

# Yearbook of Baltimore Yearly Meeting of the Religious Society of Friends

**With Minutes of Annual Session 2025**

July 28 - August 3, 2025

With Minutes of Interim Meeting

November 4, 2024

January 25, 2025

March 22, 2025

June 21, 2025

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# Who We Are

Baltimore Yearly Meeting, founded in 1762, builds and nurtures a vibrant Quaker community across the Mid-Atlantic. We seek to build community, grow in the life of the Spirit, discern right action, and bear witness in the world. BYM also serves as the point of connection and collaboration for Quakers working on a wide range of peace and social justice issues. BYM is made up of 5,300 Friends of all ages from 50 worshipping communities located in Virginia, Maryland, Pennsylvania, West Virginia, and the District of Columbia.

## Officers, Trustees, and Staff of Baltimore Yearly Meeting

### Officers

Steph Bean (they/them)  
Adelphi Friends Meeting  
Clerk of the Yearly Meeting  
YMclerk@bym-rsf.org

Terence McCormally (he/him)  
Treasurer (Term Begins 1-1-2026)  
Herndon Friends Meeting  
treasurer@bym-rsf.org

Tom Webb (he/him)  
Clerk of Interim Meeting  
IMclerk@bym-rsf.org

Barbarie Hill (she/her)  
Recording Clerk of Yearly Meeting  
Charlottesville Friends Meeting

Jim Riley (he/him)  
Hopewell Centre Friends Meeting  
Treasurer (Term Ends 12-31-2025)  
treasuer@bym-rsf.org

Deborah Haines (she/her)  
Recording Clerk of Interim Meeting  
Alexandria Friends Meeting

### Trustees

Marion Ballard (Bethesda), Rich Thayer (Stony Run), Victor Thuronyi (Adelphi), Tacy Roby (Bethesda), Justin Connor (FMW), Gary Gillespie (Homewood), Molly Mitchell (Homewood)

# Staff

## General Secretary

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301-658-3379 (direct dial)

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## Development Director

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## STRIDE Coordinator

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RaiCarter@bym-rsf.org  
301-774-7663 x109

## Camping Property Manager

David Hunter (he/him)  
DavidHunter@bym-rsf.org  
301-658-6801 (direct dial)

Brian Kruschwitz (he/him)  
*Catoctin Quaker Camp Caretaker*

## Youth Programs Manager

Genieveve Legowski  
YouthPrograms@bym-rsf.org  
301-358-6804

## Camping Program Manager

Zora Tucker (she/they)  
ZoraTucker@bym-rsf.org  
301-658-1948 (direct dial)

Randy Mattern (they/them)  
*Camping Program Associate*

Dyresha Harris (she/her)  
*Catoctin Quaker Camp Director*

Hope Swank (she/her)  
*Shiloh Quaker Camp Director*

Peter Abrikian (he/him)  
*Opequon Quaker Camp Director*

Jesse Austell (he/him)  
*Teen Adventure Co-Director*

Rosie Eck (she/her)  
*Teen Adventure Co-Director*

Mike Reed (he/him)  
*Shiloh Quaker Camp Caretaker*

Todd Pleasant (he/him)  
*Opequon Quaker Camp Caretaker*

# Community Statistics

Meeting	2023				2024			
	Full	Associate	Attenders	Total	Full	Associate	Attenders	Total
Adelphi Friends Meeting	169	92	77	338	170	91	150	411
Alexandria Friends Meeting	159	0	61	220	164	0	56	220
Annapolis Friends Meeting^	-	-	-	149	73	2	76	151
Augusta Friends Worship Group	6	N/A	N/A	6	0	0	0	5
Baltimore, Stony Run	343	4	N/A	347	0	0	0	347
Bethesda Friends Meeting	222	47	87	356	208	9	47	264
Blacksburg Friends Meeting**	-	-	-	60	36	12	18	66
Buckhannon Friends Meeting*	-	-	-	0	-	-	-	-
Carlisle Quaker Meeting	19	7	17	43	18	7	23	48
Charlottesville Friends Meeting	126	3	35	164	127	3	45	175
Deer Creek Friends Meeting	68	8	15	68	45	8	12	65
Dunnings Creek Friends Meeting*	30	N/A	23	53	-	-	-	53
Floyd Friends Meeting	9	4	3	16	8	0	1	9
Frederick Friends Meeting	54	7	61	122	54	7	73	134
Friends Meeting of Washington*	299	10	343	652	299	10	343	652
Gettysburg Monthly Meeting	9	N/A	1	10	9	0	2	11
Goose Creek Friends Meeting	131	N/A	40	171	186	0	16	202
Gunpowder Friends Meeting	105	N/A	65	170	104	0	68	172
Herndon Friends Meeting	93	12	29	134	95	11	40	146
Homewood Friends Meeting	72	23	40	135	75	23	113	211
Hopewell Centre Meeting	66	3	27	96	61	0	27	88
Langley Hill Friends Meeting	140	22	60	222	134	27	60	221
Little Britain Monthly Meeting	60	N/A	N/A	60	60	0	0	60
Little Falls Friends Meeting	44	5	45	94	29	0	13	42
Mattaponi Friends Meeting	3		8	11	3	0	8	11
Maury River Friends Meeting	32	0	44	67	15	0	65	80
Menallen Monthly Meeting	50	0	27	77	45	5	24	74
Midlothian Friends Meeting	24	3		27	0	0	0	200
Monongalia Friends Meeting	9	N/A	6	15	9		7	16
Nottingham Friends Meeting	30	2	3	35	28	2	4	34
Patapsco Friends Meeting	27	0	44	71	27	0	48	75
Patuxent Friends Meeting	29	N/A	18	48	32	0	15	47
Pipe Creek Friends Meeting	16	2	18	36	9	0	16	25
Richmond Friends Meeting	121	25	191	337	123	28	139	290
Roanoke Friends Meeting	28	1	35	64	37	-	12	49
Sandy Spring Friends Meeting	352	51	396	799	361	26	441	828
Shepherdstown Friends Meeting	21	5	7	33	16	6	11	33
State College Friends Meeting	89	1	N/A	90	89	1	0	90
Valley Friends Meeting	16	3	36	55	18	6	37	61
Warrington Monthly Meeting	23	N/A	2	25	23	0	2	25
Williamsburg Friends Meeting	10	N/A	15	25	13	0	22	35
York Friends Meeting	28	2	27	57	29	2	23	57
Totals	3132	342	1906	5558	2832	286	2057	5783
*2024 Data Not Received								
*2023 Data Incomplete								
**2023 Data Not Received								

# Local Meetings of Baltimore Yearly Meeting

Meetings Officer and Committee Clerk information changes frequently and is often out of date by the time the Yearbook is published. For complete information about Committee Clerks or Officers of Monthly Meetings, please email [admin@bym-rsf.org](mailto:admin@bym-rsf.org). Meetings are encouraged to update their Contacts with the Yearly Meeting at any time at [https://www.bym-rsf.org/who we are/meetings/](https://www.bym-rsf.org/who_we_are/meetings/)

## **Adelphi Friends Meeting**

2303 Metzerott Road, Adelphi, MD 20783

Wheelchair accessible

Hearing assistance system available

301-445-1114 (Meeting House telephone)

[www.adelphifriends.org](http://www.adelphifriends.org)

Worship: 10:00am

First Day School: 10:20am

Business Meeting: Second First Day of the month, following Meeting for Worship, except for May, July, and August (depending on when Annual Session falls), when it is the third First Day.

Clerk: Arthur Karpasa ([Clerk@adelephifriends.org](mailto:Clerk@adelephifriends.org) or [karpasa@verizon.net](mailto:karpasa@verizon.net))

## **Alexandria Friends Meeting**

8990 Woodlawn Road, Fort Belvoir, VA 22309

Wheelchair accessible

Hearing assistance system is available

571-409-1958 – Meeting House voice mail

[woodlawnfriends.org](http://woodlawnfriends.org)

[www.facebook.com/AlexandriaFriendsQuakerMeetingWoodlawn](https://www.facebook.com/AlexandriaFriendsQuakerMeetingWoodlawn)

[contact@woodlawnfriends.org](mailto:contact@woodlawnfriends.org)

Worship: 11:00am

First Day School: 11:00am

Adult RE: 10:00am

Business Meeting: First First Day, 1:00pm (Second First Day in September; none in July and August)

Clerk: Eli Courtwright (eli@courtwright.org) and Alexandra Zealand (arzealand@gmail.com)

**Annapolis Friends Meeting (Chesapeake Quarter)**

351 Dubois Road, Annapolis, MD 21401

Wheelchair accessible

Hearing assistance system – 72.9 MHz

410-573-0364 – Meeting House

annapolisfriends.org/

[info@annapolisfriends.org](mailto:info@annapolisfriends.org)

Worship: 11:00am and 8:00am on 2<sup>nd</sup>, 3<sup>rd</sup>, and 5<sup>th</sup> First Days First

Day School: 11:00am

Adult Religious Education: 9:15am on 2<sup>nd</sup> and 4<sup>th</sup> First Days

Business Meeting: First First Day of the month, 9:00am

Clerk: Ellen McBride (clerk@annapolisfriends.org)

**Augusta Worship Group (Valley)**

606 Fraser Lane, Staunton, VA 24401-2335

Wheelchair accessible

No hearing assistance system

540-885-7973

[www.bym-rsf.org/who we are/meetings/va meetings/augusta/](http://www.bym-rsf.org/who_we_are/meetings/va_meetings/augusta/)

Worship: 10:00am

Business Meeting: First First Day of the month, 9:00am

Clerk: Jeanne Tabscott and Steve Tabscott (tabstevejean@gmail.com)

**Baltimore Monthly Meeting, Stony Run (Chesapeake Quarter)**

5116 North Charles Street, Baltimore, MD 21210

Wheelchair accessible

Hearing assistance system available

443-703-2590 – Meeting House

443-703-2589 – fax

[www.stonyrunfriends.org](http://www.stonyrunfriends.org)

[info@stonyrunfriends.org](mailto:info@stonyrunfriends.org)

Worship: 9:30am (scent-free) and 11:00am (in July and August at 8:30am & 10:00am)

First Day School: 11:20am (in July and August 10:20am)

Childcare available for all Meetings

Business Meeting: First First Day of the month, 9:15am (except July and August)

Clerk: Eugene Baron ([gene.baron@verizon.com](mailto:gene.baron@verizon.com))

### **Bethesda Friends Meeting**

Mailing address: PO Box 30152, Bethesda, MD 20824

Meeting place: Edgemoor Lane and Beverly Road, Bethesda, MD (on the campus of Sidwell Friends Lower School)

Wheelchair accessible

Hearing assistance system available

301-986-8681

[www.bethesdafriends.org](http://www.bethesdafriends.org)

[info@bethesdafriends.org](mailto:info@bethesdafriends.org)

Worship: 11:00am

First Day School: 11:20am

Business Meeting:

Clerk: Margaret Plank ([plankgranite@gmail.com](mailto:plankgranite@gmail.com)) & David Whitford ([david.whitford@yahoo.com](mailto:david.whitford@yahoo.com))

### **Blacksburg Friends Meeting**

Mailing address: PO Box 327, Blacksburg, VA 24063-0327

Meeting place: 404 Mt. Tabor Road, Blacksburg, VA 24060

Wheelchair accessible

No hearing assistance system

540-552-6713

[blacksburgfriends.org](http://blacksburgfriends.org)

Worship: 10:00am

First Day School: 10:15am

Business Meeting: Second First Day of the month at the rise of Meeting (except July and August)

Clerk: Daniel Warren ([blacksburgfriends@gmail.com](mailto:blacksburgfriends@gmail.com))

### **Buckhannon Friends Meeting (Warrington Quarter)**

*Inactive*

**Carlisle Quaker Meeting (Warrington Quarter)**

252 A Street, Carlisle, PA 17013

Wheelchair accessible

Wheelchair accessible

No hearing assistance system

717-249-8899 – Meeting House

[carlislequakers.org](http://carlislequakers.org)

Worship: 10:00am

First Day School: 10:15am (Children present first 15 minutes of worship)

Business Meeting: Second First Day of the month, 11:30am

Clerk: Donald Kovacs ([carlislefriendsmeeting@gmail.com](mailto:carlislefriendsmeeting@gmail.com)) or  
([carlislequakers@gmail.com](mailto:carlislequakers@gmail.com))

**Charlottesville Friends Meeting**

Nominating: Donald “Don” Kovacs; Peace and Social Concerns: Donald “Don” Kovacs;

Yearly Meeting Representative: Joan Anderson.

434-971-8859 – Meeting House telephone

[www.charlottesvillefriends.org](http://www.charlottesvillefriends.org)

Worship: 8:30am and 11:00am (Fall, Winter and Spring); 8:30am and 10:15am  
(Summer)

First Day School: 11:00am - 11:45am (September to June)

Adult discussion: 9:45am (September to June)

Business Meeting: First First Day at 12:20pm

Clerk: Aron Teel ([charlottesvillefriends@gmail.com](mailto:charlottesvillefriends@gmail.com))

**Deer Creek Meeting**

Mailing address: PO Box 415, Darlington, MD 21034

Meeting place: 1212 Main St, Darlington, MD 21034

Wheelchair accessible

40459188 – Meeting house phone

10:00am Friends gather for hymn singing

Worship: 11:00am Meeting for Worship

First Day School (Children): 10:15 to 11:30am

First Day School (Adults): 10:15am

Business Meeting: Third First Day of the month, 11:30am

Clerk: James Pickard ([pickardje@gmail.com](mailto:pickardje@gmail.com)) or ([deercreekfriendsmeeting@gmail.com](mailto:deercreekfriendsmeeting@gmail.com))

**Dunnings Creek Friends Meeting (Centre Quarter)**

Mailing address: c/o Susan Williams, 2049 Valley Road, Schellsburg, PA 15559

Meeting Place: 285 Old Quaker Church Road, Fishertown, PA 15539

Wheelchair accessibility with help

814-839-2952

[www.dunningscreekfriends.org](http://www.dunningscreekfriends.org)

Worship: 11:00am

First Day School: 10:00am

Business Meeting: Second First Day, 10:00am

Clerk: Norman Williams (dunningscreekquakers@gmail.com)

**Eastland Preparative Meeting (Little Britain)**

Mailing address: c/o Linda Coates, 126 South Fulton Street, Strasburg, PA 17579

10 Friends Road, Little Britain, PA Wheelchair accessible

[www.bym-rsf.org/who we are/meetings/pa meetings/eastland.html](http://www.bym-rsf.org/who_we_are/meetings/pa_meetings/eastland.html)

Worship: 11:00am

First Day School: 10:00am

Business Meeting: See listing for Little Britain Monthly Meeting

Clerk: See Listing for Little Britain Monthly Meeting

**Fauquier Friends Worship Group (Herndon)**

PO Box 224, Bealeton, VA 22712-0224

[www.bym-rsf.org/who we are/meetings/va meetings/fauquier](http://www.bym-rsf.org/who_we_are/meetings/va_meetings/fauquier)

Third First Day

Worship: 1:30pm

First Day School: 1:45pm

Business Meeting: Once a year in spring with the Worship Group Care Committee of Herndon Friends Meeting

Convener: Bonnie Stockslager ([fauquierfriends@gmail.com](mailto:fauquierfriends@gmail.com))

**Floyd Friends Meeting**

1199 Christiansburg Pike, Floyd, VA 24091

Wheelchair accessible

540-929-4142 or 540-381-4147

[www.bym-rsf.org/who we are/meetings/va meetings/floyd](http://www.bym-rsf.org/who_we_are/meetings/va_meetings/floyd)



Worship: 10:00am

First Day School: 10:00am

Business Meeting: First First Day, 12:00pm, preceded by potluck

Clerk(s): Alison Prudner (clerk.floydfriendsmeeting@outlook.com)

### **Frederick Friends Meeting (Warrington Quarter)**

723 North Market Street, Frederick, MD 21701

Wheelchair accessible

301-631-1257 – Meeting House

[www.frederickfriends.org](http://www.frederickfriends.org)

Worship: 10:30am

First Day School: 10:45am – 11:30am (mid-September to mid-June) (supervised play mid-June to mid-September)

Business Meeting: Second First Day of the month. 9:00am.

Clerk(s): Elizabeth “Betsy” Tobin ([tobinbg@make-peace.org](mailto:tobinbg@make-peace.org)) or ([clerk@frederickfriends.org](mailto:clerk@frederickfriends.org))

### **Friends Meeting of Washington**

2111 Florida Avenue NW, Washington, DC 20008

Wheelchair accessible

Hearing assisted equipment available in Meeting Room

202-483-3310 – Meeting office

[quakersdc.org](http://quakersdc.org)

Worship: 9:00am (Quaker House Living Room; 10:30am (Meeting House Meeting Room)

First Day School: 10:30am

Weekday Worship: Tuesday, 6:00pm (Meeting House Library)

Business Meeting: Second First Day, 12:00pm (except July - third First Day and August - no business)

Clerk: Elaine Wilson ([elaineswils@gmail.com](mailto:elaineswils@gmail.com)) and Allen Fawcett ([admin@quakersdc.org](mailto:admin@quakersdc.org))

### **Gettysburg Monthly Meeting (Warrington Quarter)**

Mailing address: PO Box 4155, Gettysburg, PA 17324155

Meeting place: Flatfelter Lodge, Gettysburg College, Gettysburg, PA

Wheelchair accessible

717-420-5900

[www.bym-rsf.org/who\\_we\\_are/meetings/pa\\_meetings/gettysburg](http://www.bym-rsf.org/who_we_are/meetings/pa_meetings/gettysburg)

Worship: 10:30am

First Day School: 10:30am

Business Meeting: First First day of the Month, after rise of Meeting

Clerk: Sandy Moyer ([sandymoyer43@gmail.com](mailto:sandymoyer43@gmail.com))

### **Goose Creek Friends Meeting**

Mailing address: PO Box 105, Lincoln, VA 20160

Meeting place: 18204 Lincoln Rd, Lincoln, VA 20160

Wheelchair accessible

54750323 – Meeting House

[www.goosecreekfriends.org](http://www.goosecreekfriends.org)

Worship: 9:45am

First Day School: 10:00am (following worship with adults)

Business Meeting: First First Day, 11:00am

Clerk: Judy Ross ([gcmmlincoln@gmail.com](mailto:gcmmlincoln@gmail.com))

### **Gunpowder Friends Meeting (Chesapeake Quarter)**

Mailing address: PO Box 737, Sparks, MD 21152-0737

14934 Priceville Road, Sparks, MD 21152

Wheelchair accessible Hearing assistance available

410-472-4583 – Meeting House

[www.gunpowderfriends.org](http://www.gunpowderfriends.org)

[gunpowderclerk@gmail.com](mailto:gunpowderclerk@gmail.com)

First Day School: 10:00am

Adult Forum: first First Days, 9:00am

Quakerism Discussion Group: second First Day, 9:00am Bible Study: fourth First Day, 9:00am

Business Meeting: Third First Day: 11:15am

Silent Retreat: 2nd Seventh Day 9:00am - 3:00pm

Clerk: Greta Kirk Mickey ([gunpowderclerk@gmail.com](mailto:gunpowderclerk@gmail.com))

### **Herndon Friends Meeting**

660 Spring St, Herndon, VA 20170

Wheelchair accessible

Hearing assistance available

703-736-0592-Meeting House

Worship: 10:30am, singing begins at 10:15am

First Day School: 10:45am

Business Meeting: Second First Day, 9:00am (except May, July, and September)

Clerk: Tim Stanley (ridingfree2@gmail.com)

### **Heathsville Quaker Worship Group (Williamsburg Friends Meeting)**

Meeting place: 6807 Northumberland Hwy, Heathsville, VA 22473

E-mail: [quakers.nnk@gmail.com](mailto:quakers.nnk@gmail.com)

Clerk: Claire Salkowski

### **Homewood Friends Meeting (Chesapeake Quarter)**

3107 North Charles Street, Baltimore, MD 21218

Wheelchair accessible

Hearing assistance system available

410-235-4438 – Meeting Office

[www.homewoodfriends.org](http://www.homewoodfriends.org)

Worship: 10:30am

First Day School: 10:50am

Business Meeting: First First Day: 12:15pm

Clerk: Sarah Bur ([sarahbur2@gmail.com](mailto:sarahbur2@gmail.com)) or homewoodfriends@gmail.com

### **Hopewell Centre Monthly Meeting**

Mailing address: 604 Hopewell Road, Clearbrook, VA 22624

Hopewell Meeting House—604 Hopewell Road, Clearbrook, VA 22624

Centre Meeting House—203 North Washington Street, Winchester, VA

Wheelchair accessible

540-667-9114 – Hopewell Meeting House

[www.winchesterquakers.org](http://www.winchesterquakers.org)

Worship: 10:00am

First Day School: 11:30am

Fourth First Day meeting is at Centre Meeting House

Business Meeting: Second First Day, 11:30am

Clerk: Richard “Dick” Bell (hopewellcentrequakers@gmail.com ) or rdixonbell@aol.com

### **Langley Hill Friends Meeting**

6410 Georgetown Pike, McLean, VA 22101

Wheelchair accessible meeting room

Hearing assistance system available 72 to 76 MHz

703-442-8394 – Meeting House

[www.langleyhillquakers.org](http://www.langleyhillquakers.org)

[langleyhill@freelists.org](mailto:langleyhill@freelists.org)

Worship: 10:00am, 9:30am on second First Day

First Day School: 10:30am (nursery at 10:00am)

Business Meeting: Second First Day: 10:30am at the rise of Meeting

Clerk: Frank Taylor ([ftaylor4245@gmail.com](mailto:ftaylor4245@gmail.com)) or([langleyhillfriends@gmail.com](mailto:langleyhillfriends@gmail.com))

### **Little Britain Monthly Meeting (Nottingham Quarter)**

c/o Linda Coates, Clerk, 126 South Fulton Street, Strasburg, PA 17579

See listings for Eastland and Penn Hill Preparative Meetings Hearing assistance available-microphone and speaker

717-696-7914 – Clerk

[www.bym-rsf.org/who we are/meetings/pa meetings/littlebritain](http://www.bym-rsf.org/who_we_are/meetings/pa_meetings/littlebritain)

See listings for Eastland and Penn Hill Preparative Meetings

Business Meeting: Third First Day, at rise of Meeting, (February, April, June, October and November at Eastland) (January, March, May, July, September and December at Penn Hill) (August at Drumore)

Clerk: Linda Coates ([lindajcoates@gmail.com](mailto:lindajcoates@gmail.com))

### **Little Falls Meeting of Friends (Chesapeake Quarter)**

Mailing address: PO Box 240, Fallston, MD 21047

719 Old Fallston Road, Fallston, MD 21047

Wheelchair accessible

410-941-9796 – Meeting House

[littlefallsfriends.org](http://littlefallsfriends.org)

Worship: 10:30am

First Day School: 10:45am

Adult First Day: 11:15am

Business Meeting: First First Day, 11:15am

Clerk: Edwin Harlan Remsberg ([littlefalls.clerk@gmail.com](mailto:littlefalls.clerk@gmail.com))

**Luray Friends Meeting**

Mailing address: 113 Skyview Dr., Luray, VA 22835

Meeting place: 3392 Pine Grove Rd. Stanley, VA 22851

Phone: 540-669-7395

E-mail: [lurayfriendsmeeting@gmail.com](mailto:lurayfriendsmeeting@gmail.com)

Website: <https://www.lurayfriends.org/>

Worship: Tuesday 6.30pm

**Lynchburg Indulged Meeting (Roanoke MM)**

Mailing address: c/o Heidi Koring, 108 Warren Avenue, Lynchburg, VA 24501

Lynchburg College Spiritual Life Center, 500 Westwood Avenue,  
Lynchburg, VA

Not wheelchair accessible

804-847-4301 - Convener

[www.roanokequakers.org](http://www.roanokequakers.org)

Worship: 10:30am

Business Meeting: N/A

Convener: Heidi Koring

**Mattaponi Friends Meeting**

Mailing address: c/o Miriam Maloney, Dayspring Farm, 942 Buena Vista Rd, Co- logne, VA 23156

Meeting place: Dayspring Farm, 942 Buena Vista Road, Cologne, VA 23156 Building is wheelchair accessible; bathroom is not

804-785-9401

[www.bym-rsf.org/who we are/meetings/va meetings/mattaponi/dayspringfarm@aol.com](http://www.bym-rsf.org/who_we_are/meetings/va_meetings/mattaponi/dayspringfarm@aol.com)

Worship: 10:00am

Business Meeting: First First Day, after the rise of Meeting

Clerk: Miriam Maloney ([miriamlynnmaloney@gmail.com](mailto:miriamlynnmaloney@gmail.com))

**Maury River Friends Meeting**

Mailing address: PO Box 582, Lexington, VA 24450

Meeting place: 34 Waterloo Road, Lexington, VA 24450

Wheelchair accessible

[news@mauryriverfriends.us](mailto:news@mauryriverfriends.us)

Worship: 10:00am; adult discussion 11:30am

First Day School: 10:00am with children joining Meeting at 10:40am

Business Meeting: Fourth First Day, 11:30am; potluck follows

Clerk: Margaret "Peggy" Dyson-Cobb ([cobbking@rockbridge.net](mailto:cobbking@rockbridge.net)) and Benjamin Eland

### **Menallen Monthly Meeting (Warrington Quarter)**

Mailing address: PO Box 29, Biglerville, PA 17307

Meeting place: 1107 Carlisle Road (PA Rt. 34), Biglerville, PA Wheelchair accessible  
717-677-6781

[www.menallenfriends.org](http://www.menallenfriends.org)

Worship: 10:30am

First Day School: 10:30am

Redlands Meeting House: Worship every third First Day from April- Sept

Huntington Meeting House: Worship every first First Day from April-Oct

Business Meeting: Second First Day of the month, following Meeting for Worship

Clerk: Donna Kolaetis ([menallenuakers@gmail.com](mailto:menallenuakers@gmail.com))

### **Midlothian Friends Meeting**

Mailing address: P.O. Box 1003, Midlothian, VA 23113

Meeting place: 900 Preservation Road, Midlothian, VA 23113

Wheelchair accessible

804-744-2657

[www.midlothianfriends.org](http://www.midlothianfriends.org)

Worship: 11:00am; Circle of Friends: 10:15am

First Day School: 11:15 am on second and fourth First Days

Business Meeting: Second First Day: 11:00am

Clerk: Claudia Farr ([claudiafarr01@gmail.com](mailto:claudiafarr01@gmail.com))

### **Monongalia Friends Meeting**

Mailing address: PO Box 441, Morgantown, West VA 25607-0441

Meeting place: 648 East Brockway, Morgantown, West VA 26501

Wheelchair accessible

304-599-8233

[monquakers.wordpress.com](http://monquakers.wordpress.com)

[monquakers@gmail.com](mailto:monquakers@gmail.com)

Worship: 11:00am

First Day School: 11:00am

Business Meeting: Third First Day: 12:30pm

Clerk: On Rotation

**Nottingham Monthly Meeting (Nottingham Quarter)**

Mailing address: 260 South Third Street, Oxford, PA 19363

Meeting place: Oxford Friends Meeting House, 260 South Third Street, Oxford, PA 19363

Wheelchair accessible

484-758-0750

[www.oxfordfriends.org](http://www.oxfordfriends.org)

[info@oxfordfriends.org](mailto:info@oxfordfriends.org)

Worship: 10:30am (both Oxford and The Brick Meeting Houses)

First Day School: 9:30am

Business Meeting: Second First Day: 9:30am, when scheduled

Clerk: Doug Eaby ([info@oxfordfriends.org](mailto:info@oxfordfriends.org))

**Patapsco Friends Meeting (Chesapeake Quarter)**

Mailing address: PO Box 2282, Ellicott City, MD 21041-2282

Meeting place: 2331 Calvin Circle, Ellicott City, MD 21042

Wheelchair accessible

410-465-6554

[www.patapscofriends.com](http://www.patapscofriends.com)

[patapsco.friends.meeting@gmail.com](mailto:patapsco.friends.meeting@gmail.com)

Worship: 10:30am

First Day School: 10:30am

Business Meeting: First First Day, 12:00pm

Clerk: Eileen Stanzione and Richard Stanzione ([Clerk@patapscofriends.com](mailto:Clerk@patapscofriends.com))

**Patuxent Friends Meeting (Chesapeake Quarter)**

Mailing address: PO Box 536, Lusby, MD 20657

Meeting place: 12185 Southern Connector Boulevard, Lusby, MD 20657 Wheelchair accessible

410-394-1233

[www.patuxentfriends.org](http://www.patuxentfriends.org)

[www.facebook.com/patuxentfriends](https://www.facebook.com/patuxentfriends)

Worship: 10:00am

First Day School: 10:10am

Business Meeting: First First Day, 11:30am

Clerk: Rich Adams(pfmmclerk@gmail.com)or (richard.e.adams@comcast.net)

### **Penn Hill Preparative Meeting (Little Britain)**

Mailing address: c/o Sarah Brabson, 443 Little Britain Road South, Peach Bottom, PA 17563.

