summer, several adults working with our Junior Young Friends and our Young Friends programs came forward to share their sense that a Friendly Adult Presence (a FAP) participating in the programs had engaged in inappropriate behavior on multiple occasions. No one made a specific allegation of sexual abuse; rather, Friends described a pattern of behavior that repeatedly violated boundaries that most adults set with children. These boundary-violating behaviors had made other adults and some children uncomfortable and had raised questions and deep concern among the other adults responsible for the care of our children and Young Friends.

Early attempts to express concerns to the FAP about the FAP's behavior were not heard. The FAP's response indicated that the FAP thought it was up to the children to set the boundaries for physical contact with an adult and that the FAP pushed the boundaries and left it up to the children to let the FAP know if the FAP had violated their boundaries. These unsatisfactory responses led other adults to conclude that it was important to come together to discern how to proceed. There was concern expressed: (1) to protect the children from confusing and inappropriate behavior, and (2) to protect the reputation of the FAP and not rush to judgment about the FAP or the FAP's behavior.

On July 6, 2004, a group of about ten Friends met confidentially to discuss their concerns about the FAP's behavior. Because staff were involved, Michael Cronin, clerk of Supervisory Committee, was among the participants at this meeting. Neither Lamar Matthew, as then Presiding Clerk, nor I, as the incoming Presiding Clerk, were present at the meeting, nor did we hear of the meeting. Lamar has expressed amazement and gratitude to learn that Friends could meet so confidentially since, in his six years as clerk, it was his impression that he usually got wind of everything that happened. At this meeting, the group decided that it was time to draw a safety line. A second meeting of this group took place at yearly meeting sessions.

The safety line was drawn acting on legal advice. Frank Massey, General Secretary, and Michael Cronin, clerk of Interim Meeting, met together with the FAP on August 30 and gave the FAP a letter indicating that the FAP could no longer participate in Yearly Meeting programs where children were present. Frank also informed the FAP's monthly meeting clerk of the action and asked the monthly meeting clerk to inform the clerk of the monthly meeting's pastoral care committee. The Yearly Meeting attorney told Frank that neither he nor anyone in the Yearly Meeting should say anything about why the Yearly Meeting had taken this action, nor that a committee of concerned Friends had participated in a careful discernment process prior to and at Yearly Meeting sessions.

In order to comply with the Yearly Meeting attorney's advice, Frank Massey was prepared to accept full responsibility for the action that a committee discerned needed to be taken. In doing so, he was prepared to assume, and did assume, the brunt of a very intense firestorm of personal criticism and anger that ensued from Friends and Young Friends who had not participated in the discernment process.

The same evening that the FAP was informed of the decision, the FAP informed the Young Friends community of the decision via a Live Journal, publicly accessible on the Internet, reporting that the FAP was "devastated" to learn that the FAP would no longer

be able to participate at Young Friends programs. Almost immediately some Young Friends and some parents mobilized on behalf of the dismissed FAP with all the energy and passion that youth can bring to perceived injustice. The FAP also, and appropriately in my opinion, sought the counsel of our Ministry and Pastoral Care Committee for advice on how to appeal what the FAP perceived as an unfair action.

Subsequently Rosalind Zuses and Don Gann of our Ministry and Pastoral Care Committee and Lamar Matthew met with Frank Massey and Michael Cronin to express concerns both for the FAP and for good Quaker order. The decision from that meeting was that Lamar Matthew, Michael Cronin, and I would meet with the FAP to express the love of the Yearly Meeting and our intention to work together to find a way forward. We also thought it very important to listen and hear the FAP's concerns. This meeting, rooted in worship, took place in early September. The next day Michael, Frank, and I met with the Young Friends Executive Committee to inform them of the worshipful meeting with the FAP and to hear their concerns.

Subsequent to the September meeting, the FAP gave Don Gann, Co-Clerk of Ministry and Pastoral Care, a copy of a procedure that Junior Yearly Meeting approved in 1995 for dealing with allegations of sexual abuse. In our opinion, the procedure did not apply to the situation we were dealing with inasmuch as we did not have an allegation of sexual abuse, and JYF and YF programs are not part of Junior Yearly Meeting. Nonetheless, we studied the procedure and came to believe that it was a thoughtful approach from which we could learn and borrow elements to construct a process more suitable to the particular problem we faced.

The 1995 Junior Yearly Meeting procedure has three elements: listening, clearness, and support. In effect, Lamar, Michael, and I functioned as a listening committee when meeting with the FAP in early September. Our goal then became to create an appropriate process for clearness and support. The process we decided upon is currently underway and I will describe it now.

We have created a joint Clearness and Support committee whose guiding principles are compassion and confidentiality. We meet together in worship, calling upon the Spirit of Love and Truth to inform our work. The goal of this committee is to seek clearness and provide support both for the FAP and for the Yearly Meeting. Friends have given generously of their time to this difficult endeavor.