Meeting place: 2239 Robert Fulton Highway, Peach Bottom, PA

Wheelchair accessible

Hearing assistance available-microphone and speaker

[www.bym-rsf.org/who we are/meetings/pa meetings/pennhill](http://www.bym-rsf.org/who_we_are/meetings/pa_meetings/pennhill)

Worship: 11:00am

First Day School: 10:00am

Business Meeting: See listing for Little Britain Monthly Meeting

Clerk: Mary Kirk (marywakefieldah@epix.net)

### **Pipe Creek Friends Meeting (Warrington Quarter)**

Mailing address: PO Box 487, Union Bridge, MD 21791-0487

Meeting place: 455 Quaker Hill Road, Union Bridge, MD

Wheelchair accessible

Phone: 410-596-5945

Worship: 10:00am

Business Meeting: First First Day, 11:30am

Clerk: Lisa Mowers (unionbridgepcf@gmail.com)

### **Richmond Friends Meeting**

4500 Kensington Avenue, Richmond, VA 23221

Wheelchair accessible Hearing assistance system

804-358-6185 – Meeting House

[www.richmondfriendsmeeting.org](http://www.richmondfriendsmeeting.org)

Worship: 9:30am and 11:00am

First Day School: 11:20am

Business Meeting: Third First Day, 11:00am – 12:30pm

Clerk: Roni Kingsley ([clerkofmeeting@richmondfriends.org](mailto:clerkofmeeting@richmondfriends.org))



**Roanoke Friends Meeting**

505 Day Avenue SW, Roanoke, VA 24016

Wheelchair accessible

540-723-1131 – Meeting House

[www.roanokequakers.org](http://www.roanokequakers.org)

Worship: 10:30am

First Day School: 10:30am

Business Meeting: Third First Day, at rise of Meeting for Worship

Clerk: Gary Sandman ([friends@roanokequakers.org](mailto:friends@roanokequakers.org))

**Sandy Spring Monthly Meeting (Chesapeake Quarter)**

17715 Meeting House Road, Sandy Spring, MD 20860

Wheelchair accessible

Phone: 301-774-9792

[www.sandyspring.org](http://www.sandyspring.org)

Worship: 9:00am and 11:00am (except first First Day), Fifth Day 7:30pm

First Day School: 11:20am (except first First Day)

Business Meeting: First First Day, 10:15am

Clerk: Catherine Stratton-Treadway ([clerk@sandyspring.org](mailto:clerk@sandyspring.org)) or  
([office@sandyspring.org](mailto:office@sandyspring.org))

**Shepherdstown Friends Meeting (Warrington Quarter)**

Mailing address PO Box 1364, Shepherdstown, West VA 25443

Meeting place: Shepherdstown Train Station, corner of German Street and Audry Egel Drive, Shepherdstown, West VA

304-584-3126

[shepherdstownfriends.org](http://shepherdstownfriends.org)

Worship: 10:00am

Business Meeting: Second First Day, following Meeting for Worship

Clerk: Margaret Yaukey ([shepherdstownquakers@gmail.com](mailto:shepherdstownquakers@gmail.com))

**State College Friends Meeting (Centre Quarter)**

611 East Prospect Avenue, State College, PA 16801

Wheelchair accessible

Hearing assistance system available

814-237-7051 – Meeting House

[www.statecollegefriends.org](http://www.statecollegefriends.org)

Worship: 11:00am

First Day School: 10:45am

Business Meeting: First First Day, 9:00am

Clerks: Gary Fosmire and Jackie Bonomo [office@statecollegefriends.org](mailto:office@statecollegefriends.org) or  
[scfmeeting@gmail.com](mailto:scfmeeting@gmail.com)

### **Takoma Park Preparative Meeting (Adelphi)**

Mailing address: PO Box 11365, Takoma Park, MD 20913

Meeting place: 310 Tulip, Takoma Park, MD 20912

Wheelchair accessible

301-588-2724 – messages only

[www.takomaparkfriends.org](http://www.takomaparkfriends.org)

Worship: 11:30am (second hours occasionally follow Meeting)

Business Meeting: Third First Day (except Fifth Month), following meeting for worship.

Clerk: Arthur David Olson ([arthurdavidolson@gmail.com](mailto:arthurdavidolson@gmail.com))

### **Valley Friends Meeting**

Mailing address: PO Box 781, Dayton, VA 22821

Meeting place: 363 High Street, Dayton, VA 22821

Wheelchair accessible

No hearing assistance system

540-350-2765 – Clerk

[valleyfriends.org](http://valleyfriends.org)

Worship: 10:00am, followed by potluck meal on first First Day

First Day School: 10:00am

Adult Religious Education: third and fourth First Day

Business Meeting: Second First Day, at the rise of Meeting

Clerk: Nate Wright ([wrightnt@jmu.edu](mailto:wrightnt@jmu.edu)) or ([hello@valleyfriends.org](mailto:hello@valleyfriends.org))

### **Warrington Monthly Meeting (Warrington Quarter)**

Mailing address: c/o Stan Jones, Clerk, 1040 Old Mountain Road, Dillsburg, PA 17019

Meeting place: 7790 Quaker Meeting Road, Wellsville, PA Wheelchair accessible  
(portable ramp)

Phone: 717-514-5595

[www.bym-rsf.org/who we are/meetings/pa meetings/warrington](http://www.bym-rsf.org/who_we_are/meetings/pa_meetings/warrington)

[www.facebook.com/Warrington-Quaker-Meeting-2218216151767055/](https://www.facebook.com/Warrington-Quaker-Meeting-2218216151767055/)

Worship: 11:00am

Business Meeting: First First Day of the month, 11:45am

Clerk: Stanley "Stan" Jones ([sjones1040@aol.com](mailto:sjones1040@aol.com)) or ([warrington.meeting@gmail.com](mailto:warrington.meeting@gmail.com))

### **Williamsburg Friends Meeting**

Mailing address: PO Box 1034, Williamsburg, VA 23187-1034

Meeting place: Fahs House, 3051 Ironbound Road, Williamsburg, VA 23188 Wheelchair accessible

757-887-3108

[www.bym-rsf.org/who we are/meetings/va meetings/williams-burg/](http://www.bym-rsf.org/who_we_are/meetings/va_meetings/williams-burg/)

Worship, 10:00am

Second Hour Forum, 11:30am

First Day School, 10:15am

Business Meeting: Second First Day: 11:30am, with potluck following.

Clerk: Beth Haw ([clerk@williamsburgfriends.org](mailto:clerk@williamsburgfriends.org))

### **York Friends Meeting (Warrington Quarter)**

135 West Philadelphia Street, York, PA 17401

Wheelchair accessible

717-814-8437

[www.yorkquakermeeting.org](http://www.yorkquakermeeting.org)

Worship: 11:00am;

9:30am Worship Sharing/Discussion

Business Meeting: First First Day, 9:00am

Clerk: Committee of the whole ([yorkfriendsmeeting1@gmail.com](mailto:yorkfriendsmeeting1@gmail.com))

# Friends We Remember

Annual Session 2024 - Annual Session 2025

Ann "Nancy" Haines Aldous (Sandy Spring) d. 4/12/2025  
Joan Anderson (Carlisle) d. 11/10/2024  
Doron "Bud" Antrim (Adelphi) d. 7/7/2024  
Christina Apgar (Stony Run) d. 12/30/2024  
Sheila Bach (Langley Hill) d. 12/11/2024  
Nicholas Badart (Stony Run) d. 4/21/2024  
Jim Baird (Adelphi) d. 7/2/2025  
Bobbi Blok (Goose Creek) d. 2/20/2025  
Howard Worrell Brod (Midlothian) d. 4/12/2025  
Maurice Brown (Stony Run) d. 10/22/2024  
John Cain (Richmond) d. 9/29/2024  
Prose Cassells (Frederick) d. 2/14/2025  
Alexander Churchman (FMW) d. 8/2/2024  
Mike Clark (Sandy Spring) d. 11/6/2024  
Joseph "Jerry" Hartt Coates, Jr. (Eastland/Frederick) d. 6/4/2025  
Daniel Colin (Camp Alumni) d. 2/15/2025  
Susan Doering (Stony Run) d. 10/12/2024  
Daniel Duffy (Stony Run) d. 6/18/2025  
Martha Foster (Richmond) d. 2025  
Becca Gardner-Rhudy (Deer Creek/ Patapsco) d. 8/13/2024  
Rosetta Graham (Homewood) d. 2/12/2025  
Mary Catherine "Cate" Grove (Midlothian) d. 12/29/2024  
Jim Hall (Annapolis) d. 11/22/2024  
Ria Hawkins (Annapolis/Collington) d. 8/9/2024  
Robert Heaton (Gunpowder) d. 6/12/2025  
Lynada Johnson (Annapolis/Patapsco) d. 12/18/2024  
Wes Jordan (Annapolis) d. 3/6/2025  
Laura Kinsey (Stony Run) d. 7/3/2025  
Charles W. "Bill" Kinzer (Annapolis) d. 9/4/2024  
Shirley Kirkwood (Valley) d. 3/2025  
Gene Klinger (Sandy Spring) d. 7/28/2025

Paul Kvam (Richmond) d. 9/1/2024  
Pardee Lowe (Langley Hill) d. 10/05/2024  
Bill Maguire (Frederick) d. 10/27/2024  
Valerie Matthews (Charlottesville) d. 2/9/2025  
Jim Maxwell (Valley) d.  
David Miller (Sandy Spring) d. 5/5/2025  
Lynda Miller (Dunnings Creek) d. 2/9/2025  
Ollie Moles (Langley Hill/Sandy Spring) d. 9/29/2024  
June Peterson Oakley (Charlottesville) d. 7/18/2025  
William Wallace "Sandy" Overbey (Langley Hill) d. 7/30/2024  
Caroline Pelton (Goose Creek) d. 7/24/2025  
Doug Perkins (Patapsco) d. 1/23/2025  
Barbara Ruland (Homewood) d. 6/1/2024  
Wilmer Rutt (Annapolis) d. 5/26/2025  
Pat Schenck (Annapolis) d. 7/4/2025  
Peter Schenck (FMW) d. 4/30/2025  
Farid Alan Schintzius (Richmond) d. 12/5/2024  
Henrik "Hank" Schutz (Charlottesville) d. 2/16/2025  
Walter Seifert (Patuxent) d. 1/29/2024  
Albert Lester Simmons (Richmond) d. 3/5/2024  
Katherine Smith (Maury River) d. 10/1/2024  
William A. "Wynn" Solomon (Charlottesville) d. 3/8/2025  
Robert Straub (Stony Run) d. 1/20/2025  
Sandra Stuart (Maury River) d. 12/27/2024  
Frances "Frannie" Taylor (Goose Creek) d. 10/18/2024  
Henry Taylor (Goose Creek) d. 10/14/2024  
Chris Teater (Patuxent) d. 1/23/2024  
Sue "Silver" Topping (Shepherdstown) d. 6/9/2025  
Maura Warner (Adelphi) d. 7/20/2024  
Catherine Wilson (Sandy Spring) d. 6/25/2025  
Abigail Williamson (Annapolis) d. 11/14/2024

Blessed are those who mourn, for they will be comforted - Matthew 5:4

# Epistles and Minutes

## The Epistles

### Epistle of the Yearly Meeting

FIRST READING/DRAFT NOT YET APPROVED (3 Aug 2025)

To Friends Everywhere,

Greetings from Hood College in Frederick, Maryland, where Baltimore Yearly Meeting gathered for our 353rd Annual Session from Seventh Month 28 to Eighth Month 3, 2025. This year, Friends came together from across Maryland, Virginia, Pennsylvania, West Virginia, and the District of Columbia to worship together, make decisions together, break bread with one another, and share in the life of the Spirit. Our theme this year was “Guided by Spirit: Living Our Faith in a Challenging World.” As our theme statement reads, “Today’s world is rife with conflict [and] Friends face a host of social ills, including racism, materialism, and militarism set against a backdrop of climate destruction and the breakdown of political institutions and core shared values.” This week, through story and song, worship and action, lament and celebration, we strove as a united body to “let Spirit lead and sustain us as we endeavor to heal our broken world, bringing it closer to the Beloved Community for all.”

On Tuesday evening, we heard from Friend Lamar Matthew, who shared the story of his faith journey to Quakerism through gentle humor, well-earned wisdom, and joyful song. Lamar punctuated his story with lyrics from popular songs that marked important moments in his spiritual life, including “I’m Just Wild about Harry” as a response to meeting his husband, Harry Scott, III. It is in that spirit of making a joyful noise, that we offer this epistle to the Quaker world.

*Meet me here.*

*Won’t you meet me here,*

*Where the old fence ends and the horizon begins?*

*There's a balm in the silence  
Like an understanding air,  
Where the old fence ends and the horizon begins.<sup>1</sup>*

The silence was, indeed, a balm for our tired souls; “walking cheerfully over the world and seeking that of God in everyone” can be exhausting when the world resists the sacred pull towards love. But more than that, our shared silence in Meetings for Worship and Business rooted us deeply in the Spirit and helped us hear the divine echo in each other’s voices. Each morning, Friends centered down through Bible study, worship sharing, Experiment with the Light, and chanting, or by sitting quietly in the residence hall or cafeteria, greeting Friends over a cup of coffee.

One Friend in Bible Study noted that John 14:1, “Do not let your hearts be troubled,” the first verse the study read, spoke deeply to her in these troubled times. Another Friend noted, “As a queer Friend, it was a balm to not stand out as queer, as *other*, but just another Friend on the bench, loved by Friends for being me.” However, another Friend wondered if we “were disconnected from the huge threat that is out there in the world,” and felt we “were only starting to explore how to respond to the possibility of an imminent collapse of our free society under the threat of autocracy.”

*We've been walking through the darkness  
On this long, hard climb,  
Carried ancestral sorrow  
For too long a time.  
Will you lay down your burden?  
Lay it down, come with me.  
It will never be forgotten,*

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<sup>1</sup> Verses from “Meet Me Here” by Craig Hella Johnson. “Meet Me Here” is the first movement of the epilogue to Johnson’s oratorio *Considering Matthew Shepard*. Johnson writes, “At its core, “Meet Me Here” is a folk style hymn which invites the participants to be open to meeting at a place which may seem difficult or painful, and to be open to discovering the healing and joy which can be experienced when we lay down the ‘ancestral sorrow’ we may have been carrying for generations and open ourselves to finding the healing together, excluding no one.”

*Held in love, so tenderly.*

Our Yearly Meeting carries many burdens, but together, we bear the load lightly. In Meeting for Worship with attention to Business, we found way opening to entrust revisions of our child safety policy to camp staff and Trustees. In a special working session, Friends named fears and hopes around a proposal to change the governance of our beloved camping ministry. Friends expressed their concern that establishing Baltimore Yearly Meeting Camps as a single-member, not-for-profit Limited Liability Company could compromise the very Quaker character and identity of the program that has made it so special. At the same time, Friends expressed a profound hope for the future of BYM Camps. Friends believed the proposed governance change can be an opportunity to strengthen this ministry for the next 100 years, and allow staff to adapt to a changing legal and financial landscape.

Throughout the week, the hybrid Global Majority Hang-Out welcomed Friends who are dual- or multi-heritage, Indigenous, Aboriginal, Black, Pacific Islander, Brown, or West, South, or East Asian. At the same time, white Friends, moved by the Spirit to continue confronting racism within their meetings, communities, and the wider world, gathered for a separate, daily, facilitated conversation. And on Wednesday evening, our new Palestinian-Israeli Peace and Justice Working Group (PIPJ) joined with the American Friends Service Committee (AFSC) Palestinian Activism Team to hold a viewing of *No Other Land*. This is a moving documentary about a Palestinian-Israeli collective of activists that won Best Documentary Feature Film at this year's Academy Awards ceremony but has yet to find a US distributor. This screening coincided with AFSC's issuing of a minute addressing the violence happening now in Gaza.

In afternoon workshops and interest groups, Friends gathered to learn about and discuss a wide range of daunting challenges, including violence in Gaza; white supremacy culture; the assault on LGBTQ+ lives; missing and murdered indigenous women; racial barriers to participation in monthly meetings; the loss of reproductive rights; and a hostile political environment at home. Yet one Friend noted that "although despair is real and should be heeded, its remedy is to act." We were inspired and sustained by also learning of incredible peace-centered efforts to confront these threats, including AFSC's Apartheid-Free Communities Project; tactical mindfulness; reparations; the Rooted Wheel framework; economic activism; and embracing lessons of resistance from our shared history. One Friend noted that often it feels energizing



and empowering to have these discussions in a workshop setting, but seems so difficult to take new and innovative ideas into our Meeting Houses; her prayer was that we had the courage and mutual support to do so. Another spoke of our call to care tenderly for one another as we respond to the many frightening injustices surrounding us on every side.

Additionally, our General Secretary, in their report to Annual Session, gave an honest, challenging, and compassionate account of the burnout they and other members of BYM staff are experiencing, which has led to staff resignations, both recent and anticipated. They shared how their service as a chaplain in a hospital setting has been rewarding, both personally and professionally, and how it has reaffirmed for them the need for Quaker pastoral care in the world beyond our Meeting Houses. Friends in attendance were deeply moved to affirm our General Secretary's testimony and find ways to better support them and BYM staff.

During Saturday night's Carey Memorial Lecture, Friend Vanessa Julye spoke with prophetic honesty about her encounter with racial barriers in Quaker communities as she pursued her calling to ministry. She reminded us that good intentions do not negate the effects of traumatic actions, and challenged us to be honest about the role of the Religious Society of Friends in the history of systematic oppression and colonization. Through the stories of her own ancestors, Vanessa illustrated for us a complicated and painful narrative that runs counter to the simple story of a Quaker abolitionist past. She reminded us that we are just beginning a journey together to uncreate the legacy of white supremacy in our fellowship, and encouraged us to take concrete steps toward a new Society of Friends. Friends were deeply grateful for Vanessa's forthrightness, compassion, and willingness to labor with us and alongside us.

*Meet me here.  
Won't you meet me here,  
Where the old fence ends and the horizon begins?  
There's a joy in the singing  
Like an understanding air,  
Where the old fence ends and the horizon begins.*

And there was singing! Sometimes in unexpected places. Quakers do not let the sorrows of the world stifle our joy; indeed, joy is one of our most powerful acts of resistance.

The morning chanting group was rich and deeply appreciated by the chanters. Each evening, Tuesday through Friday, Friends gathered in the chapel or auditorium to sing from the Quaker hymnal, challenging themselves to impromptu rounds—not all of which were ready for prime time. At our Coffee Hour showcase of Quaker talent, songs ranged from searing laments to lively folk tunes, young friends danced to “Cotton Eye Joe,” rounds were taught, and funny stories were shared (including a strangely decipherable version of Little Red Riding Hood). One Friend even sang “I’ve Got You Under My Skin,” as an ode to deer ticks.

After a few early days of punishing heat and humidity, Friends were grateful for the always timely golf cart brigade that made the rounds of the Hood College campus. We enjoyed the laughter and camaraderie of spending a few minutes with Friends as we zipped from one activity to the next, not to mention the accompanying breeze. Then, like a miracle, late afternoon thunderstorms rolled in, clearing away just in time for our All Ages Celebration, held outside of the dining hall. After tipping the inflatable bouncy houses to drain them of rainwater, lawn games and general gaiety ensued, including a surprisingly competitive game of croquet. The rest of the week was unseasonably cool; no one was complaining.

Friends were grateful for the hospitality of the college (which opened their pool to us), the vegan cookie ministry, the Saturday afternoon vegan lunch, our tireless tech assistance, and numerous volunteers who welcomed us at registration, staffed the information table, and directed us to the right places. In particular, we are profoundly grateful for the presence of our Presiding Clerk, who in Business Meeting and many other settings, welcomes and centers us through her deep affection for this community.

*Then we'll come to the mountain;  
We'll go bounding to see  
That great circle of dancing,  
And we'll dance endlessly.  
And we'll dance with all the children  
Who've been lost along the way.  
We will welcome each other  
Coming home this glorious day.*

Living our faith in a challenging world requires, not only courage and joyful resistance, but space for healing. This year's retreat, "Addressing Conflict: Strategies & Skills for Rooted Quaker Faith and Practice," explored how Friends can constructively address conflict within our Meetings and move towards healing and reconciliation. It was organized by the Friends Supporting Friends Working Group, which is under the care of Ministry & Pastoral Care Committee. Our facilitators used brainstorming, small group discussions, and role play to teach us the foundational skills of knowing oneself, holy listening, holy speaking, and attempting repair. Participants learned how to examine messages about conflict we received in childhood, how to ask open ended questions that invite engagement, and what forgiveness looks like in a Quaker context.

Workshops and interest groups were also spaces for deep sharing, healing, and coming to know one another better. Friends explored the unspoken assumptions of Meeting for Worship that limit our engagement with the Spirit. Trans and nonbinary Friends discovered spaces of welcome and solidarity. We learned how to put our testimonies into practice. One Friend was reminded of the words of John Woolman, noting that Annual Session felt like a "precious habitation...[a place] to be safe, to be inwardly quiet, when there [are] great stirrings and commotions in the world."

On Saturday morning, we held our annual Memorial Meeting for Worship. There were more Friends than usual remembered this year, and so the allotted time was extended to recall more Friends, more deeply. Several present noted that it was valuable as a chance to not only to learn more about the particular Friends whose memorials were read, but also a rich opportunity to learn about how to be a more faithful Quaker.

In thousands of small ways, we welcomed one another, not to the college, dormitories, or auditoriums, not to business meetings or workshops, or even Annual Session, but to the home within our hearts where we are somehow fully known. Not known, perhaps, in our particularities—we are, after all, separated by geography and distance and many other differences. Some of us come from small worship groups; some large and busy Meetings. Some of us live among rural farmland; some in bustling cities. We worship in century-old Meeting Houses and retirement communities and rented rooms. And yet, we are known. In this space, we are friends, and always have been.

*We are home in the mountain,  
And we'll gently understand*

*That we've been friends forever,  
That we've never been alone.  
We'll sing on through any darkness,  
And our song will be our sight.  
We can learn to offer praise again,  
Coming home to the light.*

We send to you, Friends everywhere, our love and our hope for peace.

## Epistle of the Global Majority Caucus

The BYM Global Majority Caucus started Annual Session before Annual Session began, by coming together to consider how to connect more deeply and expand more widely? Deep and wide is hard work and we know meetings will not just hold us in the light but will help us widen our efforts. We have faith that as GM members call to each other, BYM meetings will \_\_\_\_\_(fill in the blank, choose how you and your meeting can support us widening).

As we gathered we welcomed friends hearing about us for the first time and friends who have hung with and supported the GMC for a long time including our Carey Lecture speaker, Vanessa Julye.

Some of the newest to join us were our children as we had our first game day. Sharing laughs, enjoying playful competition, and asking quirky jokes! The STRIDE program was highlighted with the GMC querying itself: How can we help? How can we get more funds to support this needed program? Does my meeting directly support STRIDE?

Over falafel and shawarma friends discussed how power decided/decides who takes over lands, controls humans' movement, what foods and resources they can access, and how they are or aren't seen by others - we acknowledge that though in many ways in America and Quaker spaces we have learned how to say and acknowledge such historical harms, we (Quakers and Americans) still have education needed to see it today (particularly for Palestinians) and we (BYM) still have blindspots when it comes to representation.

We envisioned a future where regional GMC events would spur memories - bonding through bowling, pensive pottery making, history sharing with hand dancing partners...where the GMC was a place where your amount of "programming" (programmed vs unprogrammed) wouldn't matter.

We witnessed and learned through the BIPOC womxn's space...from Virginia, Maryland, and Mexico

Learning what it means to be a 'rich girl'... Very important 'can't you see'  
Rich with tea, hunting meat, relationships, each other....

We held each other joyfully and sorrowfully.

We left with intention to not wait to be gathered but to gather.

We thought we were done.... Until the Carey Lecture that reminded us that we are in charge of the messy work of anti racism and must repair Quakerism from the trauma of white supremacy.

We were given 5 ways from Fred Hammond of the Black Panther Party to Battle Racial and Economic Inequality

1. **FIGHT FOR REVOLUTION, NOT FOR YOUR OWN SUCCESS.** Always acknowledge the structural disadvantages of oppressive systems, even if they may benefit you.
2. **RECOGNIZE THE GLOBAL CLASS STRUGGLE.** Stand in solidarity across social and cultural lines with those disaffected by capitalist structures, while maintaining an intersectional outlook.
3. **TAKE THE INITIATIVE TO EDUCATE YOURSELF.** Do not limit your understanding of history and current events to what you are taught. Read thoroughly, and think critically. Create your own opinions.
4. **IN THE FACE OF INEQUALITY, ACT.** Use any and all resources available to you to support the growth and development of those around you. Change begins at a local level.
5. **THERE IS STRENGTH IN UNITY.** Coming together and acting as a collective unit of resistance, protest, and change is the only means we have to go up against the state.

What will you do to help BYM take on these calls to action?

## Epistle of BYM Young Friends

Our first con of the year was held at Homewood Monthly Meeting. We focused the weekend on welcoming many new members to our community with many fun events, including a visit to the nearby Baltimore Museum of Art, playing at the park, and tasty pizza. During this con we also emphasized Quaker values and spent lots of time teaching the incoming folks—mostly rising JYFs and people who had come to con after hearing about it at camp—about our processes. We would like to thank all the members of Homewood Monthly Meeting for welcoming us into their community and providing a wonderful space for our first conference.

November Con was held at Menallen Friends. We spent hours starwatching Saturday night, making the most of the minimal light pollution. We spent even more time reconnecting with nature during the day, taking a hike and playing tag on the extensive grounds. One of our Friendly Adult Mentors, Dave, roasted a turkey for a Thanksgiving-themed dinner, complete with cranberry sauce, green beans, and lots and lots of tea. Thank you to all the members of Menallen for providing a warm and welcoming environment for our last conference of 2024!

The February conference, where we visited the Alexandria Friends Meeting, passed in a blur featuring brownie-baking (soon to become a tradition) and time outside. We utilized our engineering skills by building lots of towers in the nursery, and played manhunt on Saturday night. We also wrote songs and took advantage of the meeting's piano to accompany the guitars we brought. Alexandria Friends Meeting was a truly wonderful space for our community, and we thank them for their hospitality.

In March we visited Sandy Spring, enduring the spring pollen in order to spend as much time as possible outside in the 70 degree weather. Many Friends brought guitars and their voices, so we spent many, many, hours making music, all outdoors. We also made brownies—topped with M&Ms—and took advantage of the nearby bakery. Sunday morning found us in outdoor worship at the Sandy Spring. We would like to thank the members of Sandy Spring Monthly Meeting for the welcoming environment and wonderful community!

The May conference was spent honoring and saying goodbye to our beloved seniors, Anjali Shah, Rowan Diller, Jack Shinkman, and Luna Dean. It was held at the BYM offices

in Sandy Spring, and we baked brownies, met with both candidates for the new Youth Programs Manager, wrote letters to our graduating seniors, and cleaned the garage and our storage. We thank BYM staff for allowing us into their space and contributing to a wonderful send-off for our seniors.

Now, Young Friends would like to extend our thanks to all of BYM for their support throughout the year and sharing your communities. Without you, we would not have this wonderful community that makes us all feel loved and welcome.

Love and Light,  
Young Friends



# Epistle of Junior Yearly Meeting

14th JYM came to g

## JYM Epistle

B This year, <sup>there</sup> were fourteen of us in JYM and this week we all had a lot of fun and we met new friends and made them feel welcome. We all stuck together and helped each other along the way.

T This year was the first year that JYM introduced ~~the~~ the rollcall of all the meetings. The highlight for most of us was spending time with each other. We also loved the <sup>the</sup> coffee house. Something that was cool was that coffee house was in a different building and we also did faith and were the first JYM to do faith and play this year.

T/B <sup>at meetings</sup> highlight 1# rollcall: Bianca

T highlight 2# The Pool: Wipz

B highlight 3# Seeing Everyone (Eric, Jack) Tim

T highlight 4# The Pool: Victoria

B highlight 5# ~~going to the pool~~ Jack

T highlight 6# going to jump off the jumping board

B highlight 7# Playing POKER 3 foosball: ISador

T highlight 8# hugging out with Eevery body, making new friends, ice cream, family

# Epistle of the 2025 Women's Retreat

To Friends Everywhere:

The Baltimore Yearly Meeting Women's Retreat was gathered in joyful reunion on Monday, April 21, 2025, at Heidelberg United Church of Christ 47 W Philadelphia St, York, PA 17401 on the theme of "Nurturing our Faith in Turbulent Times."

Approximately 21 women attended in person. Registrants came from 14 Friends Meetings and worship groups, representing Maryland, Virginia, Washington DC, West Virginia, and Pennsylvania.

We convened for coffee and socializing, and at 9:30 we greeted Rev. Carla Christopher, a local Diversity, Equity, Inclusion & Accessibility/Belonging (DEIA/B) Trainer specializing in LGBTQIA2S+ Cultural Competency & Racial Justice, Trauma-informed Care & Mindfulness, Nonviolent Communication, & Peacebuilding. Rev. Christopher began with song, and then moved into her message about how individuals have the power, one person at a time, to contribute to the building of community. She shared four elements that need to be present in order to build belonging in a community: engagement, care, education/growth, and a process for healing. When we each provide one another with this care, we build a safe space in which anyone can belong.

At 10:30, we moved into our first workshop sessions:

- Poetry and Prosody for Healing and Loving Madeline Mirasol, leader.
- Faith and Play Workshop Laura McGuire, leader.
- Simple Swaps for Sustainable Living Rosie Pinkerton, leader.

After our first set of workshops, we reconvened in the community room and sat for silent worship. The time in worship was centered and renewing.

Once we broke our meeting for worship, we paused for lunch and additional socialization. A group decided that, once we finished eating, we would walk over to York Friends Meeting for a tour of the historic building and grounds. Many thanks to Dorothy Shumway for her impromptu tour guiding.

We returned from the walk for our second set of workshops:

- Cultivating Compassion in Action Theresa Robertson, leader.
- The Universal Sound: Using Music to Connect to the Light Sophia Nicholson, leader.
- Moving into Ease - Into Embodied Prayer Carol Cober, leader.

All the workshops were well-attended, with a nearly equal number of participants joining each session. After the workshops, we reconvened as a large group and we were honored to have Meg Meyer lead our worship sharing group with the following prompt:

Living in the World in 2025. We meditated on the question of how our intellectual awareness of the world and our spiritual lives intersect -- with emphasis on bringing world affairs into our prayers and 'holding in the Light.'

We finished with a very brief Plenary Session to establish the next host for the women's retreat, and Stacy LaRoy from Herndon Friends volunteered. Many women stayed afterwards to clean up. We parted from each other, having made new friends and cherishing the opportunity to reconnect with those we'd known.

# Interim Meeting Minutes

## Fall 2024 Interim Meeting

4 November 2024

Little Britain Monthly Meeting and via Zoom

**I2024-32. Opening.** Friends gathered in worship online and in-person at 12:30PM EST. Clerk Tom Webb invited us to be tender with ourselves and with each other in a time of fear and anxiety, and to ground ourselves in Spirit as we make our way forward.

Clerk Tom Webb shared a land acknowledgement honoring those groups whose lands BYM works and worships on.

Linda Coates, Little Britain, welcomed Friends to Eastland Preparative Meeting and Little Britain Monthly Meeting, who are hosting Friends in person today.

Clerk Tom Webb introduced those at the clerks table, including substitute recording clerk Becka Haines Rosenberg, Alexandria, and offered thanks to those helping with tech support and those serving as Prayerful Presences to hold our meeting today. He offered both spiritual and practical advices that will help us do business together as a gathered body, and shared BYM's anti-racism queries.

**I2024-33. Nominating Committee Report.** Debbi Sudduth, Goose Creek, shared a list of resignations from BYM committees and representative roles:

- Michael Wallace, Bethesda, from Growing Diverse Leadership
- Aaron Johnson, FMW, and Jim Webner, Stony Run, from Stewardship & Finance.
- Andy Spawn, Stony Run, from Unity with Nature
- Damaris Kifude, Stony Run, from A&O
- Jimi Ayodele, Patapsco, as FGC Cental Committee representative

We do not approve resignations, but we accept them.

**I2024-34. Search Committee Report.** Gene Throwe, FMW, encouraged Friends to consider whether they are led to serve on BYM's Nominating Committee, which is nominated by Search Committee, and to reach out to members of Search Committee to

volunteer. Search Committee is committed to the values of diversity and anti-racism in finding new members for Nominating Committee. The members of Search Committee are Gene Throwe, Meg Meyer, and Josh Riley.

**12024-35. Development Committee Report.** Gloria Victor-Dorr, Sandy Spring, reported on behalf of Development Committee. She shared total contributed income as of October 24, and thanked Friends who have already donated to BYM this year, and encouraged Friends to continue contributing to the yearly meeting.

Nikki Holland has had her plate full in her first six months as BYM's Development Manager, shepherding changing software as well regular administration and communication work for the program. Gloria expressed gratitude for Nikki's work. Barbara Wille shared as a consultant on the Special Campaign for Opequon Quaker Camp. She thanked Friends who have worked on the Special Campaign and reminded Friends of some of the reasons for moving Opequon to its new location. The new location comes with a long lease and the opportunity for long-term investment, and the Special Campaign seeks \$700,000 to support this work. Barbara shared that individuals and meetings have already given generously to the Special Campaign, which entered its public phase at Annual Session, and she hopes that those who are able to will give to the Special Campaign in addition to the General Fund before the end of the year.

**12024-36. Treasurer's Report.** Jim Riley, Hopewell Centre, reported as BYM Treasurer on BYM's finances as of September 30. He reviewed highlights from the balance sheet and income statement (ATTACHED). He shared that our cash balance is lower than usual for this time of year and that this has required a draw from investments to ensure BYM has cash available for ongoing expenses. He reviewed the state of BYM's investments and income, including contributions from the Special Campaign, and advised that the reasons for lower-than-expected camp incomes are being studied. BYM is expected to end the year with a deficit, but we do have sufficient reserves to cover this, and the extent of the deficit will be known once year-end contributions are counted.

A Friend requested that future Treasurer's Reports include budgeted amounts for comparison to actuals and that large committee income and expenses be explained if possible. This year we see large expenses attributed to Ministry and Pastoral Care Committee due to activities of the Working Group on Racism and the publication of *A Tender Time: Quaker Voices on the End of Life*, although it was noted that this publication was partly funded by grant income.

Jim's full written report is ATTACHED.

**I2024-37. Camping Program Report.** Brian Massey, Camping Program Director, expressed thanks to those who have made it possible for Friends to attend Interim Meeting remotely. He shared highlights from his written report (ATTACHED), which was titled “Four Camps: Different Needs, Common Themes”. Brian summarized successes at each camp as well as opportunities for improvement. He lifted up the wide-ranging impacts of climate change on our camp properties and highlighted the changing expectations of campers, parents, and staff.

Brian acknowledged that there is a significant shortfall in the camp budget this year. He shared that in 2024 the Camping Program budgeted for higher income from camper fees than in 2023, but that the need for financial aid within our sliding scale fee model was greater than in past years, largely due to financial factors beyond camp. The camp budget was also impacted by our commitment to pay staff equitably and invest in them to increase staff satisfaction and retention during a time when staff can earn more elsewhere. Brian also acknowledged that session 3 at Opequon was canceled due to low enrollment, with most campers able to move to other, fuller sessions.

Brian shared his belief that the path to financial sustainability for camp is narrow but that with ongoing care and attention, it can be found. Camping Program Committee and others will be reviewing the current sliding scale for camp fees to determine how that structure might need to change. We must tenderly hold the financial challenges that all working families face at this time, and hold that alongside our understanding that camp is an invaluable resource for youth.

Friends heard that Camp Property Manager David Hunter is taking his first vacation in three years and that a full Camp Property report will be available at March Interim Meeting. Getting the new Opequon site up and running has been a huge task, and we look forward to celebrating that effort.

**I2024-38. STRIDE Report.** Rai Carter, STRIDE Coordinator, shared highlights from their written report (ATTACHED) and their vision for the program. This summer saw 27 campers supported by STRIDE, an increase from 18 in 2023, and Rai expressed gratitude for being able to walk alongside those campers. They emphasized that the TR in STRIDE is “Transformative Relationships”, and they invited BYM Friends and monthly meetings to engage in deeper relationship with the program and its campers. The work of building an equitable camp community is work for all of us in BYM, and Friends are

invited to attend STRIDE events as well as offer material and logistical support like rides and care packages.

Rai shared that although there was an active STRIDE working group in the past made up of Young Adult Friends, the members of that working group were stretched thin during COVID, and much of the work previously done by the working group is now done by Rai. This has meant transitioning to a model where Friends offer one-time support rather than ongoing committee service. In order for the program to work in this model, Friends need to pick up and fulfill these tasks, and Rai welcomes anyone who wants to get more involved in this work. Rai invited monthly meetings to submit the names of members who are interested in supporting STRIDE to them so they have a larger pool of volunteers to call on.

**12024-39. General Secretary's Report.** Sarah Gillooly spoke as BYM General Secretary. They pointed out what a joy it is for our clerk, acting recording clerk, and General Secretary to be LGBTQIA+ people under the age of 45. There are hard days ahead, and the connections of our yearly meeting community and camp community will be more necessary than ever to sustain us individually and as a body.

Job descriptions are being written for the open roles of Opequon director and Youth Programs manager, and Friends will hear more about these positions in the months ahead.

Sarah recently attended the Gathering of West Virginia Friends, and they shared that Charleston Friends Meeting, which is currently unaffiliated with a yearly meeting, is discerning whether to join BYM.

Sarah shared that the 2024 yearbook is currently at the printer and should be ready by the end of the month.

Sarah shared a timeline for budget revision based on the budget shortfall we have already heard about in other reports. There will be a called online Interim Meeting on December 14 to review the revised budget.

Sarah and Betsy Roush have asked the clerks of the Yearly Meeting to form a study committee to evaluate camp governance, which will be considered as a separate item

on our agenda. For liability and insurance reasons, we must give camp its own legal identity as a single member LLC under BYM or as a separate organization; and in order to move away from having five committees with a partial stake in the operation of camp, we need to clarify roles and responsibilities in camp governance. Currently BYM carries insurance policies from two separate carriers in order to ensure both camp and other programs are adequately covered.

**12024-40. Ad-Hoc Committee on Camping Program Governance.** Clerk Tom Webb introduced consideration of the formation of a an ad-hoc study committee on camp governance. This request has been seasoned by Tom Webb, Steph Bean, Betsy Roush, and Sarah Gillooly. If approved, this committee will be under the care of Interim Meeting and will offer its first report by Interim Meeting in June 2025 and offer recommendations for consideration at Interim Meeting by November 2025. It will include representatives from Camping Program, Camp Property Management, Trustees, Stewardship and Finance, Development, and Growing Diverse Leadership committees, as well as a designee of the Yearly Meeting clerks from outside those committees to support difficult discernment. Friends who have already agreed to serve are: Anne Bacon from Stewardship and Finance, Tom Farquhar from Trustees, Greg Tobin from Camp Property Management, Katie Bliss from Growing Diverse Leadership, Betsy Roush from Camping Program. A member from Development Committee is yet to be discerned. We expect this work will be legally complex, and BYM has a legal firm available for consultation. The formation of this study committee also aligns with the goal of the 2022 BYM Camps Strategic Plan to “Determine the governance and leadership model that best meets the current and future needs of the Baltimore Yearly Meeting and the BYM camping program.”

Friends APPROVED the creation of this ad-hoc committee.

**12024-41. Considerations laid over to March Interim Meeting.** Friends laid over consideration of laying down the Intervisitation Working Group and endorsing a statement on reparations brought to us by Reparations Action Working Group that were originally on our agenda for today. These will be given full time for consideration at March Interim Meeting.

The meeting closed with announcements, followed by a period of worship where we were reminded of the ways we can hold and care for each other.



## **Attachment I2024-36**

### **Treasurer's Report**

Today I am reporting on BYM finances as of September 30, 2024. Just about all the seasonal camp income and expenses for the year have been recorded by this time so we are getting an idea of how the camp finances turned out.

First, we will look at the Statement of Financial Position or Balance Sheet. This report gives us a snapshot of our assets, liabilities, and net assets as of September 30, 2024. On the asset side, our total cash is a little over \$75,000. This is less than we have been reporting in recent years. A year ago, we had about \$128,000 cash in the bank. We transferred some unrestricted funds from our investments in October to cover the shortfall. Our investments had a total market value of about \$2.3 million on September 30. At this time last year, our investments were valued at \$1,980,000.

Our total assets, which includes all our property, vehicles and equipment, are valued at \$5,549,00.

Our total liabilities or amounts owed are about \$353,000. These are all short-term liabilities, meaning that they are due in one year or less. We have no long-term liabilities now.

Total net assets are the difference between our total assets and our total liabilities. Total net assets on September 30, including year to date net income of \$73,828 are \$5,196,213.

The Statement of Activities or Income Statement shows the revenues and expenditures for the first nine months of the year. It shows the activity in our unrestricted fund and in three restricted funds (designated, temporarily restricted and permanently restricted). Apportionment income is just over \$365,000, a little more than we reported at this time last year. Program revenue is \$1,599,000. This is mostly from camp registration fees. Although it is more than the amount reported last year at this time, camp fee income has come in significantly under budget for 2024. Unrestricted contributions received of \$164,000 are similar to last year. Restricted contributions of \$235,000 are significantly more than the \$75,000 a year ago. This is due to the successful campaign to raise funds for Camp Opequon moving to the Rolling Ridge site. Our investment income is \$269,000, mostly due to the large unrealized gain in our investments of \$220,000. Total

revenue so far this year is \$2,652,124. The expenditures are almost all in the unrestricted column as usual and total a little over \$2,578,000. The camp program expenses total \$1,304,561 which is more than the \$1,192,000 reported last year. The camp property expenses total about \$532,000. Development expenses were just over \$108,000. Total revenues exceeded total expenditures by \$73,828. However, the unrestricted column shows a deficit of over \$140,000.

Because of the reduced camp fee income in 2024, we are projecting that BYM will have a deficit for the year. Unrestricted contributions between now and year end will help. Also, we project that the Yearly Meeting has sufficient unrestricted reserves to absorb the deficit.

Respectfully submitted,  
James Riley  
BYM Treasurer  
Hopewell Centre Meeting

**Baltimore Yearly Meeting**  
Balance Sheet  
As of 9/30/2024

	Current Year	
<b>Assets</b>		
<b>Current Assets</b>		
<b>Cash &amp; Cash Equivalents</b>		
Operating Account	4,526.20	1001
Payroll Acct	14,453.03	1002
Camp Property Manager	20,309.58	1004
Catoctin Caretakers Account	4,830.28	1005
Shiloh Caretakers Account	16,171.38	1006
Catoctin Directors Account	318.43	1007
Shiloh Directors Account	3,979.40	1008
Opequon Directors Account	8,500.80	1009
TA Directors Account	1,492.79	1010
Petty Cash	<u>1,006.00</u>	1050
<b>Total Cash &amp; Cash Equivalents</b>	75,587.89	
<b>Accounts Receivable</b>		
Apportionment Receivable	203,410.09	1200
Student Loans Receivable	628.32	1300
Allowance for Doubtful Accts	(32,948.15)	1302
Harford Friends School Note	40,000.00	1512
Staff Receivables	<u>1,029.12</u>	1590
<b>Total Accounts Receivable</b>	212,119.38	
<b>Prepaid Expenses</b>		
Other Prepaid Expenses	(1,098.38)	1710
Prepaid Rent	19,500.00	1711
Deposits	<u>2,200.00</u>	1715
<b>Total Prepaid Expenses</b>	20,601.62	
<b>Total Current Assets</b>	<u>308,308.89</u>	
<b>Long-term Assets</b>		
<b>Property &amp; Equipment</b>		
Land	1,106,495.65	2010
Land Improvements	377,407.96	2011
Buildings	1,947,374.89	2020
Leasehold Improvements	285,601.15	2030
Accum. Depr. Buildings & Leasehold	<u>(1,424,694.35)</u>	2039
Furniture, Fixtures & Equipment	272,801.55	2050
Accum. Depr. FF&E	(236,700.14)	2059
Vehicles	253,356.93	2060
Accum. Depr. Vehicles	(215,409.81)	2069
Projects in Progress	<u>556,192.56</u>	2900
<b>Total Property &amp; Equipment</b>	2,922,426.39	
<b>Long-term Investments</b>		
Friends Fiduciary	1,657,659.47	1110
Sandy Spring Bancorp Stock	817.20	1111
Morgan Stanley Smith Barney	<u>659,856.56</u>	1113
<b>Total Long-term Investments</b>	2,318,333.23	
<b>Total Long-term Assets</b>	<u>5,240,759.62</u>	
<b>Total Assets</b>	<u><u>5,549,068.51</u></u>	
<b>Liabilities</b>		
<b>Short-term Liabilities</b>		
<b>Accounts Payable</b>		
Account Payable	<u>125,999.77</u>	3000
<b>Total Accounts Payable</b>	125,999.77	
<b>Deferred Revenue</b>		
Prepaid Donations	384.50	3131
Deferred Apportionment	<u>187,932.18</u>	3200
<b>Total Deferred Revenue</b>	188,316.68	
<b>Other Short-term Liabilities</b>		

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**Baltimore Yearly Meeting**Balance Sheet  
As of 9/30/2024

	Current Year	
Wages Payable	32,297.60	3010
Payroll Taxes Payable	2,470.78	3020
Pension Payable	5,075.68	3030
FSA Payable	(1,304.91)	3060
Total Other Short-term Liabilities	38,539.15	
Total Short-term Liabilities	352,855.60	
Total Liabilities	352,855.60	
Net Assets		
Beginning Net Assets		
Net Assets		
Net Assets	5,122,385.02	4099
Total Net Assets	5,122,385.02	
Total Beginning Net Assets	5,122,385.02	
Current YTD Net Income		
	73,827.89	
Total Current YTD Net Income	73,827.89	
Total Net Assets	5,196,212.91	
Total Liabilities and Net Assets	5,549,068.51	

Baltimore Yearly Meeting  
Statement of Activities  
From 1/1/2024 Through 9/30/2024

	Unrestricted	Designated	Temp Restricted	Perm Restricted	Total
Operating Revenue					
Apportionment Income					
Apportionment	365,001.98	0.00	0.00	0.00	365,001.98
Apportionment Adjustments	0.00	0.00	0.00	0.00	0.00
Total Apportionment Income	365,001.98	0.00	0.00	0.00	365,001.98
Program Revenue	1,598,853.27	0.00	0.00	0.00	1,598,853.27
Contributions					
Contributions	164,502.71	0.00	0.00	0.00	164,502.71
In Kind Contributions	1,113.10	0.00	0.00	0.00	1,113.10
Bequests	0.00	0.00	0.00	0.00	0.00
Restricted Contributions	0.00	0.00	233,888.46	1,165.00	235,053.46
Grants Received	0.00	0.00	0.00	0.00	0.00
Total Contributions	165,615.81	0.00	233,888.46	1,165.00	400,669.27
Revenue Released from Restriction					
Released Funds	20,256.00	0.00	(20,256.00)	0.00	0.00
Total Revenue Released from Restriction	20,256.00	0.00	(20,256.00)	0.00	0.00
Investment Income					
Interest & Dividends	33,749.94	0.00	0.00	0.00	33,749.94
Unrealized Gain (Loss)	220,406.24	0.00	0.00	0.00	220,406.24
Realized Gains (Loss)	14,902.28	0.00	0.00	0.00	14,902.28
Change in value of CGA	0.00	0.00	0.00	0.00	0.00
Total Investment Income	269,058.46	0.00	0.00	0.00	269,058.46
Property & Vehicle Rental					
Property Rental Income	3,926.30	0.00	0.00	0.00	3,926.30
Program Rental of Property	0.00	0.00	0.00	0.00	0.00
Vehicle Rental Income	0.00	0.00	0.00	0.00	0.00
Total Property & Vehicle Rental	3,926.30	0.00	0.00	0.00	3,926.30
Gain(Loss) on Sale of Assets	2,601.24	0.00	0.00	0.00	2,601.24
Revenue from Sale of Goods					
Book Sales	8,489.88	0.00	0.00	0.00	8,489.88
Clothing Sales	1,127.68	0.00	0.00	0.00	1,127.68
Other Sales	0.00	0.00	0.00	0.00	0.00
Purchase for Resale	0.00	0.00	0.00	0.00	0.00
Total Revenue from Sale of	9,617.56	0.00	0.00	0.00	9,617.56
Other Income	2,396.41	0.00	0.00	0.00	2,396.41
Total Operating Revenue	2,437,327.03	0.00	213,632.46	1,165.00	2,652,124.49

Baltimore Yearly Meeting  
Statement of Activities  
From 1/1/2024 Through 9/30/2024

		Temp			Perm	
		Unrestricted	Designated	Restricted	Restricted	Total
Expenditures						
100	Admin	379,790.32	0.00	0.00	0.00	379,790.32
200	Camp Program	314,918.93	0.00	0.00	0.50	314,919.43
210	Catoctin Program	285,102.18	0.00	0.00	0.00	285,102.18
220	Shiloh Program	230,187.47	0.00	0.00	0.00	230,187.47
230	Opequon Program	8,101.43	0.00	0.00	0.00	8,101.43
240	Teen Adventure Program	220,408.69	0.00	0.00	0.00	220,408.69
241	TA Bike Program	0.00	0.00	0.00	0.00	0.00
250	Camp Alumni Program	0.00	0.00	0.00	0.00	0.00
260	Outreach & Inclusion	62,092.68	0.00	0.00	0.00	62,092.68
270	Rolling Ridge	245,842.00	0.00	0.00	0.00	245,842.00
300	Camp Property	156,775.09	0.00	0.52	0.00	156,775.61
310	Catoctin Property	103,691.80	0.00	0.00	0.00	103,691.80
320	Shiloh Property	95,001.88	0.00	0.00	0.00	95,001.88
330	Opequon Property	40,243.02	0.00	0.00	0.00	40,243.02
370	Rolling Ridge Property	136,880.17	0.00	0.00	0.00	136,880.17
410	Young Friends	0.00	0.00	0.00	0.00	0.00
415	Young Friends Exec.	0.00	0.00	0.00	0.00	0.00
420	Jr. Young Friends	0.00	0.00	0.00	0.00	0.00
430	Youth Programs Committee	0.00	0.00	0.00	0.00	0.00
440	Youth Secretary	63,170.80	0.00	0.00	0.00	63,170.80
501	Advancement & Outreach	0.00	0.00	0.00	0.00	0.00
502	Ministry & Pastoral Care	22,684.49	0.00	0.00	0.00	22,684.49
503	Peace & Social Concerns	644.00	0.00	0.00	0.00	644.00
504	Religious Education	0.00	0.00	0.00	0.00	0.00
505	Young Adult Friends	0.00	0.00	0.00	0.00	0.00
506	Unity With Nature	0.00	0.00	0.00	0.00	0.00
508	Interim Meeting	217.11	0.00	0.00	0.00	217.11
510	Stewardship & Finance	0.00	0.00	0.00	0.00	0.00
511	Trustees	18.00	0.00	0.00	0.00	18.00
513	Indian Affairs	906.00	0.00	0.00	0.00	906.00
514	Racism WG	9,500.00	0.00	0.00	0.00	9,500.00
515	Intervisitation	0.00	0.00	0.00	0.00	0.00
517	Faith & Practice Revision	0.00	0.00	0.00	0.00	0.00
518	Growing Diverse Leadership	1,300.00	0.00	0.00	0.00	1,300.00
519	Reparations Action Working	3,256.00	0.00	0.00	0.00	3,256.00
610	Annual Session	64,895.65	280.95	0.00	0.00	65,176.60
632	Spiritual Formation	24,168.84	0.00	0.00	0.00	24,168.84
633	Women's Retreat	0.00	0.00	0.00	0.00	0.00
635	Other BYM Programs	0.00	0.00	0.00	0.00	0.00
920	Development	108,218.08	0.00	0.00	0.00	108,218.08
Total Expenditures		2,578,014.63	280.95	0.52	0.50	2,578,296.60
Net Revenue over Expenditures		(140,687.60)	(280.95)	213,631.94	1,164.50	73,827.89

## **Attachment I2024-38**

### **STRIDE Report**

#### **Mission**

STRIDE (Strengthening Transformative Relationships in Diverse Environments) is a program within BYM that works to break down barriers to access that youth of color experience in attending BYM Quaker camps and build communities of genuine diversity.