*[The clerk asked members of the committee to rise and remain standing until all were introduced.]*

The first four members of the Clearness and Support Committee are: Lamar Matthew, immediate past Presiding Clerk of Baltimore Yearly Meeting; Michael Cronin, Clerk of Interim Meeting; Don Gann, Co-clerk of Ministry and Pastoral Care; and myself, Presiding Clerk of Yearly Meeting. We then asked the FAP to give us the names of three members of Baltimore Yearly Meeting whose participation would be satisfactory to the FAP. From these names, we selected Riley Robinson of Friends Meeting of Washington to participate as the fifth member of the committee. We invite those of you with questions and concerns to feel free to communicate with any one of the five of us, recognizing that confidentiality may preclude our answering all your questions.

I am serving as clerk of the committee. Yesterday the Clearness and Support Committee had its first meeting with the FAP. We are proceeding in God's time and will move forward until Way opens. The prohibitions against the FAP's participation in programs where youth are present will remain in effect pending completion of the process. No Baltimore Yearly Meeting staff members are involved in the process, but our committee is keeping them informed of our work.

Over the past two months, we have already heard lots of questions and I will anticipate and answer three at this time.

(1) Who is the FAP? If you are curious about the identity of the FAP, please ask yourself whether seeking this information will further the cause of Love in the world. If not, seek not to learn the FAP's identity.

(2) Was action taken on hearsay evidence? In order to satisfy myself that Friends had acted thoughtfully based on first-hand experience, I interviewed many but not all of the participants of the early meetings as well as others. I shared the results of those interviews with the other members of the Clearness and Support Committee. I particularly sought information that I could confirm from multiple sources or observers. Based on what I learned, and the personal observations and experience some of us have had with the FAP, which we shared among ourselves, we concur with the decision of the first ad hoc discernment committee that the safety line needed to be drawn.

(3) Were any mistakes made? This is a hard problem and I think everyone involved has probably at one time or another said something or taken an action that he or she would do differently if given another chance. We have not been perfect; we have been human, but we have done our best to be guided by God in our actions and to recognize and correct our mistakes whenever possible. All this has taken time and we have not been able to move as quickly as we would have liked.

We have some queries for members of the Yearly Meeting to consider:

(1) How can we as a community protect confidentiality and assure good order at the same time? This challenge will face us again in the future, probably in many different contexts. What can we do next time so that Friends are more satisfied that good order is in place?

(2) How can we as a faith community develop clear guidelines for the behavior of our adult chaperones with youth? Certainly the work that our Youth Secretary Hope Braveheart is currently doing with the Supervisory and Youth Programs Committees to develop safety guidelines and training programs for FAPs for our youth programs is an important step in this direction.

I have come to recognize that we do not owe any adult member of the Yearly Meeting the right to work with children. Someone does not have to commit criminal behavior for the Yearly Meeting to conclude that it is not a good idea to have that person work with children. As a Yearly Meeting community, we have the right to set and hold our own standards for the adults who work with our children.

Of course, we have in this case gone beyond saying that someone cannot work with children; we have said that this FAP cannot be present at programs where children are

present. I assure you that all the members of the Clearness and Support Committee recognize this difference and that is why the work of the Spirit and your prayers are needed. How can someone remain a full member of the Yearly Meeting if prohibited from participating in programs where youth are present? We trust Way will open and we will be guided to an answer.

My reference reading on this topic tells me that we, as a faith community, need to treat each other as if we were grieving, as indeed we are. We need to call forth tenderness, hold one another in the Light, and be accountable to each other to act with integrity, truth, and compassion, and to care for those not able to protect themselves, our children and youth.

As I said at the outset, all the members of the Clearness and Support Committee believe that the work we are doing now will leave the Yearly Meeting and the FAP in a stronger, healthier place. Even through the most difficult problems, there are always opportunities for Grace and we have certainly experienced Light and Love in the course of this work.

We are guided by the words of Isaac Pennington:

*“Our life is love, and peace, and tenderness; and bearing one with another, and forgiving one another, and not laying accusations one against another; but praying one for another, and helping one another up with a tender hand.” (1647)*

We ask Friends to hold this concern in the Light.

**I2004-27 Search Committee.** David Hines stated the Committee had no report for this Interim Meeting.

**I2004-28 Announcement.** Miriam Green reported with sadness the death of John Brown (Brownie) Newman on 10/27/04. A memorial service in the first week of November will be followed by one on 11/6/04 at 2:00 p.m., in Homewood Meeting House in Baltimore.

**I2004-29 Nominating Committee.** Ruth Flower gave a list of recent resignations, and then those proposed by the Nominating Committee to fill the vacancies created by the resignations.

<b>Assignments</b>	<b>Resigned</b>	<b>Nominated</b>
FUM Triennial	Susan Walters Betsy Meyer Lauri Perman	Ken Stockbridge [formerly named as alternate] J E McNeil [formerly named as alternate]
Friends House	Betsy Meyer	
FWCC	Betsy Meyer	

Friends APPROVED this part of the report.