#### **Philosophy**

To foster camper's ownership and leadership of the camp, we address these five roadblocks: trust, access, money, gear and culture/procedures. STRIDE is more complex than a program that "sends kids to camp," though it is one of our primary goals. STRIDE's vision is to create the environments where more children access BYM quaker camps and more young adults connect with Quakerism.

#### **Goals**

1. Create access for youth in each of these cities to attend Baltimore Yearly Meeting summer camps,
2. Create communities of genuine diversity, equity, and inclusion in these youth serving programs and,
3. Support campers and their families to be invested in the life of camp, now and through their life of being involved in camp

#### **Beliefs**

##### ***Access***

More equitable distribution of resources (we have influence over how the money, space, labor, and time of BYM camping programs are allocated and feel we have a moral/spiritual responsibility to expand the pool of people these things are allocated to.

##### ***Radical Inclusion***

The "radical" means that we expect the community to be changed and shaped by the inclusion we are seeking rather than simply asking people to join and conform to what already exists.

##### ***Camper and Family Contributions/Strengths***

We believe in an assets-based model. That is to say we believe that families and campers who participate in STRIDE not only receive benefits from being part of camp but that (like

all community members) their unique perspectives, personalities, strengths and spiritual leadings contribute much to the camp community

### Benefits for Camper

We believe that participating in camp is great for young people. It builds friendships, new skills, self-confidence, and leadership. We will ground our advocacy in this belief, making every attempt to make our work “person-centric”, that is based on what is best for individual young people and families in our program.

### Improving the Environment for BIPOC and Families Experiencing Low Income in Our Communities

Though largely made up of white people, our camp community already includes people of color. We aim to support and acknowledge them, recognizing that not all people of color in our program are “new” and that efforts that make the program work better for people of color are integral to our pre-existing community as well as the one we hope to create

### Summary of Accomplishments, Impact, and Implementation

The 2024 Summer season was an incredible experience for the STRIDE community. It was incredibly successful, and there were many learnings for the STRIDE Team that we are excited to reflect on in the off-season. This report hopes to reflect many of the strengths of the program as well as reflections on future changes to continue to have a successful program into the future. STRIDE seeks to create an equitable experience so that all campers and families feel welcome and able to be a part of the BYM Camp community.

This season we admitted 27 campers and families into the program with full scholarships to participate in a camp of their choice. The program sent campers to all four of our programs, which is a big change from the previous year. While most of the campers supported by STRIDE did attend Opequon, the program sent two campers to Shiloh, four campers to Catoctin, and four campers to Teen Adventure. This continues to transition as we see more equal distribution across all of our camping programs.

A key goal for STRIDE is to have age cohorts in each of the cities. We had many new nine and 10-year-olds, as well as 16-year-olds that were aging out from completing Teen Adventure or completing their last year of camp.



We also continued to increase the diversity of experience among campers supported by STRIDE. This included families who were brand new to their community, who are immigrants or refugees from other countries, or who are transitioning out of hard experiences in their day-to-day life. The gift of camp was extraordinary for many of them as they were able to enjoy being themselves and a healthy and safe environment. A significant number of our campers came from Philadelphia and Baltimore with a few from Charlottesville and D.C. It is our hope to continue to expand our program in D.C. and Charlottesville to have more equal representation from all four cities.

To prepare for the season, we had three orientation hikes in D.C, Philadelphia and Baltimore. Participants gave us the feedback that as a result of the orientation hike they felt well prepared to pack for camp and had a space to ask questions and receive support for completing their forms. We had a few volunteers support these efforts to drive campers and families to orientation hikes, which helped the activity succeed.

Each family had the opportunity to have a one on one at home visit with the STRIDE Staff to continue to complete forms, answer questions, distribute gear, and assist with any additional needs unique to the family. These one on one visits, while time consuming, were valuable for participating families and essential to helping the STRIDE coordinator understand, and share with in-camp staff, the unique needs of each camper. The STRIDE Coordinator hopes to continue offering these visits as needed to all STRIDE families to support their success at camp.

We also partnered with a Friend's School to clean and pack all of the gear for the season. This was especially important as STRIDE had 17 campers go out on the first session. We hope to be able to continue this partnership and bring in more presents with the local Quaker community.

One of our campers received the additional support of a series of one on one hikes, rock climbing sessions, and extensive chats around canoeing as they entered Teen Adventure as a first-time BYM camper. It was clear from the feedback that this additional time ensured that the camper felt ready for Teen Adventure and was able to stay all three weeks.

Another key goal from the Strategic Plan was to partner with Young Adult Friends to support the STRIDE Program. Throughout the year, Staff had a chance to learn and engage with the Young Adult community. It became clear that at this time Young Adults within the Yearly Meeting do not have the capacity to take on supporting this project. It feels really important to protect the time and energy of Young Adult Friends as they seek to build community within the Yearly Meeting. With this further reflection, the program must pivot and find additional support systems within the Yearly Meeting.

### Additional Reflections

While there were many successes during the season, there's one key challenge that we hope to address for the 2025 season. Families supported by STRIDE need a significant level of support around transportation to pre-camp orientation events as well as to and from camp. There were many volunteers who signed up in the spring to drive. However, a variety of circumstances prevented these volunteers from being able to drive, which then required extensive Staff time to pick up and drop off campers -often to/from several different camp all on the same day. This level of driving was extremely fatiguing. A transition for the 2025 year is to hire someone as an hourly driver to split up driving, specifically from Philadelphia to BYM camps.

It is important to name that the STRIDE Program exists to support Yearly Meetings efforts to increase diversity within our Camping Program. The participation of the Yearly Meeting is essential.. Having a Staff member and funding is only part of what is needed. Direct support and commitment is essential to ensuring the health of the program. Creating an equitable and sustainable program requires all three pillars - staff, funding, AND volunteer support from within the Yearly Meeting.

The STRIDE Coordinator also made four visits to Monthly Meetings to educate them on the program, garner financial support and volunteers. The Coordinator would like to thank the Meetings that they visited for their hospitality and look forward to upcoming visits in the late winter and early spring.

### Future Outlook & Long Term Goals

Given many constraints as well as the hope of continuing as a sustainable program, I hope to bring the STRIDE Program down to 25 campers with clear age cohorts across all four cities in the 2025 season. This ensures that each family gets the proper amount of time and energy required for further holistic support. The STRIDE Coordinator also

hopes to work with Brian Massey, Camp Program Director, to build out more internal camp support to ensure that there are more clear lines of communication once campers have arrived at Camp for their session. There's a hope to offer an opportunity for families to also be able to visit and experience our Camps in the off-season so they have a better understanding of what camp might look like for their child before the season starts.

There were a few previous ideas to create a committee of families and campers who were able to contribute to the STRIDE community and continue building relationships during the off-season. The STRIDE program hopes to be able to lay the foundation for this experience during the spring 2025 and into the summer, for full launch in fall 2025. While capacity has decreased since the beginning of the pandemic, it seems possible to be able to have these opportunities for families supported by STRIDE.

Families that are supported by the program are not separate from the rest of our community. They are a part of it, and they are just as important and complex. While support might be different, all of the families that are part of our camping program need different things, and we want to balance the space of the special and unique needs of those families also creating a seamless experience before, during and after camp. One reflection that was shared was a need for clear integration from preparation for camp to being on site. The STRIDE Coordinator hopes to work with all of the directors and other Camp Staff to achieve this goal in the upcoming season.

This season we were able purchase and provide a specialized gear pack for each of the campers supported by the program. Some specific purchases included gear for different body types and individual preferences to support the comfort of campers. This year we moved our gear locker to the BYM Office to reduce costs in the future and to centralize storage for easy access.

Some discussions took place this year about what it could look like to have a centralized Gear Locker to make it easier to share and source gear for all campers who might need it, not just those supported by STRIDE. The hope is that the Gear Locker could live alongside the STRIDE Programming as it is. We hope to build a universal design, as well as supportive access for all families.

STRIDE has many partnerships with local organizations in each of its cities to outreach to campers who might benefit from the experience of going to camp and also have support from those organizations throughout the year. It is in this off-season to continue to build those relationships and strengthen them to support the ongoing pipeline of campers and families into our camps. Many of those relationships were during the pandemic and previous staff transitions.

The STRIDE Coordinator is extremely honored to be able to be a part of building a more equitable camping program for the BYM Camps and continues to hope to work on behalf of the Yearly Meeting.

# January 2025 Called Interim Meeting

25 January 2025

Via Zoom

**I2025-01 Opening.** Clerk Tom Webb read the Baltimore Yearly Meeting land acknowledgement, honoring the many past and present native peoples who have cared for the land BYM now uses. He reviewed today's agenda, noting that an item submitted by Trustees has been added. He introduced Deborah Haines (Alexandria), Recording Clerk, and Sarah Gillooly, General Secretary, who will be providing tech support today. He invited Friends who feel led to serve as prayerful presences during today's session to add that identifier to their names as shown on screen.

Tom Webb explained the expectations for our meeting today. We meet in the present of Spirit, to speak to the business before us as led, with concern for the welfare of the whole body. He read the anti-racism queries that will guide our work today.

**I2025-02 Stewardship and Finance Committee Report on the Revised 2025 Budget.**

Linda Pardoe (Patapsco) and Catherine Nnoka (Friends Meeting of Washington), Co-Clerks, presented the report.

Clerk Tom Webb opened the floor for questions and comments. General Secretary Sarah Gillooly explained that the projected deficit has been reduced from about \$190,000 to about \$50,000 since Fall Interim Meeting, as a result of cuts to the Camping Program, Camp Property Management, Youth Programs, and office expenses. The proposal to defer contributions to outside organizations would reduce it by another \$27,000. The proposal to reduce committee budgets by up to half, excluding the \$10,000 in reparations to the Pawnee Nation, could reduce it by another \$15,000

A member of the Camping Program Committee explained that the camping program income budget assumes about 85% enrollment. The highest priority of the Committee this year is to recruit enough campers to fill all sessions, thus increasing income beyond the budgeted amount. It was suggested that we could also appeal to the families of campers for a special contribution to reduce the budget gap.

We noted that many federal employees in our region will be facing job loss and economic hardships in the coming year, which may affect both camp enrollment and BYM fundraising. Sarah Gillooly noted that the plan to review camp enrollment data in March and April was put in place in part to assess how this development is affecting enrollment.

We reviewed the committee budget sheet for 2025. We recognize that it is not the work of this body to suggest changes in committee budgets. It will be up to the committees themselves to discern what expenses might be reduced or deferred. We observed that the vast majority of committee expenses are for anti-racist work, which is a high priority for the Yearly Meeting. We will not pressure committees to cut back in ways that would damage this witness.

We heard that plans are not yet finalized for how meetings will be asked to make a contribution beyond their regular assessment.

We were reminded that the proposal we are considering today is an interim step in a long process. We are grateful for the hard work of the many individuals who have sought to find solutions to the challenge we are facing. Sarah Gillooly expressed special appreciation to Brian Massey, Camping Program Manager, and to the two clerks of the Camping Program Committee, both of whom are just beginning their service in that role.

Although the projected budget deficit causes us discomfort, we feel deep abiding trust and love for the Friends who have worked so hard to find ways of addressing the problem, and trust in their ability to take whatever steps are necessary to resolve it. With this understanding, Friends APPROVED the budget proposal as presented.

**I2025-03 Request from Trustees.** Clerk Tom Webb explained that the final item on our agenda was added only last night.

Victor Thuronyi (Adelphi), Co-Clerk of Trustees, noted that the recommendation he is presenting requires a rapid response. A recent executive order would expose those attending religious services to legal harassment. New England Yearly Meeting and Philadelphia Yearly Meeting – along with two BYM Monthly Meetings, Adelphi and Richmond - are working with a non-profit legal organization to challenge this executive

action as it applies to houses of worship, and Baltimore Yearly Meeting is being asked to sign on as well.

There would be no financial cost involved in joining the suit. Sarah Gillooly, as General Secretary, would work with Trustees on behalf of BYM in this matter. A question was raised as to whether it would be more appropriate for the Trustees to act on behalf of BYM. Trustees will look into whether there is a usual practice in this regard, and act accordingly.

Friends noted that this action would support our anti-racist declaration, and is fully consistent with Friends' testimonies.

We recognize the urgency and spiritual weight of this decision. We would normally seek guidance from our monthly meetings before making a decision of this kind, but under the present circumstances it seems rightly ordered that we should act today. We noted that it may be helpful to develop guidelines to facilitate nimble decision-making in emergency situations in the future.

Friends APPROVED authorizing our General Secretary or our Trustees, whichever seems more appropriate, to sign on to this lawsuit on behalf of Baltimore Yearly Meeting.

**I2025-04 Closing.** During an extended period of silent worship, Friends expressed their appreciation for the service of the Clerk and Recording Clerk, and spoke of the deep love and trust they experience as part of the Baltimore Yearly Meeting community.

The meeting closed at 12:45 pm. The next Interim Meeting is scheduled for March 22, 2025, and will be held somewhere in the DC area.

#### **Attachment I2025-02**

Stewardship and Finance Committee Report on the Revised 2025 Budget

**BYM Full Budget Summary**

			2025	
	2023 Actual	2024 Budget	Budget AS APPROVED	2025 Budget REVISED
<b>Revenue</b>				
Total Contributed Revenue	\$358,324	\$350,000	\$375,000	\$375,000
Total Earned Revenue	\$1,525,317	\$1,881,985	\$1,983,726	\$1,723,480
Total Apportionment	\$504,170	\$562,352	\$540,000	\$540,000
Total Released Funds	\$205,588	\$161,000	\$230,291	\$230,391
Total Other Revenue	\$316,591	\$50,100	\$54,600	\$54,600
<b>Total Revenue</b>	<b>\$2,909,990</b>	<b>\$3,005,437</b>	<b>\$3,183,617</b>	<b>\$2,923,471</b>
<b>Expenses</b>				
Total Personnel	\$1,581,762	\$1,742,483	\$1,815,321	\$1,766,964
Total Professional Services	\$169,745	\$122,550	\$124,745	\$62,435
Total Administrative Operating Costs	\$267,969	\$316,032	\$343,216	\$331,401
Total Utilities & Physical Plant	\$176,938	\$157,580	\$191,621	\$159,371
Total Vehicles	\$57,242	\$92,900	\$73,700	\$65,200
Total Program Costs	\$375,717	\$387,075	\$443,380	\$395,050 *
Total Misc. Costs	\$6,179	\$12,850	\$6,300	\$350
Total Depreciation	\$165,600	\$158,403	\$194,900	\$194,900 *
<b>Total Expenses</b>	<b>\$2,801,151</b>	<b>\$2,989,873</b>	<b>\$3,193,183</b>	<b>\$2,975,671</b>
<b>Revenue Over Expenses</b>	<b>\$108,839</b>	<b>\$15,564</b>	<b>(\$9,566)</b>	<b>(\$52,200)</b>



## BYM Camps Detail

	2023 Actual	2024 Budget	2025 Budget (as approved)	2025 Budget Revised
<b>Revenue</b>				
Total Earned Revenue	\$1,427,188	\$1,788,905	\$1,888,446	\$1,628,200
Total Apportionment		\$0		
Total Released Funds	\$162,788	\$120,000	\$214,391	\$214,391
Total Other Revenue	\$0	\$100	\$42,600	\$42,600
<b>Total Revenue</b>	<b>\$1,720,866</b>	<b>\$1,984,005</b>	<b>\$2,245,437</b>	<b>\$1,985,191</b>
<b>Expenses</b>				
Total Personnel	\$1,081,302	\$1,173,970	\$1,258,988	\$1,230,288
Total Professional Services	\$58,960	\$84,150	\$75,747	\$20,435
Total Administrative Operating Cc	\$162,886	\$182,892	\$215,100	\$216,525
Total Utilities & Physical Plant	\$94,784	\$81,330	\$115,121	\$90,371
Total Vehicles	\$54,491	\$91,800	\$71,550	\$63,850
Total Program Costs	\$224,988	\$231,950	\$262,600	\$232,450
Total Misc. Costs	\$150	\$6,200	\$100	\$100
Total Depreciation	\$154,644	\$146,903	\$183,900	\$183,900
<b>Total Expenses</b>	<b>\$1,832,204</b>	<b>\$1,999,195</b>	<b>\$2,183,106</b>	<b>\$2,037,919</b>
<b>Revenue Over Expenses</b>	<b>(\$111,338)</b>	<b>(\$15,190)</b>	<b>\$62,331</b>	<b>(\$52,728)</b>

### Expense Detail by Program/Committee

	2022 Actuals	2023 Actuals	2024 Budget	2025 Budget, Revised
<b>Program Expenses</b>				
Youth Programs	\$71,076	\$92,863	\$81,706	\$51,318
STRIDE	\$94,935	\$109,030	\$87,076	\$87,815
Development	\$164,547	\$83,350	\$138,732	\$154,018
Annual Session	\$66,443	\$70,590	\$71,300	\$81,550
Spiritual Formation	\$16,213	\$22,674	\$22,200	\$25,500
Women's Retreat	\$219	\$3,009		\$0
BYM Camps	\$1,507,385	\$1,832,204	\$1,999,195	\$2,037,919
<i>See BYM Camps Detail</i>				
General YM Program & Admin	\$90,406	\$546,260	\$541,478	\$494,451
<i>Personnel</i>	\$262,209	\$303,494	\$317,028	\$313,615
<i>Professional Services</i>	\$61,068	\$45,632	\$29,000	\$30,500
<i>Administrative Operating Costs</i>	\$95,902	\$69,571	\$76,450	\$59,386
<i>Utilities &amp; Physical Plant</i>	\$17,821	\$17,888	\$24,000	\$9,000
<i>Vehicles</i>	\$288	\$1,124	\$0	\$200
<i>Program Costs</i>	\$58,031	\$91,566	\$76,750	\$70,500
<i>Misc. Costs</i>	\$6,441	\$6,029	\$6,750	\$250
<i>Depreciation</i>	\$7,825	\$10,956	\$11,500	\$11,000
<b>Total Program Expenses</b>	<b>\$2,011,225</b>	<b>\$2,759,980</b>	<b>\$2,941,687</b>	<b>\$2,932,571</b>
<b>Committee Expenses</b>				
	2022	2023	2024	2025
Growing Diverse Leadership	\$0	\$3,000	\$1,000	\$1,000
Faith & Practice	\$0	\$0	\$0	\$0
Indian Affairs Committee	\$800	\$1,584	\$5,000	\$14,800
Ministry & Pastoral Care	\$629	\$3,228	\$0	\$0
Religious Ed		\$0	\$0	\$0
Trustees	\$3,274	\$7,024	\$0	\$0
Young Adult Friends	\$0	\$0	\$0	\$0
Intervisitation Working Group	\$9,356	\$1,630	\$1,000	\$0
Reparation Action Working Group	\$3,021	\$6,150	\$6,000	\$6,000
Working Group on Racism	\$500	\$3,067	\$20,000	\$20,000
Committee Overage Contingency	\$1,000	\$0	\$0	\$0
Interim Meeting	\$1,258	\$1,139	\$0	\$500
Unity with Nature	\$0	\$0	\$0	\$600
Advancement & Outreach	\$0	\$0	\$0	\$200
Other Program & Committee Exp	\$2,000	\$14,349	\$0	\$0
<b>Total Committee Expenses</b>	<b>\$21,839</b>	<b>\$41,171</b>	<b>\$33,000</b>	<b>\$43,100</b>
<b>Total Expenses</b>	<b>\$2,033,064</b>	<b>\$2,801,151</b>	<b>\$2,974,687</b>	<b>\$2,975,671</b>

# March 2025 Interim Meeting

22 March 2025

Alexandria Friends Meeting and via Zoom

**12025-05 Opening and Welcome.** Friends gathered into worship at 12:30 pm. Clerk Tom (T-Dubbs) Webb welcomed us, and read the land acknowledgement honoring the peoples and cultures, past and present, that have called this area home.

He asked a Friend to read a minute from Cincinnati Friends Meeting, supporting the lawsuit Baltimore Yearly Meeting has joined to protect our worship spaces from police intrusion.

Eli Courtwright welcomed Friends to Alexandria Monthly Meeting at Woodlawn. He noted that Alexandria has never hosted Interim Meeting before, and that the Meeting is delighted to have this opportunity. He invited those here in person to look around our wonderful 175-year-old meetinghouse.

T-Dubbs Webb introduced the others at the clerks' table: Deborah Haines (Alexandria), recording clerk, and Sarah Gillooly, BYM general secretary. He invited those who intend to serve as prayerful presences to move to the bench by the front door, or add that identification to their name on Zoom. He reviewed the technology we will be using today.

He reminded us that we are gathered here in worshipful discernment. He reviewed advices for how we can conduct business in that spirit.

He read the anti-racism queries that will guide our decision making today. He asked us to remember that we are traveling this road together, although we may have started at different points along the way.

**12025-06 Report from Monthly Meeting Change Groups.** The clerk introduced a description of the work being done by many Change Groups in our local meetings, compiled by the Working Group on Racism. This compilation was distributed in advance of the meeting.

**I2025-07 Nominating Committee.** Karie Firoozmand (Baltimore-Stony Run), clerk of Nominating Committee, presented the report. Nominating Committee is bringing forward the name of Chris Fee (Menallen) to serve as the Baltimore Yearly Meeting representative to the American Friends Service Committee for a term beginning in April, 2025. Friends APPROVED the nomination, and waived the second reading so that Chris Fee can begin service promptly.

Karie Firoozmand reported the following resignations:

Jean Pfefferkorn (Patapsco) from Unity with Nature

Jim Bell (Friends Meeting of Washington) from Stewardship & Finance

Alison Duncan (Adelphi) from Miles White Beneficial Society

Eileen Stanzione (Patapsco) from Ministry & Pastoral Care

Amanda Wessel (BYM Camps) from Camping Program

**I2025-08 Naming Committee.** Gloria Victor Dorr (Sandy Spring), clerk, reported for the Naming Committee. She brought forward the name of Deirdre Foley-Citro (Patapsco Friends Meeting) to serve on Search Committee, beginning immediately, for a term designated as 2025 to 2028. Friends APPROVED this nomination, and waived the second reading so that Deirdre Foley-Citro can begin service immediately.

**I2025-09 Treasurer's Report.** Jim Riley (Hopewell Centre), Treasurer, presented the report. He noted that this is the unaudited report that will be sent to the auditor for review. It shows that we ended 2024 with a small surplus of revenues over expenses in both unrestricted and restricted funds. A serious shortfall in camping revenue was effectively balanced by released funds and unrealized gains. The full report is attached.

Sarah Gillooly encouraged us to celebrate the fact the BYM is free of long-term debt. They noted the advantages that will accrue from switching all of our investments to Friends Fiduciary. Friends Fiduciary is not only fully aligned with our values, but it is now headed by an alumnus of the BYM Camping Program. They thanked our treasurer, Jim Riley, for his invaluable service to the Yearly Meeting. In response to a question, Sarah explained that a complete report on camping program expenses and revenue in 2024 will be prepared in time for the April Apportionment meeting. Friends expressed deep appreciation to Jim Riley for the clarity and accessibility of his reports.

**I2025-10 Development.** Development Manager Nikki Holland (Friends Meeting of Washington) presented the report. She noted that we exceeded our goals for fundraising in 2024, and thanked Friends for their generous support. She looks forward to visiting more meetings in the spring and getting to know more members of the BYM family. She thanked all the members of the Development Committee for their hard work.