In addition, the nominations of Andre Israel as representative to the World Gathering of Young Friends, and Rebecca Haines Rosenberg and Annalee Horne as alternates were brought for consideration. Friends APPROVED these nominations, and authorized the Nominating Committee to communicate with Monthly Meetings seeking help in sending the alternates to the WGYF as well.

**I2004-30 Friends United Meeting.** Howard Fullerton, one of our representatives to FUM, gave the report from the meeting of the FUM Executive Committee 10/1/04. Board members had expressed appreciation for BYM’s response to their overtures at our summer annual sessions. They especially

welcomed the idea of intervisitation, and hoped to reciprocate with both hospitality and visiting. Howard also mentioned that FUM continues to face financial challenges.

### **Report of the FUM Executive Committee**

The Executive Committee **approved** the following response to the visit Friday, October 1, 2004, by representatives from Baltimore Yearly Meeting (Howard Fullerton, Richard Liversidge, and Walt Fry).

The representatives brought the questions: How does Friends United Meeting and Baltimore Yearly Meeting stay engaged without agreeing on gender issues, and continue to live and work together? Specifically, how do we continue together while being out of harmony on the personnel policy stated by Minute 88-GB-52 of FUM General Board as applied in the staff's personnel manual?

Friends United Meeting is no more and no less than its constituent yearly meetings worldwide. As members of the General Board, we work diligently to hear all of our constituents and we take seriously all of the voices we hear. We take seriously the messages from Baltimore Yearly Meeting and we value its representatives to the FUM General Board.

Because of this, (1) we are greatly heartened by Baltimore Yearly Meeting's considerations and movements toward intervisitation between Baltimore Yearly Meeting and other yearly meetings. (2) We would encourage all yearly meetings in Friends United Meeting to accept their visits and (3) to reciprocate. There are many important issues causing concerns among Friends, gender issues being one of them. Because of the seriousness of the issues, including Minute 88-GB-52, we realize that a resolution, if there is one, may be long in coming. It is only through seeking God's will together that we hope to find a place to stand. We realize the difficulty of cultural, economic, geographic, etc., differences. However, we remind ourselves as the General Board and we remind you, our constituents, that each member yearly meeting in North America, Africa, the Caribbean, as well as the monthly meeting in Ramallah, hears the voice of God. As Friends we seek to hear the totality of God's word. (4) We encourage Baltimore Yearly Meeting and other yearly meetings who become active in intervisitation to inform the Executive Committee through their representatives.

Again we are greatly encouraged by the movements of God's Spirit in Baltimore Yearly Meeting and hope that intervisitation brings Friends closer together.

**I2004-31** *Friends World Committee for Consultation.* Flossie Fullerton reported first on a talk given by Margaret Fraser, Executive Secretary of FWCC's Section of the Americas, at Chesapeake Quarterly Meeting in September. The topic was 'What unites us as Friends today?' The answer she offered was that it is not style of worship, belief, nationality, language, or culture. Rather, it occurs as we come together to worship the living God, meeting at the center, whether in worship based on silence or on praise.

Flossie also reported on the Southeast Regional gathering 10/22-23/04 of FWCC in North Carolina—the first since fall of 2000. Six Yearly Meetings comprise the Region: North Carolina-FUM, North Carolina-Conservative, Southern Appalachian Yearly Meeting and Association, South Eastern, Jamaica, and Baltimore. The next meeting is planned for fall 2005 in Atlanta.

**I2004-32** *Friends General Conference.* Don Gann, Co-Clerk of Ministry and Pastoral Care, announced the third consultation sponsored by the FGC Traveling Ministries Program, to be held 11/12-14/04 near Pittsburgh, PA. The topic will be “Nurturing Faithful Ministry in Our Monthly and Yearly Meetings.” The Yearly Meeting may send two delegates, and Ministry and Pastoral Care Committee hoped for two Friends to express interest.

**I2004-33** *Ad hoc Committee on Gender and Sexual Diversity Concerns.* 1. Clerk Aron Teel mentioned the availability of the document “Minutes and Other Actions on Same Gender Marriage and Other Gender and Sexual Diversity Concerns in BYM Monthly Meetings, Quarterly Meetings, and Young Friends.” A \$3.00 contribution will cover the cost of printing, and a \$5.00 contribution will further the work of the committee. He asked that Friends let the Committee know of any needed updates.

2. Aron read a proposed minute in opposition to the Federal Marriage Act. Friends heard the minute, offered some changes of phrasing, and were able to unite with the substance of the minute. A Friend suggested amending the beginning to read, “Quakers of Baltimore Yearly Meeting of the Religious Society of Friends hold the tenet...” Friends AGREED to proceed by distributing the minute to Monthly Meetings for discussion before consideration at the next Interim Meeting.

#### **Proposed Minute on the Federal Marriage Amendment**

As Quakers, we all hold the tenet that there is that of God in everyone. From this we also believe deeply that God loves all of the Creation. All children of God, regardless of their perceived or identified sexual orientation, are beloved of God, who created them. And all are deserving of love and compassion in accordance with the teachings of Jesus Christ.

Throughout its history, the US Constitution has been amended toward equal treatment for all. Even though the practice has always fallen short of the ideal, changes to the Constitution have always been made to favor including more citizens with equal treatment, rather than fewer.

The proposed Federal Marriage Amendment (FMA) reverses this long march of history toward equality and compassion for all under the constitution. By denying same-sex couples the right to marry, The FMA obliterates the family rights that many same-sex couples and their families now have under various state laws. Thus the FMA reverses the Constitutional tradition of protecting individual freedoms, and forces states to adopt discriminatory policies.

Some religious groups will marry same-sex couples, others will not. It is surely not the Federal government's role to prefer one religious definition of marriage over another, much less to codify such a preference in the Constitution. To the contrary, the great contribution of our Constitution is to protect the rights of all faiths and all citizens.

As Quakers, as US citizens, and as God's children, we cannot support this proposed Constitutional curtailment of the right of millions of our gay and lesbian citizens to make loving commitments to each other within the same fundamental social and legal net by which everyone else is now supported.

Friends arose for a brief break, followed by Jane Megginson's announcement that *Yearbooks* were available to be picked up and delivered to Monthly Meetings.

**I2004-34** *Friends General Conference Minute.* Cat Darnell read the minute on Lesbian, Gay, Bisexual, Transgendered, and Queer Friends as approved first by the FGC Executive Committee, and more recently by the FGC Central Committee.

Our experience has been that spiritual gifts are not distributed with regard to sexual orientation or gender identity.

Our experience has been that our Gatherings and Central Committee work have been immensely enriched over the years by the full participation and Spirit-guided leadership of gay, lesbian, bisexual, transgendered, and queer Friends. We will never go back to silencing those voices or suppressing those gifts. Our experience confirms that we are all equal before God, as God made us, and we feel blessed to be engaged in the work of FGC together.

She reported that approval of the minute had brought great joy to those gathered for the Central Committee meeting.

**I2004-35** *Funding and Friends United Meeting (FUM).* Deborah Haines reported for the joint meeting of the Committees for Advancement and Outreach, Ministry and Pastoral Care, Stewardship and Finance, and Ad hoc Committee on Gender and Sexual Diversity Concerns. These Committees had labored to bring forward a proposal for Interim Meeting to move forward with the issue of FUM and finances. Although there was not yet unity, there was substantial support for bringing to IM the suggestion that the line item of \$17,400 in the FY 05 budget be retained for planning purposes, and that as much as needed would be used for intervisitation and other projects carrying forward our concerns. The search for unity was difficult. A Friend asked to have IM sit in the moment to listen to our inner promptings.

Friends were able to unite in APPROVAL of an eight-member working group from the constituent four committees. Those named to and approved for this working group were: Marcy Seitel, convenor, Sharon Stout, Allen Briggs, Georgia Fuller, Howard Fullerton, Elizabeth Zimmerman, Ken Stockbridge, and Rebecca Richards. These Friends were charged to return to a future Interim Meeting with their thoughts and a proposal for a good program for intervisitation within FUM.

Friends also APPROVED asking the four-committee group to revisit and rework a proposal for action by BYM Friends on the issue of FUM funding. The group was asked to reach unity before bringing any proposal forward to IM. In searching for way to open, they were asked to take into consideration the sharp differences present among BYM Friends. Interim Meeting has not reached unity on the FY 04 funding issue. FUM's FY2004 ends June 30, 2005.

**I2004-36** *Camping Administrative Secretary* Josh Riley stated that as his final report to IM in this capacity, he had been "led to make you sing"...and to have Friends "end in unity." His report consisted of leading Friends in a joyful rendition of a three-part round shared by the camping program: I'm Gonna Sing, Allelu," "When the Saints Go Marching In," and "Swing Low, Sweet Chariot." His report was gratefully received by all. Friends MINUTED their deep appreciation to Josh for his effective ministry during his six years in this position. [Josh's full reported is attached to these minutes.]

**I2004-37** *Youth Secretary* Hope Braveheart expressed gratitude for the support of the other BYM staff and supervisory committee Friends during her first months on the job.

She spoke first of the BYM FAP's, whose charge is to provide for the Young Friends (YFs) and Junior Young Friends (JYFs) a safe environment, logistical support, and spiritual guidance during their gatherings. BYM youth gather for conferences and programs ten times annually, YF's meet six times and JYFs meet four times. Observing that the number of FAP volunteers is currently too small and that BYM needs excited, strong, funny, diverse, and well-rested Friends to serve as FAP's, Hope asked Friends to

consider their passion, how way opens and their souls were fed, and whether they might use their gifts to support BYM young people in this way.