Arthur Meyer Boyd (Baltimore-Stony Run) presented the report of the Special Campaign for Opequon Quaker Camp. The campaign began in 2023, and will wrap up this spring, almost one year ahead of the initial schedule. Construction of the camp site is nearly complete. The cabins are in progress, the road has been graded, and permits have been received for the new composting toilets. He urged us all to consider making a gift to the campaign to help it reach the finish line.

**I2025-11 General Secretary's Report.** Sarah Gillooly presented the general secretary's report. They spoke of how their job has three parts: managing staff, managing resources, and working with constituents. They noted that Brian Massey resigned as Camping Program Manager to accept another offer, and thanked him for his four years of service. They introduced Zora Tucker, Charlottesville, who is serving as interim manager while a search for a replacement is underway. They expressed deep gratitude to Dylan Phillips, who is leaving his position as Catoctin Caretaker this spring. They spoke of all he has done for the Yearly Meeting, and thanked him for the long lead-time he allowed them to find his replacement. Minutes of appreciation for Brian and Dylan will be brought to a subsequent meeting. They noted that a search is also underway for a new Youth Programs director, a position that has been vacant since September. They noted that programs to support our youth are more essential than ever in these difficult times.

Sarah announced that we will be getting a new website as early as next week. Our current one is now fifteen years old. They spoke of how plans are coming together for annual session. They spoke of the pain Friends in our area are feeling due to the disruption of the federal government. They spoke of how Friends meetings have been stepping up to make sure their young people can come to camp this summer, and joining together to support those who have lost their jobs. They expressed deep gratitude to David Hunter, who finally, after a very long struggle, managed, to get our septic permits approved.

They spoke of the lawsuit BYM has joined to protect houses of worship. This act of conscience has received national attention, and brought in an outpouring of support. They spoke of the enormous pressure they have been feeling with so many troubles to confront, and thanked Friends for their patience as we navigate through troubled times.

A Friend read a letter from St. Johns Friends Worship Group, Canadian Yearly Meeting, thanking us for joining the lawsuit against the Department of Homeland Security.

**I2025-12 Supervisory Committee.** Rebecca Haines Rosenberg (Alexandria), co-clerk of Supervisory Committee, presented the report. She spoke of how this has been a time of unusual turnover in the staff, which places additional burdens on the General Secretary. She noted that this time of turnover is an opportunity for committees to review what they expect from staff, and to consider whether more could be done by volunteers. She reminded us that our staff are mighty, but few. She urged us to approach them with curiosity and tenderness, and to remember how much they do for all of us.

In response to a question, Rebecca explained that the Camping Program Associate helps support administrative preparations for the camping season. It is a remote offsite position, which was added to the budget in 2023. Friends thanked Supervisory Committee for their faithful service in caring for our staff. The report is attached.

**I2025-13 Reparations Action Working Group.** Marcy Seitel (Adelphi), clerk of the Reparations Action Working Group, presented the report. On May 17 there will be the first ever national reparations rally that will bring together groups from across the country working on reparations for African Americans. The rally will call for a commission to be set up to address the issue of reparations. Marcy noted that the first step in moving toward reparations is to determine the nature and scope of the problem. Until we understand the history of harm, we cannot address it. Once we understand, the next steps will become clear. She spoke of her hope that Friends everywhere will join this movement. Marcy noted that about 100 organizations appear on the rally website. The Reparations Action Working Group has signed the pledge, and hopes BYM will sign as well. She read the statement we are being asked to endorse.

“I pledge to respect in word and deed the people and organizations that are part of the Reparations Movement in the United States.”

During the discussion that followed, it was suggested that the pronoun should be changed from “I” to “we” for our purposes. It was suggested that a “pledge” is a kind of oath, and it might be fruitful for us to find another word that is more consistent with our Quaker values. It was pointed out that we would not be promising to agree with or support the aims and actions of the other groups involved, but merely to respect them.

Friends expressed a strong sense of unity around endorsing and participating in the rally, and affirmed our commitment to the work of reparations, but could not agree to sign the pledge on behalf of BYM because so many Friends felt reservations regarding various aspects of the wording.

**I2025-14 Peace and Social Concerns Proposal to Establish a Working Group on Palestinian Israeli Peace.** Annette Breiling (Frederick), co-clerk of Peace and Social Concerns, presented the report. She explained that the Peace and Social Concerns Committee would like to form a Working Group on Palestinian Israeli Peace (PIP), to seek to help meetings learn about and find unity around this issue. Louisa Davis (Homewood), who has agreed to convene the working group, noted that Friends from at least a dozen meetings have expressed an interest in participating. Friends concurred with the decision to establish a Working Group on Palestinian Israeli Peace under the care of the Peace and Social Concerns Committee.

A Friend read a letter from Wellington Meeting in New Zealand, expressing deep sympathy in our time of trouble, and support for our stand against the invasion of houses of worship.

**I2025-15 Laying Down the Intervisitation Working Group.** Clerk T-Dubbs Webb explained that the Ministry and Pastoral Care Committee is proposing to lay down the Intervisitation Working Group. The committee is no longer active, but the tradition of welcoming visitors to annual session is continuing. Sarah Gillooly spoke of the cultural and spiritual impact the BYM intervisitation program has had during the past two decades. It grew out of a desire to get to know those within the Quaker world who did not share values that were important to BYM. Instead of separating from them, we were led by spirit to go and worship with them. The intervisitation movement that grew out of this concern has spread throughout the Quaker world, and has been transformational. Friends concurred with this decision.

**I2025-16 Laying down the Internet Communications Working Group and the Growing Our Meetings Working Group.** Steve Morse (Langley Hill), clerk of the Advancement and Outreach Committee, reported that the Committee is proposing to lay down the Intercommunications Working Group, and the Growing our Meetings Working Group. The issues these groups were working on are still of active concern, and are considered by the Committee as a whole, but the working groups have not been meeting for many years. Friends concurred with this decision.

**I2025-17 Laying Down the Working Group on Refugees, Immigrants, and Sanctuary and the Working Group on Civil and Human Rights of Transgender and Non-Binary People.** Peace and Social Concerns Committee is proposing to lay down the Working Group on Refugees, Immigrants, and Sanctuary, and the Working Group on Civil and Human Rights of Transgender and Non-Binary People. Friends concurred with this decision.

A Friend noted that the Advancement and Outreach Committee has an active working group on Welcoming Transgender and Non-Binary Friends that is carrying forward the concerns formerly addressed by one of the working groups just laid down by the Peace and Social Concerns Committee.

A postcard from a Friend in Texas read simply “Thank you for suing DHS to block immigration enforcement in houses of worship.” The clerk noted that we have received dozens of communications expressing support for our witness, from around the country and around the world.

**I2025-18 Manual of Procedure Committee.** The report of the Manual of Procedure Committee was laid over until a later meeting.

**I2025-19 Next Meeting.** Interim Meeting is scheduled to meet again on June 21, with the location yet to be determined.

**I2025-20 Closing.** The meeting closed with a period of open worship and a deep sense of gratitude for our time together.

#### **Attachment I2025-09 Treasurer’s Report**

Today I am presenting and reporting on the unaudited financial statements of Baltimore Yearly Meeting for the year ended December 31, 2024. These are the statements we



give to our auditors, Withum (formerly bbd) in Philadelphia, so they can prepare the final audited statements. These statements consist of a Statement of Financial Position (or Balance Sheet) which shows our account balances as of 12/31/24 and a Statement of Activities which shows our revenues and expenditures for the entire year.

We know that 2024 was a year when camping fee income came in significantly under budget due to more payments at the lower end of the sliding scale. This new reality has created many challenges in planning for the 2025 and future budget years. The relevant committees and staff are working hard on this now and some hard decisions may have to be made. But we ended 2024 with a small surplus of revenues over expenses in both unrestricted and restricted funds.

### Balance Sheet

The balance sheet shows the unaudited balances in our various asset, liability, and net asset accounts as of December 31, 2024. In our asset accounts, BYM shows total cash of \$289,304. Our property and equipment accounts show the cost value of land, buildings, equipment, vehicles and other larger owned assets. The total is up about \$188,000 from a year ago. Our investments total \$2,132,777. This is an increase of about \$46,000 from the previous year. We have had investment accounts at both Friends Fiduciary and Morgan Stanley. Recently the Trustees of BYM decided to consolidate all of our investments at Friends Fiduciary. Total assets are about \$5.3 million.

The liabilities section only shows short-term liabilities. These are amounts owed within one year. BYM doesn't have any long-term debt.

Our unaudited total net assets (difference between total assets and total liabilities) on December 31, 2024, are \$5,261,162, which includes the 2024 surplus of \$138,777.

### Statement of Activities

The statement of activities shows the total revenue and expenditures for the year ended December 31, 2024. It is presented in five columns. The first column shows the unrestricted activity. The next three columns show restricted activity, and the fifth column shows the total of all activities. Most of our revenues and expenditures fall into the unrestricted or operating column.

Under revenues, BYM collected \$562,074 in apportionment, up about \$58,000 from the previous year. Our revenue from programs was just about \$1.6 million. Although up slightly from the previous year, we know that our camping revenue fell far short of budget for 2024. Our total contribution income was \$815,679, up about \$125,000 from 2023. This is due to a large increase in restricted contributions, mostly for the Opequon Camp project.

The released funds amount significantly affects the bottom line of our operating/unrestricted activity. It represents amounts taken from previously donated restricted funds (such as camp capital, camp scholarship and education funds) and spent for their restricted purpose. This means that the funds have been "released" from their restriction and spent. This amount in 2024 was just over \$415,000, of which \$313,000 was for Opequon Camp at the Rolling Ridge property.

Total investment income was \$253,570 which includes unrealized gains of about \$173,000. Unrealized gains represent the increase in the market value of our investments for the year. Total revenue was just about \$3.3 million.

The expenditures are listed next which total about \$3.16 million. Camp program expenditures total \$1,448,352. Camp property expenditures total \$743,364, an increase of about \$189,000 from 2023. The expenditures for the development program were up in 2024 because of the special campaign to raise funds for Camp Opequon.

The bottom line shows revenues exceeding expenditures by \$138,777. The unrestricted part of this was an excess of revenues over expenditures of \$68,223. This amount was significantly impacted by the released funds and the unrealized gains.

The auditors will allocate some of our investment income to restricted purposes so we do not yet know how our unrestricted reserves will be affected for 2024. The audited financial statements for December 31, 2023 show unrestricted net assets of \$1,043,201.

Respectfully submitted,  
James Riley  
BYM Treasurer  
Hopewell Centre Meeting

# Baltimore Yearly Meeting

Balance Sheet  
As of 12/31/2024

		Current Year	
Assets			
Current Assets			
Cash & Cash Equivalents			
Operating Account	274,872.44		1001
Payroll Acct	2,922.13		1002
Camp Property Manager	6,981.59		1004
Catoctin Caretakers Account	890.32		1005
Shiloh Caretakers Account	1,098.47		1006
Catoctin Directors Account	240.03		1007
Shiloh Directors Account	206.18		1008
Opequon Directors Account	1,500.80		1009
TA Directors Account	492.23		1010
Petty Cash	100.00		1050
Total Cash & Cash Equivalents	289,304.19		
Accounts Receivable			
Apportionment Receivable	6,337.90		1200
Student Loans Receivable	628.32		1300
Allowance for Doubtful Accts	(32,948.15)		1302
Camp Rental Receivables	37,260.90		1503
Harford Friends School Note	40,000.00		1512
Staff Receivables	911.80		1590
Other Receivables	2,877.10		1599
Total Accounts Receivable	55,067.87		
Prepaid Expenses			
Deposits	2,200.00		1715
Total Prepaid Expenses	2,200.00		
Total Current Assets	346,572.06		
Long-term Assets			
Property & Equipment			
Land	1,106,495.65		2010
Land Improvements	377,407.96		2011
Buildings	1,947,374.89		2020
Leasehold Improvements	285,601.15		2030
Accum. Depr. Buildings & Leasehold	(1,464,952.43)		2039
Furniture, Fixtures & Equipment	272,801.55		2050
Accum. Depr. FF&E	(243,048.30)		2059
Vehicles	235,255.87		2060
Accum. Depr. Vehicles	(208,810.11)		2069
Projects in Progress	602,275.98		2900
Total Property & Equipment	2,910,402.21		
Long-term Investments			
Friends Fiduciary	1,473,810.51		1110
Sandy Spring Bancorp Stock	1,015.20		1111
Morgan Stanley Smith Barney	657,951.48		1113
Total Long-term Investments	2,132,777.19		
Total Long-term Assets	5,043,179.40		
Total Assets	5,389,751.46		
Liabilities			
Short-term Liabilities			
Accounts Payable			
Account Payable	55,511.55		3000
Total Accounts Payable	55,511.55		
Deferred Revenue			
Prepaid Apportionment	15,291.00		3130
Deferred Apportionment	(9,140.01)		3200
Total Deferred Revenue	6,150.99		
Other Short-term Liabilities			

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**Baltimore Yearly Meeting**

Balance Sheet  
As of 12/31/2024

	Current Year	
Wages Payable	54,652.09	3010
Payroll Taxes Payable	10,185.95	3020
Pension Payable	3,467.16	3030
FSA Payable	(1,378.39)	3060
Total Other Short-term Liabilities	66,926.81	
Total Short-term Liabilities	128,589.35	
Total Liabilities	128,589.35	
Net Assets		
Beginning Net Assets		
Net Assets		
Net Assets	5,122,385.02	4099
Total Net Assets	5,122,385.02	
Total Beginning Net Assets	5,122,385.02	
Current YTD Net Income		
	138,777.09	
Total Current YTD Net Income	138,777.09	
Total Net Assets	5,261,162.11	
Total Liabilities and Net Assets	5,389,751.46	

Baltimore Yearly Meeting  
Statement of Activities  
From 1/1/2024 Through 12/31/2024

	Unrestricted	Designated	Temp Restricted	Perm Restricted	Total
Operating Revenue					
Apportionment Income					
Apportionment	562,074.17	0.00	0.00	0.00	562,074.17
Apportionment	0.00	0.00	0.00	0.00	0.00
Total Apportionment	562,074.17	0.00	0.00	0.00	562,074.17
Program Revenue	1,599,043.36	0.00	0.00	0.00	1,599,043.36
Contributions					
Contributions	327,598.75	0.00	0.00	0.00	327,598.75
In Kind Contributions	1,924.03	0.00	0.00	0.00	1,924.03
Bequests	0.00	0.00	0.00	0.00	0.00
Restricted Contributions	0.00	0.00	484,961.67	1,195.00	486,156.67
Grants Received	0.00	0.00	0.00	0.00	0.00
Total Contributions	329,522.78	0.00	484,961.67	1,195.00	815,679.45
Revenue Released from					
Released Funds	415,602.20	0.00	(415,602.20)	0.00	0.00
Interest & Dividends	65,655.65	0.00	0.00	0.00	65,655.65
Unrealized Gain (Loss)	172,710.08	0.00	0.00	0.00	172,710.08
Realized Gains (Loss)	15,203.93	0.00	0.00	0.00	15,203.93
Change in value of CGA	0.00	0.00	0.00	0.00	0.00
Total Investment Income	253,569.66	0.00	0.00	0.00	253,569.66
Property & Vehicle Rental					
Property Rental Income	49,589.52	0.00	0.00	0.00	49,589.52
Program Rental of	0.00	0.00	0.00	0.00	0.00
Vehicle Rental Income	0.00	0.00	0.00	0.00	0.00
Total Property & Vehicle	49,589.52	0.00	0.00	0.00	49,589.52
Gain(Loss) on Sale of Assets	2,601.24	0.00	0.00	0.00	2,601.24
Revenue from Sale of Goods					
Book Sales	12,744.82	0.00	0.00	0.00	12,744.82
Clothing Sales	1,259.73	0.00	0.00	0.00	1,259.73
Other Sales	0.00	0.00	0.00	0.00	0.00
Purchase for Resale	0.00	0.00	0.00	0.00	0.00
Total Revenue from Sale of	14,004.55	0.00	0.00	0.00	14,004.55
Other Income	2,396.41	0.00	0.00	0.00	2,396.41
Total Operating Revenue	3,228,403.89	0.00	69,359.47	1,195.00	3,298,958.36

Baltimore Yearly Meeting  
Statement of Activities  
From 1/1/2024 Through 12/31/2024

		Unrestricted	Designated	Temp Restricted	Perm Restricted	Total
Expenditures						
100	Admin	505,847.52	0.00	0.00	0.00	505,847.52
200	Camp Program	441,046.32	0.00	0.00	0.00	441,046.32
210	Catoctin Program	284,721.00	0.00	0.00	0.00	284,721.00
220	Shiloh Program	232,116.92	0.00	0.00	0.00	232,116.92
230	Opequon Program	8,101.43	0.00	0.00	0.00	8,101.43
240	Teen Adventure Program	225,239.75	0.00	0.00	0.00	225,239.75
241	TA Bike Program	0.00	0.00	0.00	0.00	0.00
250	Camp Alumni Program	0.00	0.00	0.00	0.00	0.00
260	Outreach & Inclusion	82,898.63	0.00	0.00	0.00	82,898.63
270	Rolling Ridge	257,126.24	0.00	0.00	0.00	257,126.24
300	Camp Property	257,502.47	0.00	0.00	0.00	257,502.47
310	Catoctin Property	137,483.31	0.00	0.00	0.00	137,483.31
320	Shiloh Property	84,709.81	0.00	0.00	0.00	84,709.81
330	Opequon Property	69,907.00	0.00	0.00	0.00	69,907.00
370	Rolling Ridge Property	193,761.14	0.00	0.00	0.00	193,761.14
410	Young Friends	0.00	0.00	0.00	0.00	0.00
415	Young Friends Exec.	0.00	0.00	0.00	0.00	0.00
420	Jr. Young Friends	0.00	0.00	0.00	0.00	0.00
430	Youth Programs	0.00	0.00	0.00	0.00	0.00
440	Youth Secretary	79,447.08	0.00	0.00	0.00	79,447.08
501	Advancement & Outreach	0.00	0.00	0.00	0.00	0.00
502	Ministry & Pastoral Care	22,845.45	0.00	0.00	0.00	22,845.45
503	Peace & Social Concerns	644.00	0.00	0.00	0.00	644.00
504	Religious Education	0.00	0.00	0.00	0.00	0.00
505	Young Adult Friends	0.00	0.00	0.00	0.00	0.00
506	Unity With Nature	0.00	0.00	0.00	0.00	0.00
508	Interim Meeting	217.11	0.00	0.00	0.00	217.11
510	Stewardship & Finance	0.00	0.00	0.00	0.00	0.00
511	Trustees	1,026.18	0.00	0.00	0.00	1,026.18
513	Indian Affairs	14,829.07	0.00	0.00	0.00	14,829.07
514	Racism WG	21,156.00	0.00	0.00	0.00	21,156.00
515	Intervisitation	0.00	0.00	0.00	0.00	0.00

Baltimore Yearly Meeting  
Statement of Activities  
From 1/1/2024 Through 12/31/2024

		Unrestricted	Designated	Temp Restricted	Perm Restricted	Total
517	Faith & Practice Revision	0.00	0.00	0.00	0.00	0.00
518	Growing Diverse	1,300.00	0.00	0.00	0.00	1,300.00
519	Reparations Action	0.00	0.00	0.00	0.00	0.00
610	Annual Session	64,375.00	0.00	0.00	0.00	64,375.00
632	Spiritual Formation	24,195.06	0.00	0.00	0.00	24,195.06
633	Women's Retreat	0.00	0.00	0.00	0.00	0.00
635	Other BYM Programs	0.00	0.00	0.00	0.00	0.00
920	Development	149,684.78	0.00	0.00	0.00	149,684.78
	Total Expenditures	3,160,181.27	0.00	0.00	0.00	3,160,181.27
	Net Revenue over Expenditures	68,222.62	0.00	69,359.47	1,195.00	138,777.09

## **Attachment I2025-12 Supervisory Committee Report**

Supervisory Committee seeks to support our General Secretary, Sarah Gillooly, and advocate for the needs of staff, with the understanding that supporting our General Secretary goes hand in hand with supporting our staff and addressing their needs.

There have been a number of staff changes in the last year. We have started getting to know Randy Mattern, who joined BYM as Camping Program Associate last year, and Nikki Holland, who joined as Development Manager, and we look forward to strengthening these relationships, as well as meeting incoming camping program staff. We also said goodbye to Camping Program Manager Brian Massey and Youth Programs Manager Sunshine Klein, who have both had a huge influence on young people in our yearly meeting and the unique culture of our programs for youth. In March, Catoctin Caretaker Dylan Phillips will also depart, leaving BYM to run three simultaneous hiring processes for permanent staff this spring and summer, although we are grateful for the work of Interim Camping Program Manager Zora Tucker. Friends in the Yearly Meeting may not understand how turnover and the need for hiring and training impact the time and energy of a staff our size, and we hope that Friends can take that into account when communicating with BYM staff, who are all doing their best to meet the needs of the yearly meeting while learning and training others.

Many of our staff work directly with committees, and during this time of substantial staff turnover, there is a great opportunity for committees to consider and clarify what you expect from staff, and ask why tasks might be taken on by staff beyond “that’s what we’ve always done”. Keep in mind that those who are newer to BYM, both staff and volunteers, will benefit from clear communication and a deeper understanding of our committee processes. Sometimes in clarifying what our work together is, we will find practices that don’t benefit us or tasks that should be laid down. Changing our established habits and patterns can be difficult and uncomfortable, but it’s worth doing for the benefit of our community of staff and volunteers. It is also key to fulfilling our commitments as an anti-racist faith community.

Each year, members of Supervisory Committee interview members of BYM’s staff about their work and their roles in the yearly meeting. This is a joy and a learning experience, and we are committed to ensuring that it drives substantive action this year, which it has not always done in the past. This year we heard that staff are worried about Sarah’s



time and stress, and Sarah is worried about other staff having space to do their work. We heard that many of our staff would like to grow in their roles but struggle to find time for training and professional development, and that they may struggle to deepen their relationships with the wider yearly meeting community for the same reason. All of our staff are people with rich lives and concerns outside BYM who have chosen to work for the yearly meeting because of shared values.

BYM staff support a huge breadth of programming and relationships throughout the yearly meeting, and we hope that work is visible to Friends, even those not directly touched by it. We encourage all Friends to approach our staff with curiosity about their work. There is so much we do as a yearly meeting, and so much we can learn from each other.

This year, Supervisory Committee will continue our effort to update our staff handbook to reflect current practices and professional standards, assisted by HR professional Mari Schimmer. We will continue to advise and support Sarah in their role and reach out to others in the yearly meeting when additional hands, hearts, and brains are needed.

As part of our annual report each year, Supervisory shares BYM human resources costs for the current budget year. These details are below.

#### 2025 Budget and Human Resources Costs

Salaries \$817,553  
FICA \$62,543  
Benefits \$156,611  
Retirement \$49,053  
**Total \$1,085,760**

This is for 13 year-round staff: 9 at 1.0 FTE, 3 at 0.5 FTE, and 1 at 0.75 FTE. 38 % of human resources costs are expended for 4 positions that support Yearly Meeting services and program and business administration. 62% is expended for 9 positions that administer the camping program and camp property, youth programs, and STRIDE.

Respectfully submitted,  
Becka Haines Rosenberg and Betsy Tobin, co-clerks of Supervisory

# June 2025 Interim Meeting

21 June 2025

Friends House of Sandy Spring, MD and via Zoom

**I2025-20 Opening.** Friends settled into worship at 12:30 pm. Clerk Tom (T-Dubbs) Webb welcomed us to this session of Interim Meeting and introduced those assisting him this morning: Deborah Haines (Alexandria) Recording Clerk, and Sarah Gillooly, General Secretary, who is serving as tech assistant. The Clerk read the BYM land acknowledgement, honoring the indigenous people who were the stewards of this land until displaced by European settlers. He thanked Friends House for hosting our meeting today. He invited Friends who intend to hold the meeting in the Light to take a chair up front, or identify themselves online as a “prayerful presence.”

The Clerk reminded us that business in the manner of Friends is grounded in worship. We are not here to share our opinions, but to seek the leading of the Spirit. He reminded us that we are not asked to approve the reports we hear, but to accept them as a description of work that has been done on our behalf. He read the anti-racism queries that will guide our discernment today.

The Clerk noted that the Working Group on Racism and the Unity with Nature Committee submitted reports to be included with today’s documents. The report of the Unity with Nature Committee was inadvertently omitted, and will be circulated with next week’s announcements. Friends are encouraged to read these reports, and to bring questions or comments to the committee that submitted them.

**I2025-21 Nominating Committee.** The Clerk announced that the Nominating Committee has withdrawn its report for the time being. This was confirmed by the Nominating Committee Co-clerk, Karie Firoozmand (Stony Run).

**I2025-22 Educational Grants Committee.** The Clerk noted that the Educational Grants Committee has not met to consider scholarship applications this year, and asked for Friends to step forward if they are able to help carry this work forward.

Sarah Gillooly explained that Baltimore Yearly Meeting is able to award six to ten scholarships each year to young people affiliated in some way with BYM, out of an endowed fund. Since the committee has not met, no scholarships have been given out this year.

Several Friends volunteered to be temporarily coopted to the Educational Grants Committee to review the applications that have come in, and ensure that scholarships are awarded this year as usual. Karie Firoozmand noted that Friends ordinarily do not serve on more than one standing committee at a time, but recommended that we suspend that rule in this instance.

Friends APPROVED the following: Patty Nesbitt (Sandy Spring), Ruth Flower (Takoma Park), Beth Haw (Williamsburg), and John Yost (Eastland) will be coopted to Educational Grants Committee immediately to ensure that grants are disbursed this year. Patty Nesbitt will convene the expanded Committee, including the regularly nominated members. Karie Firoozmand will follow up with anyone who might be willing to serve as a nominated member in the future.

**12025-23 Naming Committee.** Steph Bean, Clerk of the Yearly Meeting presented the Naming Committee report submitted by Gloria Victor-Dorr (Sandy Spring).

Naming Committee Report

I bring the name of David Etheridge, Friends Meeting of Washington, to serve on Search Committee BYM Annual Session 2025 - 2028. In addition, Meg Boyd Meyer, will continue her service for a second term, 2025 - 2028.