Hope noted the staff is in the process of developing a Manual of Policies and Procedures for Health and Safety for Our Youth. This Manual has been vetted by Supervisory Committee, and is now under consideration by the Youth Program Committee, for implementation by the end of 2005. BYM is using as a guide a document developed by Philadelphia, New York and New England Yearly Meetings. Those affected by the policies and procedures outlined in the Manual include Friends involved in the religious education, camping, and youth programs. Our insurance company has been a driving force behind the development of the document. In January, the Young Friends executive committee will consider the document, in March, an open meeting for orientation, with a representative from the insurance company will occur, and Youth Worker trainings are scheduled in April as well as several times at Annual Sessions. A Friend asked for maximum possible involvement of Young Friends, considering their strong tradition of self-governance.

**I 2004-38** *Camp Property Manager*, David Hunter.

#### **Camp Property Manager's Report**

My first full year as Camp Property Manager at Baltimore Yearly Meeting has been a wonderful and exciting one. It is always challenging to be the first in a newly created position and I have enjoyed meeting the challenge of finding balance among the many tasks that call for my attention. In 2002 it was decided that the Camp Property Manager position should be created to handle some responsibilities of the Camping Program Secretary. Patti Nesbitt worked as manager for some projects in the spring of 2003 and I became Camp Property Manager in July. [David's full report is at the end of these minutes.]

**I2004-39** *Long Range Property Planning Committee*. Sheila Bach presented the report, published 6/2004, as well as the nine recommendations of the committee.

#### **Long Range Property Planning Committee Recommendations**

At the Yearly Meeting sessions in July 2004, nine recommendations from the Long Range Property Planning Committee were brought forth in their report. The Committee was asked to make recommendations to the fall Interim Meeting as to which committee each of the recommendations should be sent. Our findings follow.

Camp Property Management Committee:

*Camp Property Management needs to: (1) do some marketing to better utilize BYM's three current camp properties,(2) negotiate a long-term lease agreement for Opequon Quaker Camp,(3) negotiate with either the land owner or the adjacent landowner for an area for a playing field at Opequon Quaker Camp (staff also needs to be involved in these actions), (4) conduct a feasibility study to winterize either Catoctin or Shiloh Quaker Camp. Yearly Meeting in session needs to make the final decision on the feasibility study, as it would be a capital improvement.*

Camping Program Committee:

*A need to expand our teen adventure programs which would require finding another location for their base camp.*

Ministry & Pastoral Care Committee:

*A better survey of what the adults within the Yearly Meeting want.*

Supervisory Committee:

*(1) Expanding our current office space, and (2) look at possible housing for office staff, possibly some cooperative housing with Sandy Spring Friends School and Friends House Retirement Community staff. Trustees need to be involved in this action.*

Interim Meeting/Yearly Meeting in session:

*Set up a new standing committee to work on these recommendations and continue to make sure the properties owned and rented by this yearly meeting continue to serve the needs of all our people. Nominating Committee needs to be involved in this action.*

Expressing gratitude for the recommendations and the full report, IM approved the request of a Friend to hold consideration of the recommendations over until the next IM.

**I2004-40 Closing.** Friends heard and approved the minutes as read. The meeting closed with precious moments of silent, worshipful fellowship.

Friends arose to gather again at .

*Michael Cronin*, presiding

*Frances Preston Schutz*, recording

## **CAMPING PROGRAM STATISTICS FROM THE 2004**

### **Enrollment - totals**

- ? 586 people **applied** to camp. 577 were **accepted** to camp and 528 **attended**. Last year (2003) 649 people **applied** to camp, 628 were **accepted** and 577 **attended**. This represents a cancellation rate of approximately 8%. The cancellation rate in the Teen Adventure program is higher at 16%.

### **Opequon**

- ? Of the 149 campers accepted, 84 (56%) were returning, 65 (44%) were new.
- ? Of the 65 new campers, 34 were BYM Quakers, 6 were other Quakers and 25 were non-Quakers.
- ? Of the returning campers, 52 were BYM Quakers, 8 were other Quakers, and 24 were non-Quakers.
- ? Overall religious affiliation was: 86 BYM Quakers, 14 Other Quakers, and 49 Non-Quakers. That's 58% BYM Quakers, 9% Other Quakers, and 33% Non-Quakers. Everyone who applied to camp was accepted.

### **Catoctin**

- ? There were 158 total campers. Of these, 120 or 68% of the campers were returning; 46 or 29% were first-time applicants.
- ? Of the new campers accepted to Catoctin, 30 were BYM Quakers, 1 was a non-BYM Quaker and 15 were non-Quakers.
- ? Of the returning campers, 87 were BYM Quakers, 7 were other Quakers and 26 were Non-Quakers.

- ? Overall religious affiliation was: 110 BYM Quakers, 8 Other Quakers, and 40 Non-Quakers. That's 70% BYM Quakers, 5% Other Quakers, and 25% Non-Quakers.

### **Shiloh**

- ? There were 142 total campers. Of these, 92 (65%) were returning campers; 50 (35%) were new applicants.
- ? Of the new campers to Shiloh, 20 were BYM Quakers; 2 were Other Quakers and 28 were Non-Quakers.
- ? Of the returning campers, 42 were BYM Quakers, 13 were other Quakers, and 37 were non-Quakers.
- ? Overall religious affiliation was: 62 BYM Quakers, 15 Other Quakers, and 65 Non-Quakers. That's 44% BYM Quakers, 11% Other Quakers, and 46% Non-Quakers.

### **Teen Adventure**

- ? There were a total of 79 campers: 47 in the first year program, and 32 in the second year, Leadership Training program.
- ? All of the Leadership Training program campers had been to Teen Adventure the year before.
- ? Of the new applicants to Teen Adventure, 19 came from Catoctin, 16 came from Shiloh, and 14 came from Opequon. These add up to more than 47 because two campers went to more than one of the camps.
- ? Overall religious affiliation was: 52 BYM Quakers, 13 Other Quakers, and 14 Non-Quakers. That's 66% BYM Quakers, 16% Other Quakers, and 18% Non-Quakers.

### **Waiting List**

- ? The waitinglist was much smaller this year than last. There were 16 people on the waitinglist initially. 9 of these were eventually accepted into another camp (not their first choice) and 5 of these accepted the alternate offer and came to camp; 4 of these declined the alternate offer. 2 people could not be accommodated during another camp or session time but remained on the waitinglist for their original camp/session combination. The remaining 5 people on the waitinglist all wanted to get into Teen Adventure.
- ? Of the 16 people left on the **waiting list**, all but two were between 12 and 16 years old. This means, if you apply to camp at the age of 9, 10, or 11, it's pretty easy to get into camp. After this age, it becomes harder.
- ? No BYM Quakers were left on the waitinglist at Catoctin, Shiloh or Opequon at the time that camp started.
- ? All children on the waiting list were campers who wanted to enroll at Teen Adventure or Catoctin. All BYM Quakers who applied to or were willing to go to Opequon or Shiloh got into camp.
- ? In 2003 there were 46 people on the waitinglist.

**TA Waiting list:** 6 total. 1 was a returning Catoctin camper, 2 were returning Shiloh campers, 3 were returning Opequon campers. Of these, 3 were BYM Quakers, one was a non-Quaker, and two were non-BYM Quakers.

### **Camperships and Financial Aid**

79 Campers received \$26,502 in **Monthly Meeting Camperships**.

We gave out \$36,805 in **Work Grants** and \$17,785 in **Camperships from the Barry Morley Camper Financial Aid Endowment**.

**Where the campers camp from:** 25 states and the District of Columbia; **Internationally:** Hong Kong, France, Jarkarta, Croatia and Czechoslovakia.

**Camper Enrollment by Monthly Meeting or Religious Affiliation 2004**

<b>Monthly Meeting</b>	<b>CQC</b>	<b>SQC</b>	<b>OQC</b>	<b>TA</b>	<b>Totals</b>
Adelphi Monthly Meeting	15	1	10	7	33
Alexandria Monthly Meeting	0	0	4	1	5
Annapolis Monthly Meeting	8	2	3	1	14
Baltimore Homewood Monthly Meeting	7	2	0	1	10
Baltimore Stony Run Monthly Meeting	13	0	7	2	22
Bethesda Monthly Meeting	6	0	1	1	8
Blacksburg Monthly Meeting	0	4	2	0	6
Carlisle Monthly Meeting	0	0	1	0	1
Charlottesville Monthly Meeting	2	2	6	2	12
Dunnings Creek Monthly Meeting	0	0	2	0	2
Floyd Monthly Meeting	1	0	0	1	2
Frederick Monthly Meeting	4	3	5	4	16
Friendship Preparative (Washington)	1	0	0	0	1
Goose Creek Monthly Meeting	6	1	0	4	11
Herndon Monthly Meeting	6	0	5	0	11
Hopewell Centre Monthly Meeting	0	1	6	0	7
Langley Hill Monthly Meeting	6	1	2	5	14
Mattaponi Preparative (Williamsburg)	0	0	2	0	2
Maury River Monthly Meeting	0	15	3	4	22
Patapsco Monthly Meeting	1	4	1	0	6
Richmond Monthly Meeting	0	5	1	1	7
Roanoke Monthly Meeting	0	1	0	0	1
Sandy Spring Monthly Meeting	25	3	14	17	59
Seneca Valley Preparative (Sandy Spring)	1	3	0	0	4
State College Monthly Meeting	1	0	0	0	1
Washington, Friends Meeting of	7	8	10	1	26
Williamsburg Monthly Meeting	0	3	0	0	3
York Monthly Meeting	0	0	2	0	2
<b><i>SUBTOTAL: BYM QUAKERS</i></b>	<b>110</b>	<b>59</b>	<b>87</b>	<b>52</b>	<b>308</b>
PYM	2	7	7	6	22
NCYM	1	1	0	0	2
NYYM	0	0	1	1	2
Other Q	5	7	6	6	24
<b><i>SUBTOTAL: Other Quakers</i></b>	<b>8</b>	<b>15</b>	<b>14</b>	<b>13</b>	<b>50</b>
Buddhist	0	1	1	2	4
Jewish	1	10	3	1	15
Christian	23	29	24	3	79
Other	7	4	6	4	21
None	9	23	15	4	51
<b><i>SUBTOTAL: Non-Quakers</i></b>	<b>40</b>	<b>67</b>	<b>49</b>	<b>14</b>	<b>170</b>
<b>GRAND TOTAL</b>	<b>158</b>	<b>141</b>	<b>150</b>	<b>79</b>	<b>528</b>