Meg Boyd Meyer (Stony Run)	2022 – <b>2028</b> (Clerk through August 2, 2025)
Gene Throwe (FMW)	2023 – 2026
Josh Riley (Hopewell Center)	2024 – 2027
Deirdre Foley-Citro (Patapsco)	2025 – 2028
David Etheridge (FMW)	<b>2025 – 2028</b>

Search Committee assumes a vital role in the life, spirit, and community of BYM. We are seeking one additional member to serve on Search Committee, per the Manual of

Procedure suggestion that “Search Committee is composed of six persons, two appointed each year to serve a three-year term.”

Respectfully Submitted,  
Gloria Victor-Dorr  
Naming Committee  
Sandy Spring Monthly Meeting

(With gratitude to Steph Bean, Adelphi, for presenting this report.)

Friends APPROVED naming David Etheridge to Search Committee.

**I2025-24 Search Committee.** Steph Bean, Yearly Meeting Clerk, presented the report of the Search Committee, prepared by Meg Meyer (Stony Run) for a first reading.

Nominees:

For Supervisory Committee:

- Chip Tucker, Charlottesville Renew: August 2025 - August 2027
- Betsy Tobin, Frederick Renew: August 2025 - August 2027
- Ed Hustead, Friends Meeting of Washington: August 2025 - August 2027

A minimum of four nominees are needed for the Nominating Committee. If anyone is interested in knowing more about it, or has suggestions, please contact the Search Committee.

Thank you, Meg Meyer, Clerk

A second reading of this report will be scheduled at annual session.

**I2025-25 Treasurer's Report.** Jim Riley (Hopewell Centre) presented the Treasurer’s Report. He noted that BYM yearly meeting assets totaled \$6.2 million as of March 31. The Yearly Meeting has no long-term liabilities. He reviewed income and expenses for the first three months of the year. The audit for 2024 is well under way and the auditor’s report will be brought to Annual Session. The Treasurer’s Report is **attached**.

**I2025-26 Development Committee.** Barb Platt presented the report of the Development Committee. She introduced members of the committee, and thanked Friends for their ongoing support of the Yearly Meeting. She noted that there were twice as many new donors in the first few months of this year as in all of 2024, which is very good news. She announced that the special fundraising campaign for Opequon exceeded its goal. Any funds that are not needed by Opequon will be used for the other camp properties. She spoke of the need to significantly increase long-term financial support for the camping program. An interest group will be scheduled at annual session to suggest and explore possibilities. The report is **attached**.

**I2025-27 General Secretary's Report.** Sarah Gillooly presented their report. They have visited quite a few meetings in the past few months, in company with Nikki Holland, and have been impressed by the growth many of them are experiencing. This is wonderful news! They announced that a new camping program director and a new Catoctin caretaker have been hired. The hiring process for a Youth Programs director is not yet quite complete, but an announcement will be made at annual session. They spoke of the loss of Jerry Coates (Frederick), former Catoctin caretaker and longtime stalwart of the camping program. He will be greatly missed. They reviewed steps that have been taken to improve the management of finances, data and communications in the office. An effort is also underway to evict some snakes who have recently taken up residence. They announced that BYM, along with 215 other organizations, is being investigated by the U.S. House of Representatives for the possible misuse of federal funds, with reference to support for illegal immigrants. This is unlikely to trouble us. They read a poem by Alice Walker reminding us of the power of love and truth.

**I2025-28 Stewardship & Finance.** Linda Pardoe (Patapsco), Clerk of Stewardship and Finance, introduced the report. She noted that Stewardship and Finance has nine active members, and several ex officio members. She showed a slide summarizing changes to the 2025 budget necessitated by a projected shortfall in camp revenue. Camp registrations are projected to fall below the 90% occupancy rate needed to cover the costs of the program this year. This will require a variety of funding cuts. Our meetings have been asked to contribute more than their assessment to BYM this year to help address the shortfall. She thanked the meetings that have so far contributed \$20,000 in response to this request.

General Secretary Sarah Gillooly introduced the 2026 budget. They noted that a draft budget is usually presented to June Interim Meeting, but that is not being done this year, because we are in the process of seriously re-assessing our camping program. The third session at camp is always under-enrolled, in part because the public school year is starting earlier. We need to decide how to address this problem. Some parents have suggested that concentrating more exclusively on the arts at Opequon and cutting back on wilderness activities might increase enrollment. We need to adjust to the fact that the surge in enrollment we experienced during the pandemic was temporary. Insurance costs are sky-rocketing, and our sliding scale needs to be refined. Sarah pointed out that the declining enrollment in our camping program may be related to a nation-wide demographic shift. The age cohort that might go to camp is shrinking. The group exploring how we can adjust our program in the face of these challenges is hard at work, and expects to report to annual session.

Linda Pardoe spoke about the importance of anti-racism work in Baltimore Yearly Meeting, and noted how it is reflected in our budget. Stewardship and Finance is attempting to devote a larger portion of the budget to increasing equity, in consultation with a variety of BYM committees and working groups. This is an ongoing effort. Sarah Gillooly spoke of our commitment to direct more of our resources to those who have been disadvantaged by systemic racism and discrimination.

Friends accepted this report with gratitude.

**I2025-29 Peace & Social Concerns Committee.** Annette Breiling (Frederick) read a revised statement describing the charge of the Peace and Social Concerns Committee, intended to replace the statement currently in the Manual of Procedure. Friends raised a number of concerns. One Friend asked if this statement means that all Friends are expected to be conscientious objectors. One Friend recommended that the statement include reference to the fact that the Peace and Social Concerns Committee is the collection point for statements of conscience submitted by BYM Friends. A Friend suggested that the Peace and Social Concerns Committee should not be described as the “conscience of the Yearly Meeting,” since that is a responsibility that rests on all of us.

The body agreed to send this statement back to the Peace and Social Concerns Committee, with the recommendation that it be distributed to our local meetings for

consideration and comment.

**I2025-30 Manual of Procedure Committee.** Julie Odland (Frederick) presented the report. The Committee is recommending a variety of changes to the Manual of Procedure, set forth in a document distributed in advance of this meeting. The changes include a revised description of how BYM representatives will be named to the Board of the Rolling Ridge Conservancy, the addition of an appendix detailing the new policy on representative travel, and the suggestion that sessions of Interim Meeting be described in terms of the calendar quarter in which they occur.

After some discussion, Friends agreed to postpone consideration of whether we should rename the sessions of Interim Meeting. Friends suggested minor changes in the description of how members of the Rolling Ridge Conservancy Board will be named, to make clear which committees have responsibility at each stage of the process.

Friends suggested additional corrections that need to be made to the names of working groups and the identification of the committee that has them under its care. Annette Breiling announced that the working group recently established by the Peace and Social Concerns Committee has been re-named the Palestinian Israeli Peace and Justice Working Group. Clerk Tom Webb announced that the Reparations Action Working Group, formerly under the care of the Peace and Social Concerns Committee, is now under the care of the Ministry and Pastoral Care Committee. These and other minor corrections will be added to the report.

Friends APPROVED forwarding the revisions proposed by the Manual of Procedure Committee, with the exception of the item relating to the naming of Interim Meeting sessions, to annual session for approval.

**I2025-31 Update on Progress of Camp Governance Study Committee.** Clerk Tom Webb reported that the committee has consulted with legal counsel, and hopes to bring a proposal for changes in camp governance to annual session for a first reading.

**I2025-32 Faith & Practice Committee.** Ann Riggs reported that the Committee's draft revision of the section addressing "Care of the Earth" elicited very diverse responses from local meetings, reflecting, in part, the theological diversity within Baltimore Yearly Meeting. The Committee has worked very hard at revising the draft, and has done its

best to synthesize and balance these many diverse perspectives. She noted that it would be difficult for the Committee to make any more changes before the text is brought to annual session, but Friends may send prayerfully discerned comments to the Faith and Practice Committee if they are so led. Friends expressed gratitude to the Committee, and noted the extraordinary difficulty the work they are charged with doing. The proposed revision to Faith and Practice will be forwarded to annual session for approval.

**I2025-33 Travel Minutes.** Friends approved adding Baltimore Yearly Meeting as a signatory to the travel minute prepared for Jossie Dowling (Camping Program). The travel minute for Stuart Greene (Patapsco) is not yet ready for endorsement.

**I2025-34. Closing.** After a period of open worship, the meeting closed at 3:45 pm, to reconvene in November.

#### **Attachment I2025-25 Treasurer's Report**

Today I am reporting on BYM finances as of **March 31, 2025**. It is early in the year so camp payments are coming in but no seasonal camp expenses are going out yet. Also, in the first quarter, there were two unique events which impacted our financial statements. Here are a few items which I think are of particular interest.

The **Balance Sheet** gives us a snapshot of our assets, liabilities, and net assets as of March 31, 2025. Total cash was \$735 thousand. Cash is always high this time of year due to camp registration fees. Our investments had a total market value of \$2,074,423 on March 31, a slight decrease from this time a year ago. Also, you can see that our investments are now all at Friends Fiduciary since we closed the Morgan Stanley account during the first quarter. Total assets were just over \$6.2 million.

The rest of the Balance Sheet shows the liabilities and net assets. Total liabilities were \$608 thousand and are all short-term meaning they are owed in one year or less. Net assets, including the current year-to-date net income of \$397,469, were \$5,620,088, an increase of about \$350 thousand from a year ago.

The **Statement of Activities** shows the revenues and expenditures for the first three months of the year. Apportionment income was about \$104,000. The total 2025 budgeted amount for apportionment income is \$540,000. Program revenue was about



\$488,000. This is mostly from camp registration fees. Unrestricted contributions totaled about \$63,000, an increase of about \$17,000 from this time a year ago. Restricted contributions totaled about \$35,000. There is also an item showing \$126,565 received from a bequest. This, of course, is not a regularly recurring source of income but much appreciated and helpful for our finances. The investment income area shows an unrealized loss of \$266 thousand on our investments for the first three months of the year. This is due to decreases in the stock market. We also show a realized gain of \$209 thousand, the second unusual item on our financial statements. This occurred because we closed our Morgan Stanley account and sold all of the securities held by them. Total revenue through March was about \$764,000. A year ago, the first quarter revenue was about \$788,000.

The expenditures totaled about \$366,000. Of that amount, \$74 thousand were camp program expenses and \$106,576 were camp property expenses. Net revenue over expenditures totals \$397,469. Of this amount, a little over \$362,000 was unrestricted. Our audit for 2024 is well under way and I will be reporting on it at Annual Session. Hope to see everyone there.

Respectfully submitted,  
James Riley  
BYM Treasurer  
Hopewell Centre Meeting

**Baltimore Yearly Meeting**  
Balance Sheet  
As of 3/31/2025

	Current Year	
<b>Assets</b>		
<b>Current Assets</b>		
<b>Cash &amp; Cash Equivalents</b>		
Operating Account	721,106.99	1001
Payroll Acct	2,528.64	1002
Camp Property Manager	6,981.59	1004
Catoctin Caretakers Account	890.32	1005
Shiloh Caretakers Account	1,098.47	1006
Catoctin Directors Account	240.03	1007
Shiloh Directors Account	206.18	1008
Opequon Directors Account	1,500.80	1009
TA Directors Account	492.23	1010
Petty Cash	<u>100.00</u>	1050
Total Cash & Cash Equivalents	735,145.25	
<b>Accounts Receivable</b>		
Apportionment Receivable	442,242.45	1200
Student Loans Receivable	628.32	1300
Allowance for Doubtful Accts	(32,948.15)	1302
Harford Friends School Note	40,000.00	1512
Staff Receivables	820.28	1590
Other Receivables	<u>2,877.10</u>	1599
Total Accounts Receivable	453,620.00	
<b>Prepaid Expenses</b>		
Deposits	<u>4,400.00</u>	1715
Total Prepaid Expenses	<u>4,400.00</u>	
Total Current Assets	1,193,165.25	
<b>Long-term Assets</b>		
<b>Property &amp; Equipment</b>		
Land	1,106,495.65	2010
Land Improvements	385,907.96	2011
Buildings	2,104,881.35	2020
Leasehold Improvements	392,366.90	2030
Accum. Depr. Buildings & Leasehold	(1,447,639.69)	2039
Furniture, Fixtures & Equipment	224,612.88	2050
Accum. Depr. FF&E	(175,669.49)	2059
Vehicles	282,505.08	2060
Accum. Depr. Vehicles	(185,926.93)	2069
Projects in Progress	<u>273,673.03</u>	2900
Total Property & Equipment	2,961,206.74	
<b>Long-term Investments</b>		
Friends Fiduciary	2,073,408.20	1110
Sandy Spring Bancorp Stock	<u>1,015.20</u>	1111
Total Long-term Investments	<u>2,074,423.40</u>	
Total Long-term Assets	<u>5,035,630.14</u>	
Total Assets	<u><u>6,228,795.39</u></u>	
<b>Liabilities</b>		
<b>Short-term Liabilities</b>		
<b>Accounts Payable</b>		
Account Payable	<u>105,731.97</u>	3000
Total Accounts Payable	105,731.97	
<b>Deferred Revenue</b>		
Deferred Apportionment	<u>426,764.54</u>	3200
Total Deferred Revenue	426,764.54	
<b>Other Short-term Liabilities</b>		
Wages Payable	58,896.98	3010
Payroll Taxes Payable	10,510.67	3020
Pension Payable	10,316.49	3030

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**Baltimore Yearly Meeting**  
Balance Sheet  
As of 3/31/2025

	Current Year	
FSA Payable	<u>(3,513.67)</u>	3060
Total Other Short-term Liabilities	<u>76,210.47</u>	
Total Short-term Liabilities	<u>608,706.98</u>	
Total Liabilities	<u>608,706.98</u>	
Net Assets		
Beginning Net Assets		
Net Assets		
Net Assets	<u>5,222,619.13</u>	4099
Total Net Assets	<u>5,222,619.13</u>	
Total Beginning Net Assets	<u>5,222,619.13</u>	
Current YTD Net Income		
	<u>397,469.28</u>	
Total Current YTD Net Income	<u>397,469.28</u>	
Total Net Assets	<u>5,620,088.41</u>	
Total Liabilities and Net Assets	<u>6,228,795.39</u>	

Baltimore Yearly Meeting  
Statement of Activities  
From 1/1/2025 Through 3/31/2025

	Unrestricted	Designated	Temp Restricted	Perm Restricted	Total
Operating Revenue					
Apportionment Income					
Apportionment	104,599.45	0.00	0.00	0.00	104,599.45
Apportionment	0.00	0.00	0.00	0.00	0.00
Total Apportionment Income	104,599.45	0.00	0.00	0.00	104,599.45
Program Revenue	488,605.35	0.00	0.00	0.00	488,605.35
Contributions					
Contributions	63,748.87	0.00	0.00	0.00	63,748.87
In Kind Contributions	0.00	0.00	0.00	0.00	0.00
Bequests	126,565.19	0.00	0.00	0.00	126,565.19
Restricted Contributions	0.00	0.00	34,899.01	30.00	34,929.01
Grants Received	0.00	0.00	0.00	0.00	0.00
Total Contributions	190,314.06	0.00	34,899.01	30.00	225,243.07
Revenue Released from					
Released Funds	0.00	0.00	0.00	0.00	0.00
Total Revenue Released from	0.00	0.00	0.00	0.00	0.00
Restriction					
Investment Income					
Interest & Dividends	189.64	0.00	0.00	0.00	189.64
Unrealized Gain (Loss)	(266,561.44)	0.00	0.00	0.00	(266,561.44)
Realized Gains (Loss)	209,304.62	0.00	0.00	0.00	209,304.62
Change in value of CGA	0.00	0.00	0.00	0.00	0.00
Total Investment Income	(57,067.18)	0.00	0.00	0.00	(57,067.18)
Property & Vehicle Rental					
Property Rental Income	872.75	0.00	0.00	0.00	872.75
Program Rental of Property	0.00	0.00	0.00	0.00	0.00
Vehicle Rental Income	0.00	0.00	0.00	0.00	0.00
Total Property & Vehicle	872.75	0.00	0.00	0.00	872.75
Gain(Loss) on Sale of Assets	0.00	0.00	0.00	0.00	0.00
Revenue from Sale of Goods					
Book Sales	1,605.00	0.00	0.00	0.00	1,605.00
Clothing Sales	0.00	0.00	0.00	0.00	0.00
Other Sales	0.00	0.00	0.00	0.00	0.00
Purchase for Resale	0.00	0.00	0.00	0.00	0.00
Total Revenue from Sale of	1,605.00	0.00	0.00	0.00	1,605.00
Other Income	0.00	0.00	0.00	0.00	0.00
Total Operating Revenue	728,929.43	0.00	34,899.01	30.00	763,858.44

Baltimore Yearly Meeting  
Statement of Activities  
From 1/1/2025 Through 3/31/2025

		Unrestricted	Designated	Temp Restricted	Perm Restricted	Total
Expenditures						
100	Admin	141,519.66	0.00	0.00	0.00	141,519.66
200	Camp Program	72,167.17	0.00	0.00	0.00	72,167.17
210	Catoctin Program	695.00	0.00	0.00	0.00	695.00
220	Shiloh Program	158.55	0.00	0.00	0.00	158.55
230	Opequon Program	0.00	0.00	0.00	0.00	0.00
240	Teen Adventure Program	476.07	0.00	0.00	0.00	476.07
241	TA Bike Program	0.00	0.00	0.00	0.00	0.00
250	Camp Alumni Program	0.00	0.00	0.00	0.00	0.00
260	Outreach & Inclusion	13,079.18	0.00	0.00	0.00	13,079.18
270	Rolling Ridge	278.54	0.00	0.00	0.00	278.54
300	Camp Property	42,832.42	0.00	0.00	0.00	42,832.42
310	Catoctin Property	19,260.49	0.00	0.00	0.00	19,260.49
320	Shiloh Property	9,111.06	0.00	0.00	0.00	9,111.06
330	Opequon Property	144.00	0.00	0.00	0.00	144.00
370	Rolling Ridge Property	35,228.31	0.00	0.00	0.00	35,228.31
410	Young Friends	0.00	0.00	0.00	0.00	0.00
415	Young Friends Exec.	0.00	0.00	0.00	0.00	0.00
420	Jr. Young Friends	0.00	0.00	0.00	0.00	0.00
430	Youth Programs	0.00	0.00	0.00	0.00	0.00
440	Youth Secretary	873.74	0.00	0.00	0.00	873.74
501	Advancement & Outreach	0.00	0.00	0.00	0.00	0.00
502	Ministry & Pastoral Care	0.00	0.00	0.00	0.00	0.00
503	Peace & Social Concerns	0.00	0.00	0.00	0.00	0.00
504	Religious Education	0.00	0.00	0.00	0.00	0.00
505	Young Adult Friends	0.00	0.00	0.00	0.00	0.00
506	Unity With Nature	0.00	0.00	0.00	0.00	0.00
508	Interim Meeting	0.00	0.00	0.00	0.00	0.00
510	Stewardship & Finance	0.00	0.00	0.00	0.00	0.00
511	Trustees	0.00	0.00	0.00	0.00	0.00
513	Indian Affairs	0.00	0.00	0.00	0.00	0.00
514	Racism WG	0.00	0.00	0.00	0.00	0.00
515	Intervisitation	1,000.00	0.00	0.00	0.00	1,000.00
517	Faith & Practice Revision	0.00	0.00	0.00	0.00	0.00
518	Growing Diverse	0.00	0.00	0.00	0.00	0.00
519	Reparations Action	5,000.00	0.00	0.00	0.00	5,000.00
Working Group						
610	Annual Session	0.00	0.00	0.00	0.00	0.00
632	Spiritual Formation	0.00	0.00	0.00	0.00	0.00
633	Women's Retreat	0.00	0.00	0.00	0.00	0.00
635	Other BYM Programs	0.00	0.00	0.00	0.00	0.00
920	Development	24,564.97	0.00	0.00	0.00	24,564.97
Total Expenditures		366,389.16	0.00	0.00	0.00	366,389.16
Net Revenue over Expenditures		362,540.27	0.00	34,899.01	30.00	397,469.28

## **Attachment I 2025-26 Development Committee Report**

Development programs can chug along -- and thrive -- when you “plan the work, and work the plan.” That’s the approach of our committee and development staff, and we are pleased with results so far this year. Thank you to all who have already donated to BYM. Gifts of all sizes are welcome at all times of the year!

Income year to date is strong, with \$122,285 contributed as of late May. This is about \$27,000 ahead of last year’s donations at this time, with a 25% increase in the number of donors. To be determined: are many donors who typically give at year end “front-loading” their gifts? Or are more donors giving larger donations than in the past? Just a sample of the analysis we do on a regular basis to help shape strategy, and adapt.

We are having extended discussions about the long-term need for significantly increased fundraising for the camping programs -- beyond what is possible with our current staff configuration. We’ll hold an interest group at Annual Session to invite more people into this conversation. With hopes of deepening engagement with camp families, committee members from Development, Camping Program, and Camp Property committees have signed up to “meet and greet” families at the end of each session of each camp this summer.

Our Development Manager, Nikki Holland, has added local meeting visits (typically one per month) to her work, and this is proving rewarding on many levels. She is meeting and getting to know many more people around BYM, and helping build stronger connections between local meetings and BYM. Strengthening these relationships (“friend-raising”) is a key component of successful fundraising. In June, Nikki will finish her year-long course work and receive a Certificate in Fundraising Management from Indiana University’s Fundraising School.

Special Campaign for Opequon Quaker Camp: as the campaign concludes this month we are immensely grateful to the individuals and meetings who have contributed almost \$800,000 to the campaign. Every single dollar has been important, and spent well. What a joyful and successful opportunity this has given all of us! Special thanks go to the Special Campaign committee (listed below), to staff Sarah Gillooly, David Hunter and Nikki Holland, and consultant Barbara Wille for guiding this campaign to a fabulous end. The campaign will close on June 30. Donations received beyond the needs for OQC will

be used for other BYM camp property needs. BYM will recognize all donors (including meetings) for gifts received by June 30, other than "anonymous", on a plaque that will be on permanent display at Opequon Quaker Camp.

Barb Platt, clerk

*Development committee members:* Dave French, Gretchen Hall, Arthur Boyd, Barb Platt (clerk), Gloria Victor-Dorr, Al Best (liaison from Camping Program Committee), Marion Ballard (liaison from Trustees), Chris Greeley (Liaison from Camp Property Management Committee), Catherine Tall (liaison from Stewardship and Finance), Victor Thuronyi (co-opted)

*Special Campaign committee members:* Arthur Boyd (clerk), Gretchen Hall, Victor Thuronyi, Al Best, Jon Nafziger.

# 2025 Annual Session Minutes

July 29 - August 3, 2025

Hood College, Frederick, MD and online via Zoom

## Tuesday, July 29, 2025

**Y2025-1 Opening Worship.** The Meeting opened with a period of silent worship. Reading Clerk, Gloria Victor-Dorr (Sandy Spring) broke the silence by reading the theme for these Annual Sessions.

**Y2025-2 Welcome.** Presiding Clerk, Stephanie “Steph” Bean (Adelphi) welcomed Friends to the session.

The Clerk then introduced those assisting with this afternoon’s meeting: Presiding Clerk, Stephanie “Steph” Bean (Adelphi); Recording Clerk, Barbarie Hill (Charlottesville); Reading Clerk Gloria Victor-Dorr (Sandy Spring); Tech assistants, Carl Benson (Annapolis), Jason Eaby (Nottingham); Prayerful Presences, Jim Webner (Stony Run) and Windy Cooler (Sandy Spring).

The Clerk also oriented us to various arrangements needed for participating in communal decision-making, either in person or online, and shared with us several advices to consider when we are led to speak.

**Y2025-3 Antiracist queries and Land Acknowledgement.** To help us center our commitment to being an anti-racist faith community, the Reading Clerk read Pendle Hills’ anti-racism queries. BYM’s queries will be read at a later session.

The Clerk read a land acknowledgement:

*The Baltimore Yearly Meeting office is located on Piscataway ancestral land. BYM’s summer camps are located on the lands of the Piscataway (Catoctin Quaker Camp, near Thurmont, MD) and the Manahoac (Shiloh Quaker Camp, near Stanardsville, VA and Opequon camp, near Harpers Ferry, WV). BYM honors peoples and cultures of the many past and present Native Nations in our geographic area.*



The Clerk invited Friends to name other peoples who call these lands home: Monocan and Powhatan were named.

**Y2025-4 Welcoming Visitors and First Time Attenders.** The Clerk invited visitors and first-time attenders to introduce themselves. The following individuals did so: Liz Peacock (Columbia (GA) MM) (online); Beth Gorton (NEYM); Jessie Eaby (Reading (PA) MM of PYM); Nathan Kleban (Right Sharing of World Resources and Iowa City MM of Iowa YM Conservative); Megan Thomas (FCNL); Della Stanley-Green (Quaker Leadership Center at Earlham and Plainfield MM (IN) of Western YM); Jackson Napier (Co-Pastor of Fairfield (IN) MM in Western Yearly Meeting); Kathryn Pettus (Third Haven Monthly Meeting, Philadelphia Yearly Meeting); Fran Brokaw (Hanover (NH) MM of NEYM now attending Richmond (VA) MM); Janice Domanik (FGC and Illinois YM); Jean Smith (East Africa YM); Mary Mendez Bonnell (Alexandria MM); Laura McGuire (Stony Run MM)

**Y2025-5 Welcome from the Program Committee.** Program Committee Co-Clerk Linda Coates (Eastland Preparative of Little Britain) welcomed Friends to this Annual Session and introduced some of the members of the Program Committee who work all year to make this gathering possible.

**Y2025-6 Report from Interim Meeting.** IM Clerk Tom “TDubbs” Webb (Young Adult Friends) shared a report on Interim Meeting’s work this year, which was accepted. The written report is attached.

**Y2024-7 Revisions to the Youth Safety Policy.** Co-Clerk Tom Farquar (Sandy Spring) shared a request from Trustees for authority to make needed, timely changes to the Youth Safety Policy. While some Friends felt that the policy should be approved by the entire Yearly Meeting, it was emphasized that the Trustees and the General Secretary are personally responsible for the effects of this policy and would be legally vulnerable if revisions are not made quickly when the need arises. The request was approved with the understanding that we need more clarity from the Trustees and the Working Group on the Youth Safety Policy on the process used to develop this policy and more discussion within the wider BYM community on the policy’s structure and implementation.

**Y2025-8 Report of Nominating Committee.** Co-clerk Karie Firoozmand (Stony Run) began her presentation with an entertaining video demonstrating the work of the

Nominating Committee. Then she presented the 1<sup>st</sup> reading of the slate of nominations which was received with gratitude.