## 6 Year Camper Enrollment Statistics

**Enrollment 2004** Total camper weeks = 1348

	<i>Catoctin</i>		<i>Shiloh</i>		<i>Opequon</i>		<i>TA</i>		<i>Totals</i>	
	#	%	#	%	#	%	#	%	#	%
<b>BYM Quakers</b>	110	70%	60	42%	86	58%	52	66%	<b>308</b>	58%
<b>Other Quakers</b>	8	5%	15	11%	14	9%	13	16%	<b>50</b>	9%
<b>Non-Quakers</b>	40	25%	67	47%	49	33%	14	18%	<b>170</b>	32%
<b>TOTALS</b>	<b>158</b>	<b>30%</b>	<b>142</b>	<b>27%</b>	<b>149</b>	<b>28%</b>	<b>79</b>	<b>15%</b>	<b>528</b>	<b>100%</b>

**Enrollment 2003** Total camper weeks = 1366

	<i>Catoctin</i>		<i>Shiloh</i>		<i>Opequon</i>		<i>TA</i>		<i>Totals</i>	
	#	%	#	%	#	%	#	%	#	%
<b>BYM Quakers</b>	124	70%	77	49%	86	51%	47	62%	<b>334</b>	58%
<b>Other Quakers</b>	14	8%	14	9%	20	12%	7	9%	<b>55</b>	9%
<b>Non-Quakers</b>	39	22%	66	42%	64	38%	22	29%	<b>191</b>	33%
<b>TOTALS</b>	<b>177</b>	<b>31%</b>	<b>157</b>	<b>27%</b>	<b>170</b>	<b>29%</b>	<b>76</b>	<b>13%</b>	<b>580</b>	<b>100%</b>

**Enrollment 2002**

	<i>Catoctin</i>		<i>Shiloh</i>		<i>Opequon</i>		<i>TA</i>		<i>Totals</i>	
	#	%	#	%	#	%	#	%	#	%
<b>BYM Quakers</b>	118	67%	73	46%	89	55%	42	58%	<b>322</b>	57%
<b>Other Quakers</b>	12	7%	16	10%	19	12%	9	13%	<b>56</b>	10%
<b>Non-Quakers</b>	45	26%	69	44%	53	33%	21	29%	<b>188</b>	33%
<b>TOTALS</b>	<b>175</b>	<b>31%</b>	<b>158</b>	<b>28%</b>	<b>161</b>	<b>28%</b>	<b>72</b>	<b>13%</b>	<b>566</b>	<b>100%</b>

**Enrollment 2001**

	<i>Catoctin</i>		<i>Shiloh</i>		<i>Opequon</i>		<i>TA</i>		<i>Totals</i>	
	#	%	#	%	#	%	#	%	#	%
<b>BYM Quakers</b>	120	67%	72	46%	77	60%	34	59%	<b>303</b>	58%
<b>Other Quakers</b>	17	9%	15	10%	16	13%	6	10%	<b>54</b>	10%
<b>Non-Quakers</b>	42	23%	68	44%	35	27%	18	31%	<b>163</b>	31%
<b>TOTALS</b>	<b>179</b>	<b>34%</b>	<b>155</b>	<b>30%</b>	<b>128</b>	<b>25%</b>	<b>58</b>	<b>11%</b>	<b>520</b>	<b>100%</b>

**Enrollment 2000**

	<i>Catoctin</i>		<i>Shiloh</i>		<i>Opequon</i>		<i>TA</i>		<i>Totals</i>	
	#	%	#	%	#	%	#	%	#	%
<b>BYM Quakers</b>	120	70%	83	54%	42	55%	43	72%	<b>288</b>	62%
<b>Other Quakers</b>	10	6%	4	3%	13	17%	3	5%	<b>30</b>	6%
<b>Non-Quakers</b>	42	24%	67	44%	21	28%	14	23%	<b>144</b>	31%
<b>TOTALS</b>	<b>172</b>	<b>37%</b>	<b>154</b>	<b>33%</b>	<b>76</b>	<b>16%</b>	<b>60</b>	<b>13%</b>	<b>462</b>	<b>100%</b>

**Enrollment 1999**

	<i>Catoctin</i>		<i>Shiloh</i>		<i>Opequon</i>		<i>TA</i>		<i>Totals</i>	
	#	%	#	%	#	%	#	%	#	%
<b>BYM Quakers</b>	88	52%	72	44%	36	63%	28	47%	<b>224</b>	50%
<b>Other Quakers</b>	24	14%	14	9%	14	25%	6	10%	<b>58</b>	13%
<b>Non-Quakers</b>	57	34%	77	47%	7	12%	26	43%	<b>167</b>	37%
<b>TOTALS</b>	<b>169</b>	<b>38%</b>	<b>163</b>	<b>36%</b>	<b>57</b>	<b>13%</b>	<b>60</b>	<b>13%</b>	<b>449</b>	<b>100%</b>

## **Camp Property Manager's Report**

My first full year as Camp Property Manager at Baltimore Yearly Meeting has been a wonderful and exciting one. It is always challenging to be the first in a newly created position and I have enjoyed meeting the challenge of finding balance among the many tasks that call for my attention. In 2002 it was decided that the Camp Property Manager position should be created to handle some responsibilities of the Camping Program Secretary. Patti Nesbitt worked as manager for some projects in the spring of 2003 and I became Camp Property Manager in July.

We own two properties and lease another. We are stewards of nearly 1,000 acres and care for around 42 cabins, three dining halls and kitchens, six or seven vehicles, four canoe trailers and over 50 canoes. We have made a big commitment.

It is a rare privilege to be a part of a Yearly Meeting that is committed to providing a place for its young people to grow in the Light. The Yearly Meeting has made significant investments in its camping programs and it is a joy to see the dividends emerging in the membership, leadership, richness and vibrancy of our Meetings. Everyday I am grateful for the individuals who had the foresight to invest their time, sweat and money in our properties.

My work with the Long Range Property Planning Committee and Camp Property Management Committee, and the time that I have spent with Camping Program Committee has been very gratifying. As sick as it may sound, I really like committee work. Coming together with others to focus our attention and hearts on a problem is a spiritually rewarding process for me.

This spring we built two new structures and did major structural work on three others. Other projects included roofing, plumbing and the usual cleaning, repairing and opening of camp. Currently we are building a wonderful post-and-beam cabin at Catoctin. It is wonderful to see form and function, beauty and simplicity come together in this construction. Mostly it is constructed of local materials, which will significantly reduce our materials costs.

In the written report in the *Yearbook* I spoke about three goals that have been with me this year: using our resources creatively and responsibly, using our creativity to find more resources, and being good stewards of the places we have been entrusted with.

I've spent a lot of time keeping track of expenses and how our money is used. What are we doing that is effective in managing our finances; what is not? I have learned the beauty of the budgeting process. (Can you believe I said that? I called the budgeting process beautiful!) We have the opportunity to reflect on what we are doing and make the necessary adjustments.

We are creating income by increasing use in the off-season. Rates have increased 25% while attempting to not over burden the camping programs and our renters. We do not have the properties to make money, and we do not want to drive anyone off. We want our properties to be used. Please never let the cost of using camp deter you from coming. Call us—talk to us.

One significant benefit of our properties that may not immediately spring to mind is the focal point they provide for us. It is like the children in our family relationship. I have found that having children shifts my attention away myself and petty beefs with my spouse and provides me with something more important to attend to. It is the same for us as a Yearly Meeting. We have something important here that we are committed to. Properties provide us with an opportunity to gather with Friends and friends, work on something concrete, and find a remarkable sense of fellowship and renewal in the process.

When we volunteer to help build and maintain our properties we significantly reduce our cost of owning those properties. We take 25 or 30% off the cost of the structures that we build and even more of the repairs and maintenance tasks that we tackle. But this is only one of the benefits we reap. We have been entrusted with a few corners of the created world. When we take the opportunity to visit and help maintain these places, we come to know them intimately. Through this "knowing" we come to know that which created these bits of heaven in the first place, as well as those who have co-created the haven for our youth that these places have become. Who among us could not benefit from a more intimate relationship with our creator or with the Friends who have gone before us, making Baltimore Yearly Meeting what it is today?

Nevertheless, I know it is not always physically possible for Friends to be at camp when the opportunity presents itself. Those who do come to work cannot get around remembering those who support camp in other ways. Those who come with hammers are dependent on those who buy the nails and the lumber. All of our contributions are necessary and we all have something to give. Friends are welcome to make contributions to the operating budget and to capital improvements at any time. Everyone is invited to come out the work weekends.

Thank you for the opportunity to serve and for the commitment to creating safe, nurturing and challenging places for young people grow.