**Y2025-9 Manual of Procedure.** Committee Clerk, Arthur David Olson (Takoma Park Preparative of Adelphi), summarized the changes to the Manual of Procedure which were approved by the Interim Meeting and sent on to this Annual Session. The changes were approved and are attached.

**Y2025-10 Epistle Committee.** The Clerk reminded us of the valuable work done each year by the Epistle Committee and asked for volunteers to serve on the committee for this year's Annual Session. No volunteers were forthcoming at this session, so the request will be made again in later sessions.

## Wednesday, July 30, 2025

**Y2025-11 Opening Worship.** The Meeting opened with a period of silent worship. The Reading Clerk read a meditation by Victoria Safford.

**Y2025-12 Welcome, Land Acknowledgement, and Anti-Racist Queries.** Presiding Clerk, Stephanie "Steph" Bean (Adelphi) welcomed Friends to the session, both those who attended yesterday and new faces throughout the week, and reminded us of some orientation details.

The Clerk introduced those who are assisting with the morning meeting: Steph Bean (Adelphi), Presiding Clerk; Barbarie Hill (Charlottesville), Recording Clerk; Reading Clerk Gloria Victor-Dorr (Sandy Spring); Tech assistants Carl Benson (Annapolis) and Jason Eaby (Nottingham); Prayerful Presences Ruth Flower (Adelphi) and Zachee McGill (Shepherdstown and Homewood).

The Clerk read the land acknowledgement from the Indigenous Affairs Committee. Others added that the indigenous land in the Williamsburg, VA, area are Chickahominy, Eastern Chickahominy, Mattaponi, Pamunkey, Rappahannock, Upper Mattaponi, Nansemond, Monacan, Cheroenhaka (Nottoway), and Patawomeck. Near Alexandria, VA, the Doeg people fished the Potomac River, and the Susquehannock lived in central Pennsylvania.

The Reading Clerk read BYM's Anti-Racist Queries.

**Y2025-13 Queries for the day.** The Clerk read the following query: As you take in this week's experiences of our Beloved Community, how will you continue living in the power and life of the spirit?

**Y2025-14 Welcoming Visitors and First Time Attenders.** The Clerk invited visitors and first-time attenders to introduce themselves. The following individuals did so: Susan Russell Walters (Homewood and Pendle Hill); Coleen Lyons (Annapolis); Sally Eller (Sandy Spring).

**Y2025-15 Treasurer's Report.** Treasurer Jim Riley (Hopewell Centre) presented BYM financials through June of 2025 and a report on the draft 2024 audit. Both reports were accepted with appreciation, and the written reports are attached.

**Y2025-16 Development Report.** Gloria Victor-Dorr (Sandy Spring), member of the Development Committee, presented a report on the activities of the committee and on the status of our development program, including our Development Manager, Nikki Holland. The report was accepted with appreciation, and the written report will be included in the Yearbook under "Annual Reports."

**Y2025-17 Special Campaign for Opequon Quaker Camp.** Co-Clerk of the Development Committee Arthur Boyd (Stony Run) described and celebrated with us our successful special campaign for Opequon Quaker Camp, in which we reached our goal in the first two years of the planned four-year campaign. The final report is attached.

**Y2025-18 Camping Program Report.** Al Best (Richmond), Co-Clerk of the Camping Program Committee, asked camp staff to introduce themselves and reported on the committee's activities highlighting that the goal is to increase attendance beyond the current 90% in our camps. Greg Tobin (Frederick), Clerk of the Camp Property Management Committee, added that the committees work closely together and have fun working to improve all the properties. He encouraged us all to visit the new property at Rolling Ridge and to volunteer to help out at any of the camps. The reports were accepted with appreciation.

**Y2025-19 Camping Program Manager Report.** Interim Program Manager, Zora Tucker (Charlottesville), began her report with some camp history from reports given to BYM during the time when she was a camper some years ago. She pointed out that while some things have changed, there are themes that continue through the years. Her oral report was very informative and more entertaining than can be captured adequately in print.

**Y2025-20 Camp Governance Study Group Report.** A report was given by the ad hoc Camp Governance Study Group, attached. The recommendation of the Committee will be coming forward for a decision at a future date. Robin Mohr of Green Street Meeting, Philadelphia Yearly Meeting, then led Friends in worship sharing answering the questions: What is most treasured and essential about the 100-year relationship between BYM and the camping program? What is your North Star as we continue to discern on this change? What concerns or questions are rising for you?

**Y2025-21 Epistle Committee.** The Clerk announced that Jim Webner (Stony Run) has volunteered to be on the Epistle Committee, and other volunteers will be welcome.

## Thursday, July 31, 2025

**Y2025-22 Opening Worship.** The Meeting opened with a period of silent worship. The Reading Clerk offered a reading from George Fox.

**Y2025-23 Welcome, Land Acknowledgement, and Anti-Racist Queries.** Presiding Clerk, Stephanie “Steph” Bean (Adelphi) welcomed Friends to the session, both those who attended yesterday and those joining us for the first time today, and reminded us of some orientation details.

The Clerk introduced those who are assisting with the morning meeting: Steph Bean (Adelphi), Presiding Clerk; Barbarie Hill (Charlottesville), Recording Clerk; Reading Clerk Gloria Victor-Dorr (Sandy Spring); Tech assistants Carl Benson (Annapolis), Jason Eaby (Nottingham), Dave Diller (Adelphi), and Jeff Welsh (Hood College); Prayerful Presences Otis Kenny (Roanoke) and Ruth Flower (Adelphi).

The Clerk read the land acknowledgement of the campus where we currently are meeting in person:

Hood College acknowledges that it was established on lands in harmony with tribes of the Algonquin and Iroquois language families. Many tribes, including the Piscataway,

and Tuscarora tribes passed through and resided in this region. Hood College recognizes this past and offers humble respect to the indigenous peoples of the past, present, and future connected to this place.

The Clerk also read BYM's Anti-racist Queries.

**Y2025-24 Welcoming Visitors and First Time Attenders.** The Clerk invited visitors and first-time attendees to introduce themselves. The following individuals did so: Stacey LaRoy (Herndon); Roger Reynolds (Olney Friends School).

**Y2025-25 Epistle Committee Update.** The Clerk reminded us of the work of the Epistle Committee and emphasized that the hope for the epistle is to have enough voices from different aspects of the Yearly Meeting to reflect a breadth of experience and voice. They announced the nomination of Jim Webner (Stony Run) and Donna Kolaetis (Menallen) to be on this year's Epistle Committee. The nominations were approved. More volunteers or suggestions for people to serve are still welcome.

**Y2025-26 Stewardship and Finance Report.** Co-Clerk Linda Pardoe (Patapsco) introduced other members of the committee. She led us through the steps taken to develop the budget and then read a rough version of the 2026 budget which is currently in deficit. The Committee will continue its work along with staff and others throughout the Yearly Meeting to bring the budget into balance, and a revised budget proposal will be brought to Interim Meeting in November. She also presented the proposed plan of apportionment for each local meeting. The slides from the presentation are attached.

**Y2025-27 General Secretary Report.** General Secretary Sarah Gillooly began their extemporaneous report by acknowledging the support and service of Hood College staff as well as of Linda Coates, Clerk of Program Committee. Sarah shared their deep love for the Yearly Meeting and pointed out some of their observations, including expansion of meetings and the return of young people to religion, highlighting the need for us to talk more about our faith and share our beliefs. They also see the underbelly of BYM with financial constraints and a reduced staff but no reduction in the demands made of the people who remain. The entire staff try to keep both the positives and negatives in view, but Sarah confided that personal burnout became a problem this year as a result of overwork and the unwieldy governance of our organization. Harriet Dugan will be leaving our staff in September after two years of covering two jobs for us. Sarah

informed us that ours is the only YM in the country that makes our decisions by the whole rather than by representative bodies between annual sessions. Sarah also suggested that the camping program has matured and, like a beloved child, must move toward more independence. Finally, Sarah reiterated their love for us and for their service to us. Sarah's love was returned in abundance, and the body held them in the Light. Their report was accepted with gratitude.

**Y2025-28 Spiritual State of the Meeting.** Karen Lockett (Frederick) and Kevin-Douglas Olive (Homewood) of the Ministry and Pastoral Care Committee read their report of the spiritual state of the meeting which was assembled from meetings and committees throughout the Yearly Meeting. Friends recommended two addenda to this report: 1) a desire was expressed that the Global Majority Friends Caucus become a larger part of the life of local meetings and the Yearly Meeting as a whole, 2) the book developed by the End of Life Working Group on end-of-life support, *A Tender Time*, has been an important ministry to a wide audience of Friends as evidenced by brisk sales. Karen reminded us that all the reports received from committees and local meetings are also available as an addendum to the report as it was read. The report was accepted, and the Spiritual State of the Meeting report will be printed in the Yearbook.

**Y2025-29 Changes to *Faith and Practice*.** Anne Riggs (Annapolis) of the Faith and Practice Committee oriented us to the work that has been done on changes to the Care of the Earth section of *Faith and Practice*. Attached. The changes will be considered fully in our next business session.

## Friday, August 1, 2025

**Y2025-30 Opening Worship.** The Meeting opened with a period of silent worship. The Reading Clerk read a quote from Thomas Kelly's *Testament of Devotion*.

**Y2025-31 Welcome, Land Acknowledgement, and Anti-Racist Queries.** Presiding Clerk, Stephanie "Steph" Bean (Adelphi) welcomed Friends to the session and reminded us of some orientation details.

The Clerk introduced those who are assisting with the morning meeting: Steph Bean (Adelphi), Presiding Clerk; Barbarie Hill (Charlottesville), Recording Clerk; Reading Clerk Gloria Victor-Dorr (Sandy Spring); Tech assistants Carl Benson (Annapolis) and Jason

Eaby (Nottingham); Prayerful Presences Peggy Dyson-Cobb (Maury River) and Linda Goldstein (Charlottesville).

The Clerk read the land acknowledgement provided by our Indigenous Affairs Committee, and the Reading Clerk read our Anti-Racist Queries.

**Y2025-32 Welcoming Visitors and First Time Attenders.** The Clerk invited visitors and first-time attendees to introduce themselves. The following individuals did so: Angela Hicks (Annapolis); Mary Mendez Bonnell (Alexandria); Stacey LaRoy (Herndon); Virginia Bainbridge (Shepherdstown); Mark and Jean Kaufman (PYM); Kara Reisler (Oxford)

**Y2025-33 Roll Call of Local Meetings and Special Groups.** Junior Yearly Meeting Friends Trinity Cannon (Nottingham), Melody Hoffman (Herndon), Bianca Sikinyi (Friends Church of Baltimore), Maya Hoffman (Herndon), Brynlee Reiser (Oxford), Whipple Shroyer (Annapolis), Victoria Sikinyi (Friends Church of Baltimore), and Christian Velez (Shepherdstown) called the roll, and Friends were acknowledged in turn as they identified with individual local meetings and worship groups and other affiliations such as Young Friends, Young Adult Friends, Friends Schools, Quaker camps, and Friends groups outside of BYM.

**Y2025-34 Junior Yearly Meeting Report.** Erik Hanson (Sandy Spring), Clerk of the Religious Education Committee and JYM, named a very long list of people who have contributed their time and expertise to JYM activities this week. The report was accepted.

**Y2025-35 Faith and Practice Committee.** Anne Riggs (Annapolis) presented the proposed changes to the Care of the Earth section of our *Faith and Practice*, indicating that the changes have been revised following the 1st reading at Interim Meeting. She emphasized that this writing expresses our current understanding distilled from many voices around the YM. After hearing concerns raised by Friends during this session and recording them for some future consideration, Friends APPROVED the proposed changes.

**Y2025-36 Representatives of Friends' Organizations.** The following representatives gave updates on their organizations' work: Olivia Delaplaine (FCNL); Nathan Kleban (Right Sharing of World Resources); Becca Haynes Rosenberg (FGC); Wayne Finegar

(Quaker House in Fayetteville, NC); Susan Russell Walters (Pendle Hill); Carl Benson (Friends Wilderness Center and Rolling Ridge Conservancy); Della Stanley-Green (Quaker Leadership Center at Earlham).

## Saturday, August 2, 2025

**Y2025-37 Opening Worship.** The Meeting opened with a period of silent worship. The Reading Clerk read a quote from Elizabeth Fry.

**Y2025-38 Welcome, Land Acknowledgement, and Anti-Racist Queries.** Presiding Clerk, Stephanie “Steph” Bean (Adelphi) welcomed Friends to this session where we do business collectively hearing all our voices and reminded us that this is a vital part of being here together.

The Clerk introduced those who are assisting with the morning meeting: Steph Bean (Adelphi), Presiding Clerk; Barbarie Hill (Charlottesville), Recording Clerk; Reading Clerk Gloria Victor-Dorr (Sandy Spring); Tech assistants Carl Benson (Annapolis) and Jason Eaby (Nottingham); Prayerful Presences Meg Meyer (Stony Run) and Louisa Davis.

The Reading Clerk read the land acknowledgement provided by our Indigenous Affairs Committee, and the Clerk added that a Friend shared the following: “State College Monthly Meeting is built on the land of the Delaware Nation, the Lenape people, the Shawnee people, and the Susquehannock. All were part of the Haudenosaunee Confederacy.”

The Reading Clerk read our Anti-Racist Queries.

**Y2025-39 Welcoming Visitors and First Time Attenders.** The Clerk invited visitors and first-time attenders to introduce themselves. The following individuals did so: Vanessa Juley (FGC); Jake Flowers (AFSC in Atlanta); Jennifer Bing (AFSC in Chicago).

**Y2025-40 Nominating Committee Report.** Co-Clerk Karie Firoozmand (Stony Run) presented the updated slate of nominations. All the nominations were approved. They will be printed as the Committee Roster in the 2025 Yearbook.

**Y2025-41 Search Committee Report.** Clerk Meg Meyer (Stony Run) explained that the function of the Search Committee is to nominate members of the Nominating



Committee as well as officers and Supervisory Committee members. She reported that there is an immediate need for persons to serve on the Nominating Committee. She also mentioned that there will be a need to fill the Clerk's position next year, and everyone could be thinking about this very important function.

**Y2025-42 Epistle Committee Report.** Jim Webner (Stony Run) and Donna Kolaetis (Menallen) reported that the Epistle will probably be ready for reading at tomorrow's business session.

**Y2025-43 BYM Representatives to Friends' Organizations and Committees or Working Groups.**

- Representative to FWCC Jason Eaby (Nottingham) reported that he and his wife Jessie attended the World Plenary last summer where Jason worked on the technological arrangements to make the gathering a true worldwide event while keeping down costs and the environmental impact of travel.
- Beth Haw (Williamsburg), Clerk of the Working Group on Racism, and Nathan Schroyer, member of WGR reported some of their activities and asked to be invited to local meetings to share information, materials, and expertise.
- Marcy Seitel (Adelphi) of the Reparations Action Working Group introduced other members of the group. She reported that they had a good year reaching out to others and that they are working toward establishing a fund for use in doing reparations work. She emphasized that "reparations" is not just money but more broadly it means "repair", and she offered a list of ways that we can all, as Meetings and individuals, facilitate that repair of the impact of racism. Many resources are available on the WG web page, and they would be happy to speak with anyone who wants more information.

## Sunday, August 3, 2025

**Y2025-44 Opening Worship.** The Meeting opened with a period of silent worship. The Reading Clerk read a quote from our theme description.

**Y2025-45 Welcome, Land Acknowledgement, and Anti-Racist Queries.** Presiding Clerk, Stephanie "Steph" Bean (Adelphi) welcomed Friends to this session and introduced those who are assisting with the morning meeting: Steph Bean (Adelphi), Presiding Clerk; Barbarie Hill (Charlottesville), Recording Clerk; Reading Clerk Gloria Victor-Dorr

(Sandy Spring); Tech assistants Carl Benson (Annapolis) and Jason Eaby (Nottingham); Prayerful Presence Louisa Davis.

The Clerk read the land acknowledgement provided by our Indigenous Affairs Committee and our Anti-Racist Queries.

**Y2025-46 BYM Representatives to Friends' Organizations and Committees or Working Groups Continued.**

- Incoming Clerk of the Peace and Social Concerns Committee, Douglas Vaughn (FMW) reported that the committee's statement regarding Gaza is still relevant, and he introduced Jennifer Bing (AFSC) who gave a brief statement on her work on Gaza.
- Levi Goren (Richmond) reported for the Working Group on Welcoming Trans/Non-Binary Friends and read a statement from the group's annual report indicating the fear and grief that Friends feel in the face of the current climate of repression.

**Y2025-47 Junior Yearly Meeting, Young Friends, and Global Majority Epistles.**

- Bianca Sikinyi (Friends Church of Baltimore) and Trinity Cannon (BYM) read the JYM epistle. Their highlights included calling the roll during the adult business session, coffeehouse in a new location, the pool, seeing everyone and making new friends, and eating ice cream. This epistle will be appended to the adult epistle.
- Cy DeVries (State College) presented the Global Majority epistle. She highlighted five steps to follow: Fight for revolution; recognize the global class structure; take the initiative to educate yourself; in the face of inequality, use all resources available to inform; remember that there is strength in unity. This epistle will be appended to the larger gathering epistle.
- Leigh Phelps (Sandy Springs and Bethesda) read a report covering the activities of all the Youth Conferences during the year and highlighting the strong community that they have built. This epistle will be appended to the adult epistle.

**Y2025-48 Program Committee and Registration Report.** Clerk Linda Coates (Eastland) expressed gratitude to the committee members and all the volunteers who helped make these sessions possible. Registration for this year's Annual Session was 214

including 169 on campus or commuters, 15 Junior Young Friends, 13 Young Friends, and 45 registered as online or single event only. Linda introduced Janet Eaby (Nottingham) as incoming Clerk of the committee. The report was received with gratitude.

**Y2025-49 Epistle Committee Report.** Jim Webner (Stony Run) and Donna Kolaetis (Menallen) presented the 2025 BYM epistle, accompanied by songs of welcome and comfort. The epistle was received with gratitude, leading into our closing community worship

## Attachments from Annual Session 2025 Minutes

### **Attachment Y2025-6 Report from Interim Meeting**

Not written report received by BYM Office

### **Attachment Y2025-9 Manual of Procedure**

Changes proposed by Manual of Procedure committee, 2025 annual session

Proposed additions are underlined; ~~proposed deletions are struck out~~.

Arising from creation, laying down, and transfer of working groups:

In the final paragraph of the “Advancement and Outreach” section:

- The Committee names one of its members to serve on the Sue Thomas Turner Quaker Education Fund Committee for a two-year term.
- The Internet Communications Working Group is under Advancement and Outreach’s care. The Growing Our Meetings Working Group (GOMWG)
- The Working Group on Welcoming Trans and Nonbinary Friends is under the care of Advancement and Outreach.

In the final paragraph of the “Ministry and Pastoral Care” section:

The following working groups are under the care of Ministry and Pastoral Care:

- Addressing Conflict Working Group
- End of Life Working Group
- Intervisitation Working Group
- Pastoral Care Working Group
- Reparations Action Working Group
- Spiritual Formation Program Working Group
- Women’s Retreat Working Group

- Working Group on Racism

In the final paragraph of the “Peace and Social Concerns Committee” section:

The Working Group for Refugees, Immigrants, and Sanctuary is under the care of the Peace and Social Concerns Committee. The Working Group on Civil and Human Rights of Transgender and Non-Binary People The End of Life Working Group, the Quaker Voice of Maryland Working Group, the Working Group on Friends Action on Firearms, the Reproductive Justice Working Group, the Working Group on Palestinian Israeli Peace, and the Working Group on U. S. Militarism and War are under the care of Peace and Social Concerns.

In the final paragraph of the “Working Groups” section:

- ~~Current~~ Working Groups as of 2025 (and sponsoring committee)
- Addressing Conflict Working Group (Ministry and Pastoral Care)
- End of Life Working Group (~~Advancement and Outreach~~ Ministry and Pastoral Care)
- Growing our Meetings Working Group (Advancement and Outreach)
- Internet Communications Working Group (Advancement and Outreach)
- Intervisitation Working Group (Ministry and Pastoral Care)
- Pastoral Care Working Group (Ministry and Pastoral Care)
- Quaker Voice of Maryland Working Group (Peace and Social Concerns)
- Reparations Action Working Group (~~Growing Diverse Leadership~~ Ministry and Pastoral Care)
- Reproductive Justice Working Group (Peace and Social Concerns)
- Spiritual Formation Program Working Group (Ministry and Pastoral Care)
- STRIDE Working Group (Growing Diverse Leadership)
- Women’s Retreat Working Group (Ministry and Pastoral Care)
- Working Group on Civil and Human Rights of Transgender and Non-Binary People (Peace and Social Concerns)
- Working Group on Friends Action on Firearms (Peace and Social Concerns)
- Working Group on Palestinian Israeli Peace and Justice (Peace and Social Concerns)
- Working Group on Racism (Ministry and Pastoral Care)
- Working Group on Refugees, Immigrants, and Sanctuary (Peace and Social Concerns)
- Working Group on Right Relationship with Animals (Unity with Nature)

- Working Group on U. S. Militarism and War (Peace and Social Concerns)
- Working Group on Welcoming Trans and Nonbinary Friends (Advancement and Outreach)
- Youth Safety Policy Working Group (Trustees)

Regarding divided responsibility for Rolling Ridge nominations (at the recommendation of Nominating Committee):

In the Rolling Ridge section:

- The BYM Nominating Committee will seek the advice of BYM's Trustees and members of its Camping Program Committee and Camp Property Management Committee, in particular, as it considers the best possible candidates as RRC Trustees to propose to the BYM Body.
- BYM's Trustees and members of its Camping Program Committee and Camp Property Management Committee will recommend board candidates to BYM Nominating Committee. Nominating Committee will then include the nominee in nominations made at annual session or at the next opportunity.

New paragraph at the end of the "Trustees" section:

- Trustees, in cooperation with Camping Program Committee and Camp Property Management Committee, recommend to Nominating Committee, as appropriate, persons to be named to the board of Rolling Ridge Foundation.

New paragraph at the end of the "Camping Program Committee" section:

- Camping Program Committee, in cooperation with Camp Property Management Committee and Trustees, recommends to Nominating Committee, as appropriate, persons to be named to the board of Rolling Ridge Foundation.

New paragraph at the end of the "Camp Property Management Committee" section:

- Camp Property Management Committee, in cooperation with Camping Program Committee and Trustees, recommends to Nominating Committee, as appropriate, persons to be named to the board of Rolling Ridge Foundation.

And, in addition, add the approved "Policy on BYM Representative Travel" (I2024-27) as the now final "Appendix H: Policy on BYM Representative Travel; Approved 6/8/2024."

## **Attachment Y2025-15 Treasurer's Report & Audit Report**

**Treasurer's Report  
Baltimore Yearly Meeting  
Annual Session  
July/August 2025**

Today I am reporting on BYM finances as of **June 30, 2025**. This marks the halfway point in our fiscal year. As usual, almost all camp payments have been collected and most of the camp expenditures are still to come. It's still too early in the year to get a sense of how 2025 will turn out.

First, we will look at the **Statement of Financial Position or Balance Sheet**. This report gives us a snapshot of our assets, liabilities, and net assets as of June 30, 2025. In the asset section, our total cash is just over \$1 million, very close to where we were a year ago at this time. Our property and equipment, net of depreciation, totals a little less than \$3 million. Our investments had a total market value of \$2,228,200 on June 30. This is very similar to what the value was a year ago. Our total assets are valued at just over \$6.6 million.

There is nothing unusual in the liabilities section which totals just over \$400,000. As has been the case in the past several years, BYM has no long-term debt. All of the liabilities are short-term which means they are owed within one year.

Total net assets is the difference between our total assets and our total liabilities. Total net assets on June 30, including year to date net income of \$967,536, are \$6,192,893.

The **Statement of Activities or Income Statement** shows the revenues and expenditures for the first six months of the year. It shows the activity in our unrestricted and restricted funds. Apportionment income is just over \$252,000, which is about \$37 thousand more than last year at this time. Program revenue is \$1,401,682. This is mostly from camp registration fees. This is about where we were last year at this time. Unrestricted contributions total about \$175,000 and restricted contributions total a little over \$46,000. As I reported at last Interim Meeting, BYM also received a bequest of \$126 thousand which is a big help to our 2025 bottom line. Investment income totals \$93,000 and is comprised of interest, dividends and realized and unrealized gains and losses on our investments. We have realized gains this year because we closed the BYM Morgan Stanley investment account and moved all the money to Friends Fiduciary. Total revenue so far this year is \$2,110,165.

The expenditures are all in the unrestricted column and total a little over \$1,142,000. You can see the various camp related expense categories. But, as I said, most of the camp expenditures occur after June 30.

Net revenue over expenditures totals \$967,536. This is just about where we were a year ago at this time. Our biggest financial challenge now is to keep the camp expenses in line with camp income.

Respectfully submitted,

James Riley  
BYM Treasurer  
Hopewell Centre Meeting

**Baltimore Yearly Meeting**  
Balance Sheet  
As of 6/30/2025

	<u>Current Year</u>	
<b>Assets</b>		
<b>Current Assets</b>		
Cash & Cash Equivalents		
Operating Account	1,017,700.83	1001
Payroll Acct	(10.11)	1002
Camp Property Manager	7,235.59	1004
Catoctin Caretakers Account	254.67	1005
Shiloh Caretakers Account	989.79	1006
Catoctin Directors Account	36,660.53	1007
Shiloh Directors Account	206.18	1008
Opequon Directors Account	1,500.80	1009
TA Directors Account	492.23	1010
Petty Cash	100.00	1050
Total Cash & Cash Equivalents	<u>1,065,130.51</u>	
Accounts Receivable		
Apportionment Receivable	294,695.08	1200
Student Loans Receivable	628.32	1300
Allowance for Doubtful Accts	(32,948.15)	1302
Harford Friends School Note	40,000.00	1512
Staff Receivables	820.28	1590
Other Receivables	<u>2,877.10</u>	1599
Total Accounts Receivable	306,072.63	
Prepaid Expenses		
Deposits	<u>17,619.05</u>	1715
Total Prepaid Expenses	<u>17,619.05</u>	
Total Current Assets	<u>1,388,822.19</u>	
<b>Long-term Assets</b>		
Property & Equipment		
Land	1,106,495.65	2010
Land Improvements	385,907.96	2011
Buildings	2,104,881.35	2020
Leasehold Improvements	392,366.90	2030
Accum. Depr. Buildings & Leasehold	(1,489,619.28)	2039
Furniture, Fixtures & Equipment	224,612.88	2050
Accum. Depr. FF&E	(184,691.13)	2059
Vehicles	282,505.08	2060
Accum. Depr. Vehicles	(199,778.10)	2069
Projects in Progress	<u>366,040.25</u>	2900
Total Property & Equipment	2,988,721.56	
Long-term Investments		
Friends Fiduciary	2,227,185.08	1110
Sandy Spring Bancorp Stock	<u>1,015.20</u>	1111
Total Long-term Investments	<u>2,228,200.28</u>	
Total Long-term Assets	<u>5,216,921.84</u>	
Total Assets	<u><u>6,605,744.03</u></u>	
<b>Liabilities</b>		
<b>Short-term Liabilities</b>		
Accounts Payable		
Account Payable	<u>92,156.26</u>	3000
Total Accounts Payable	92,156.26	
Deferred Revenue		
Prepaid Attendance Fees	3,000.00	3110
Deferred Apportionment	<u>279,217.17</u>	3200
Total Deferred Revenue	282,217.17	
Other Short-term Liabilities		
Wages Payable	36,542.49	3010
Payroll Taxes Payable	2,795.50	3020

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**Baltimore Yearly Meeting**  
Balance Sheet  
As of 6/30/2025

	Current Year	
Pension Payable	4,545.18	3030
FSA Payable	(5,405.75)	3060
Total Other Short-term Liabilities	38,477.42	
Total Short-term Liabilities	412,850.85	
Total Liabilities	412,850.85	
Net Assets		
Beginning Net Assets		
Net Assets		
Net Assets	5,225,357.66	4099
Total Net Assets	5,225,357.66	
Total Beginning Net Assets	5,225,357.66	
Current YTD Net Income		
	967,535.52	
Total Current YTD Net Income	967,535.52	
Total Net Assets	6,192,893.18	
Total Liabilities and Net Assets	6,605,744.03	



Baltimore Yearly Meeting  
Statement of Activities  
From 1/1/2025 Through 6/30/2025

	Unrestricted	Designated	Temp Restricted	Perm Restricted	Total
Operating Revenue					
Apportionment Income					
Apportionment	252,146.82	0.00	0.00	0.00	252,146.82
Total Apportionment	252,146.82	0.00	0.00	0.00	252,146.82
Program Revenue	1,401,682.31	0.00	0.00	0.00	1,401,682.31
Contributions					
Contributions	175,230.97	0.00	0.00	0.00	175,230.97
In Kind	0.00	0.00	0.00	0.00	0.00
Bequests	126,565.19	0.00	0.00	0.00	126,565.19
Restricted	0.00	0.00	46,113.70	60.00	46,173.70
Grants Received	0.00	0.00	0.00	0.00	0.00
Total Contributions	301,796.16	0.00	46,113.70	60.00	347,969.86
Revenue Released from					
Released Funds	9,500.00	0.00	(9,500.00)	0.00	0.00
Total Revenue	9,500.00	0.00	(9,500.00)	0.00	0.00
Investment Income					
Interest &	33,713.65	0.00	0.00	0.00	33,713.65
Unrealized Gain	(149,700.57)	0.00	0.00	0.00	(149,700.57)
Realized Gains	209,304.62	0.00	0.00	0.00	209,304.62
Change in value of	0.00	0.00	0.00	0.00	0.00
Total Investment	93,317.70	0.00	0.00	0.00	93,317.70
Property & Vehicle					
Property Rental	7,341.75	0.00	0.00	0.00	7,341.75
Program Rental of	0.00	0.00	0.00	0.00	0.00
Vehicle Rental	0.00	0.00	0.00	0.00	0.00
Total Property &	7,341.75	0.00	0.00	0.00	7,341.75
Gain(Loss) on Sale of	3,500.00	0.00	0.00	0.00	3,500.00
Revenue from Sale of					
Book Sales	4,206.99	0.00	0.00	0.00	4,206.99
Clothing Sales	0.00	0.00	0.00	0.00	0.00
Other Sales	0.00	0.00	0.00	0.00	0.00
Purchase for Resale	0.00	0.00	0.00	0.00	0.00
Total Revenue from	4,206.99	0.00	0.00	0.00	4,206.99
Other Income	0.00	0.00	0.00	0.00	0.00
Total Operating	2,073,491.73	0.00	36,613.70	60.00	2,110,165.43

Baltimore Yearly Meeting  
Statement of Activities  
From 1/1/2025 Through 6/30/2025

<b>Expenditures</b>						
Admin	324,340.39	0.00	0.00	0.00	324,340.39	
Camp Program	195,142.95	0.00	0.00	0.00	195,142.95	
Catoctin Program	31,973.26	0.00	0.00	0.00	31,973.26	
Shiloh Program	35,214.17	0.00	0.00	0.00	35,214.17	
Opequon Program	0.00	0.00	0.00	0.00	0.00	
Teen Adventure	53,121.35	0.00	0.00	0.00	53,121.35	
TA Bike Program	0.00	0.00	0.00	0.00	0.00	
Camp Alumni	0.00	0.00	0.00	0.00	0.00	
Outreach &	33,261.01	0.00	0.00	0.00	33,261.01	
Rolling Ridge	36,007.91	0.00	0.00	0.00	36,007.91	
Camp Property	134,773.76	0.00	0.00	0.00	134,773.76	
Catoctin Property	79,679.66	0.00	0.00	0.00	79,679.66	
Shiloh Property	44,919.85	0.00	0.00	0.00	44,919.85	
Opequon Property	144.00	0.00	0.00	0.00	144.00	
Rolling Ridge	78,972.41	0.00	0.00	0.00	78,972.41	
Young Friends	0.00	0.00	0.00	0.00	0.00	
Young Friends Exec	0.00	0.00	0.00	0.00	0.00	
Jr. Young Friends	0.00	0.00	0.00	0.00	0.00	
Youth Programs	0.00	0.00	0.00	0.00	0.00	
Youth Secretary	2,461.03	0.00	0.00	0.00	2,461.03	
Advancement &	0.00	0.00	0.00	0.00	0.00	
Ministry & Pastoral	0.00	0.00	0.00	0.00	0.00	
Peace & Social	0.00	0.00	0.00	0.00	0.00	
Religious Education	0.00	0.00	0.00	0.00	0.00	
Young Adult	0.00	0.00	0.00	0.00	0.00	
Unity With Nature	0.00	0.00	0.00	0.00	0.00	
Interim Meeting	0.00	0.00	0.00	0.00	0.00	
Stewardship &	0.00	0.00	0.00	0.00	0.00	
Trustees	57.00	0.00	0.00	0.00	57.00	
Indian Affairs	10,250.00	0.00	0.00	0.00	10,250.00	
Racism WG	0.00	0.00	0.00	0.00	0.00	
Intervisitation	0.00	0.00	0.00	0.00	0.00	
Faith & Practice	0.00	0.00	0.00	0.00	0.00	
Growing Diverse	0.00	0.00	0.00	0.00	0.00	
Reparations Action	5,000.00	0.00	0.00	0.00	5,000.00	
Annual Session	1,486.33	0.00	0.00	0.00	1,486.33	
Spiritual Formation	8,358.53	0.00	0.00	0.00	8,358.53	
Women's Retreat	1,412.11	0.00	0.00	0.00	1,412.11	
Other BYM	0.00	0.00	0.00	0.00	0.00	
Development	66,054.19	0.00	0.00	0.00	66,054.19	
Total Expenditures	1,142,629.91	0.00	0.00	0.00	1,142,629.91	
Net Revenue over	930,861.82	0.00	36,613.70	60.00	967,535.52	

**Treasurer's Report – 2024 Audit  
Baltimore Yearly Meeting  
Annual Session  
July/August 2025**

This additional report concerns the 2024 Baltimore Yearly Meeting audit. We recently received a draft from our auditors, WithumSmith + Brown of Philadelphia Pennsylvania. Our previous auditors, BBD, merged with Withum on April 1, 2024. There may be minor changes before the final version is issued but we don't expect any changes to the numbers.

Our auditors prepare consolidated financial statements which combine BYM and Miles White Beneficial Society of Baltimore City. This is required because BYM appoints all the trustees of the Miles White organization. However, there are reports in the audit which show BYM activity separate from Miles White. I am reporting today on BYM activity only.

The Statement of Activities for 2024 shows that BYM had an overall excess of revenues over expenses of \$102,550. This includes all the restricted and unrestricted activities. However, if we drill down into the detail, we find documented something we already knew – that the camp operating expenses far exceeded the camp revenue. And this is the main contributor to the overall operating deficit of just over \$277 thousand.

In 2024, camp revenue was just over \$1.5 million, an increase of about \$88 thousand over the previous year. But camp operating expenses totaled \$2,081,713, an increase of just over \$447 thousand over 2023 (27.4%). This, of course, is unsustainable and BYM staff and volunteers will continue to work to bring camp expenses in line with projected revenue.

Because of this deficit, the BYM unrestricted reserves have decreased from \$1,043,201 to \$766,073. Our target, as established by Trustees, is to keep our unrestricted reserves at no less than 25% of our budgeted expenses. For 2024, this target would be \$747,468.

The 2024 audit report includes a "clean" opinion which means that the financial statements accurately present the financial position of BYM. Once the final statements are completed and accepted by BYM, then the auditors will also prepare the IRS information return, Form 990.

Respectfully submitted,

James Riley  
BYM Treasurer  
Hopewell Centre Meeting

## **Attachment Y2025-17 Special Campaign for Opequon Quaker Camp**

### **SPECIAL CAMPAIGN FOR OPEQUON QUAKER CAMP – FINAL REPORT – 2025**

#### **Part 1: OVERVIEW - THE STORY BEHIND THE CAMPAIGN**

Two years ago, BYM Friends came together to address the necessity to move Opequon Quaker Camp and to build a new camp facility at Rolling Ridge Conservancy in West Virginia. Based on months of study and discernment by Trustees, Stewardship and Finance, Camp Program and Camp Properties committees, the recommendation was approved at Spring Interim Meeting 2023. Now came the challenge: to raise the estimated \$735,000 to complete the project.

The Development Committee then went to work to organize a capital campaign to reach that goal.

Policies needed to be determined (Will we accept multi-year pledges? Yes. Can planned gifts from bequests be applied to this goal? No, the costs will occur too soon. What will be done if gifts total more than the goal? They will support future BYM Camp needs. And so forth).

Campaign materials needed to be created (A case statement that was compelling and inspiring. An attractive campaign brochure. A video that captured the spirit of BYM camps. And so forth.)

An experienced campaign consultant, Barbara Wille, was found and engaged to work with us to test the feasibility of success for this campaign, help us create the message and the materials, make the plan, and then help us implement the plan.

A working committee of volunteers needed to be recruited, who would be willing to personally discuss the Opequon project with BYM Friends in person, over the phone, in writing, sometimes at Monthly Meetings – all over an intensive first two years of the campaign (normally the “quiet phase” in traditional campaign terms). Broader fundraising would then continue for a second two years.

All of those things were well along by Annual Session 2023. But it was rapidly becoming clear that this was not going to be a traditional campaign. Just months after the Interim Meeting decision, Opequon held its last session at the old site, and everything that was

movable had to be moved to Rolling Ridge. And a few months after that, construction must begin on the new facility, so campers would have a new home by summer 2024.

With that challenge facing us, the Special Campaign for Opequon Quaker Camp was announced at Annual Session 2023. The enthusiasm for this new camp, first shown at Interim Meeting earlier that year, was evident. And when one Friend rose to say “I’ll pay for the first cabin,” the campaign was underway!

To cover the “minimum viable construction” needed to open camp in summer 2024, about a third (about \$250,000) of the total needed to be raised by spring thaw, 2024. No time to waste! The campaign committee met monthly and communicated at least weekly, reviewed prospect lists, arranged general mailings, wrote individual letters, made phone calls and arranged appointments, visited and solicited individual donors, made presentations to Meetings, and much more.

Before 2023 ended, we had met and exceeded that “minimum viable construction” cost. The new Opequon Camp could open in time for its first session in 2024.

Yet to reach the \$735,000 needed for the full project, the Campaign Committee still had much to do. The testimonials we were able to print in the periodic campaign newsletters, about life-changing experiences at BYM camps, and the joy evident to visitors at the new site, were as inspiring to donors as we had hoped. And they were also inspiring to us. The campaign was moving fast, yes, but it was also fulfilling for committee members.

And now, as we approach the end of two years in the three to four year campaign, how are we doing? Thanks to 119 donors (including 10 Meetings) we have raised over \$802,000. That exceeds the original goal! This has enabled completion of additional important work that became apparent over these first two years at the new Opequon camp grounds.

On behalf of the Campaign Committee, a huge thank you to the donors and the volunteers, to the many BYM committees that explored the need for a new campground, and to the camp staff who made it all come to life.

Special Campaign committee members: Al Best, Arthur Boyd (clerk), Gretchen Hall, Jon Nafziger, Victor Thuronyi.

## Part 2: LESSONS AND RECOMMENDATIONS FROM BARBARA WILLE

A Special/Capital/Restricted fundraising campaign needs to have a number of foundational elements in place, the quality of which will determine the Campaign's success. These elements are: Case for Support, Prospects, Volunteers, Budget, and Staffing.

The Special Campaign for Opequon Quaker Camp combined these elements with particular success. As a campaign review, I will analyze the different elements and make any recommendations I have for future activity.

Case for Support – This is the area where BYM, Sarah G, key volunteers and staff made the biggest and most important positive impact to the success of the Special Campaign. I believe the Case was so successful -- because it:

- was articulated in a way that is totally clear and compelling
- combined elements most important to BYM constituents
- combined practical needs and emotional needs
- grew out of genuine need, careful planning, and wide input
- easily understood and articulated in an “elevator speech”
- the rollout of the Campaign involved the whole community – Annual Session, 2023

I think that the stars aligned for this Campaign, and looking ahead, I recommend that BYM go through a similar slow, deliberate, well researched process of building the CASE for the next campaign. I think the Special Campaign has banished the memory of a prior troubled campaign. It's vital that the next effort be as careful as the Special Campaign for Opequon Quaker Camp.

Prospects – The happy truth is that most of the funds raised from individuals were donated proactively. It is VERY important that BYM staff and volunteers understand that these “over the transom” gifts did not “just happen”. Instead, people's interest and commitments grew out of the CASE, and the way that the community was inspired by the need, the message, and the messengers. From the beginning, Campaign staff and volunteers were careful to present the

Campaign as carefully planned, smartly budgeted and led by experienced staff and volunteers.

In my opinion, the key donors whose early gifts launched the Campaign will not repeat this level of giving in the future – though all are planned giving prospects. Others may very well give at the same level again if their Special Campaign gifts are well stewarded, and they are properly cultivated and solicited for the next campaign. Other key BYM donors did not participate in the Special Campaign – some said “no” to solicitation; others were not asked before the campaign closed but still remain as prospects for future special gifts.

The Special Campaign, through research and volunteer screening, identified many more prospects in the BYM community, and their inclination to make major gifts needs to be determined and tested. The prospect pool for the next campaign is there!

Volunteers – The Special Campaign was enormously fortunate to have experienced (expert!) fundraising professionals on the Campaign Committee, individuals who were not afraid to ask for money, were happily staffed and who were inspired by the project. Some of these volunteers, I think, will not be doing this again for a BYM Campaign. It was a major time commitment, gladly given, but gladly finished. BYM is going to need to identify the next cadre of campaign leaders and solicitors, as well as training up staff to serve as solicitors.

Budget – I’m going to address 2 different budgets – A - the budget to implement the Opequon Quaker Camp project, and B - the budget for the Special Campaign fundraising project.

A – It is very impressive that so many of the estimated costs of the Opequon project turned out to be close to the actual costs. It was difficult for the Committee not to get the actual numbers – it took “the wind out of the sails” of the Campaign, and stood in the way of fundraising activities later in the process. There were valiant efforts to get us the numbers, and hopefully processes have been developed for next time. One important lesson learned in building the campaign budget is that there needs to be money budgeted for staff to implement the operations and activities of the project. Not just an overall Project Manager, but also a portion of the General Secretary’s time, the development office, finance, and staff for

the particular project. The burden on staff necessary to create the Camp was brutal and hopefully won't be repeated.

B – I don't know the numbers for costs for the Campaign implementation – I do know that BYM spent more fees for my services than were in the budget. I suggest that there be a closer relationship between finance and the Campaign so that staff know more about how much they "still have to spend" in their budget.

Staffing – My role in the Special Campaign was not as counsel, it was as a resident manager. There is so much paperwork, analysis, research, scheduling and administrative activities necessary to move a campaign forward that I strongly suggest that BYM hire a specific staff member when you undertake another capital campaign. It is very time consuming, even if the staff person is very experienced. Even though the development office could very well have the experience and knowledge to staff a next campaign – they will not have the administrative bandwidth to staff volunteers and implement the campaign. Additionally, having the objective voice of outside staff can be valuable – both in a campaign context, and in the regular fundraising Schedule.

## **Attachment Y2025-20 Camp Governance Study Group Report**

### Why Change Is Needed

Baltimore Yearly Meeting (BYM) Camps have grown dramatically in scale and scope since they were first structured as a "program" of the Yearly Meeting in the 1960s. Today, our camps serve twice as many people as the Yearly Meeting itself and face a vastly different legal, operational, and societal landscape than they did sixty years ago. This growth and change have exposed significant structural challenges. The current governance system—which spreads oversight and decision-making across five separate committees (CPC, CPMC, Stewardship & Finance, Trustees, and Supervisory)—has resulted in communication breakdowns, confusion for families and volunteers, and barriers to effective leadership and administration. For the 600 families that entrust their children to our care each summer, this fragmented structure can be disorienting and frustrating.

In 2023, the Yearly Meeting approved the Camp Strategic Plan, which named clarifying and simplifying camp governance as a core priority. Soon after, changes in the insurance



landscape forced BYM to split our camp and church liability coverage into two separate policies, as no single insurer would cover both. This shift—advised by our insurance agent and legal counsel—highlighted the urgent need to establish a legal distinction between the Yearly Meeting as a religious organization and the camps as a complex operational entity.

As our General Secretary has observed, “Our structure no longer serves any of us.” This moment presents not a rupture, but a chance to faithfully evolve—preserving the deep spiritual and communal connection between camps and the Yearly Meeting while ensuring long-term sustainability, clarity, and legal protection.

### **What We Are Proposing**

We are proposing to establish Baltimore Yearly Meeting Camps, LLC—a single-member, not-for-profit Limited Liability Company wholly owned by Baltimore Yearly Meeting. This governance model is designed to preserve unity while providing the legal clarity, administrative structure, and risk management appropriate for a large and complex camp operation. It reflects similar arrangements already in place in the wider Quaker world (e.g., Friends Camp under NEYM, Friends Place on Capitol Hill under FCNL, and Ramallah Friends School under FUM).

This is not a separation or a step toward our camps becoming their own independent nonprofit. Rather, it is a faithful structural evolution—one that ensures the camps remain spiritually and organizationally under the care of BYM, while clarifying roles and responsibilities, safeguarding assets, and improving function.

Key features of the proposed structure include:

- A Board of Directors appointed primarily by BYM through its Nominating Committee, with opportunities for the Board itself to recommend a small number of members. The Board would guide the strategic and operational oversight of the camps.
- The Board would hire and supervise an Executive Secretary, who would oversee all camp operations, including hiring Camp Directors and staff. The Board may also form committees.
- The Board would operate in the manner of Friends, conducting meetings in the Spirit and seeking the sense of the meeting rather than voting.

- Financial accountability and transparency would be maintained through annual reporting to BYM’s Annual and Interim Meetings, as well as shared fiscal oversight and planning with BYM’s Treasurer.
- While BYM Camps, LLC would handle most camp-related administration and staffing, BYM Trustees would retain sole authority over major decisions involving the ownership or collateralization of real property.
- The LLC would remain subordinate to BYM in both legal and spiritual terms, ensuring continued integration in values, mission, and witness.

This approach honors the legacy and spirit of BYM Camps while preparing us to survive and thrive into the future with clarity, resilience, and faithfulness.

#### What We Hope to Achieve

This governance change is grounded in faith, practicality, and love for our community.

By moving toward a single-member LLC model, we aim to:

- Improve communication, alignment, and decision-making
- Strengthen our capacity for growth and long-term sustainability
- Provide legal clarity and liability protection for both BYM and the camps
- Preserve and deepen our spiritual connection between camp and the wider Yearly Meeting
- Create a structure that supports volunteers, staff, and families with greater transparency and trust

We recognize that this change may raise questions and strong feelings. But we are called to meet this moment with courage, clarity, and care—for the good of our camps, our children, and our collective future. As Friends, we trust that through discernment and spirit-led process, way will open.

Budget Report for Baltimore Yearly Meeting  
BYM Annual Sessions, August, 2025

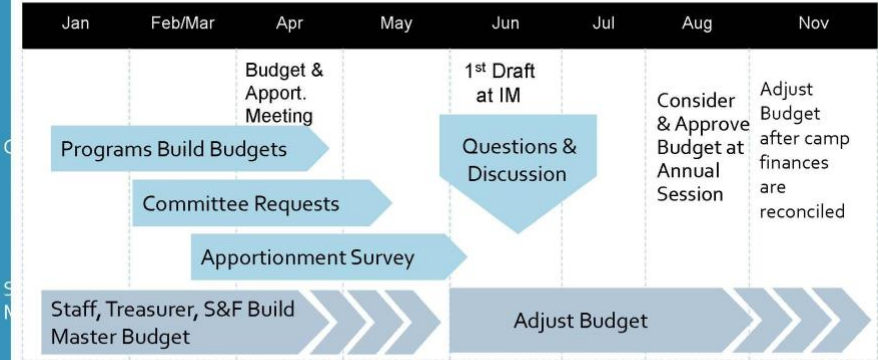
Stewardship and Finance Committee

Linda Pardoe, Co-Clerk

Stewardship & Finance Committee

Catherine Nnoka, Co-Clerk (FMW)	Linda Pardoe, Co-Clerk (Patapsco)
Anne Bacon (Hopewell Centre)	Catherine Tall (Monongalia)
Ann Duncan (Midlothian)	Xan Whitt (Roanoke)
Andrei Israel (Adelphi)	Tim Yeane (Langley Hill)
Jeff Smith (Roanoke)	
Ex Officio: Jim Riley, Treasurer (Hopewell Centre)	Staff: Sarah Gillooly, General Secretary
Terence McCormally, Assistant Treasurer (Herndon)	Harriet Dugan, Finance Manager

# BYM Budgeting Process



# BYM Full Budget Summary - Revenue

	2023 Actual	2024 Actual	2025 Budget, Revised Approved	2026 Budget Working Draft
<b>Revenue</b>				
Total Contributed Revenue	\$358,324	\$329,523	\$375,000	\$375,000
Total Earned Revenue	\$1,525,317	\$1,622,637	\$1,710,646	\$1,719,416
Total Apportionment	\$504,170	\$562,074	\$540,000	\$550,000
Total Released Funds	\$205,588	\$415,602	\$230,391	\$261,000
Total Other Revenue	\$316,591	\$258,567	\$54,600	\$94,500
<b>Total Revenue</b>	<b>\$2,909,990</b>	<b>\$3,228,404</b>	<b>\$2,910,637</b>	<b>\$2,999,916</b>

## BYM Full Budget Summary - Expenses

Expenses	2023 Actual	2024 Actual	2025 Budget	2026 Draft Budget
Total Personnel	\$1,581,762	\$1,737,110	\$1,737,225	\$1,796,410
Total Professional Services	\$169,745	\$213,550	\$62,435	\$56,850
Total Administrative Operating Costs	\$267,969	\$445,664	\$331,401	\$355,117
Total Utilities & Physical Plant	\$176,938	\$200,337	\$159,371	\$164,642
Total Vehicles	\$57,242	\$61,969	\$65,200	\$70,800
Total Program Costs	\$375,717	\$322,122	\$351,950	\$360,500
Total Misc. Costs	\$6,179	\$7,759	\$350	\$500
Total Depreciation	\$165,600	\$172,489	\$194,900	\$224,840
Committee Expenses			\$43,100	\$31,700
<b>Total Expenses</b>	<b>\$2,801,151</b>	<b>\$3,161,000</b>	<b>\$2,945,932</b>	<b>\$3,061,359</b>
<b>Revenue Over Expenses</b>	<b>\$108,839</b>	<b>\$67,404</b>	<b>(\$35,295)</b>	<b>(\$61,443)</b>

## Program Expenses

	2023 Actuals	2024 Actual	2025 Budget, Revised Approved	2026 Budget Working Draft
<b>Program Expenses</b>				
Youth Programs	\$92,863	\$79,447	\$51,318	\$53,264
STRIDE	\$109,030	\$82,899	\$87,815	\$91,131
Development	\$83,350	\$149,685	\$154,018	\$150,500
Annual Session	\$70,590	\$64,375	\$81,550	\$83,400
Spiritual Formation	\$22,674	\$24,195	\$25,500	\$25,500
Women's Retreat	\$3,009	\$0	\$0	\$0
BYM Camps	\$1,832,204	\$2,196,452	\$2,008,180	\$2,108,729
<i>See BYM Camps Detail</i>				
General YM Program & Admin	\$546,260	\$501,930	\$494,451	\$517,635
<b>Total Program Expenses</b>	<b>\$2,759,980</b>	<b>\$3,098,982</b>	<b>\$2,902,832</b>	<b>\$3,030,159</b>

## Committee Expenses

Committee Expenses	2023 Budget	2024 Actual	2025 Budget	2026 Budget
Growing Diverse Ladership	\$3,000	\$1,300	\$1,000	\$0
Faith & Practice	\$0	\$0	\$0	\$500
Indian Affairs Committee	\$1,584	\$14,829	\$14,800	\$1,500
Ministry & Pastoral Care	\$3,228	\$22,845	\$0	\$0
Religious Ed	\$0	\$0	\$0	\$0
Trustees	\$7,024	\$1,026	\$0	\$5,000
Young Adult Friends	\$0	\$0	\$0	\$0
Intervisitation Working Group	\$1,630	\$0	\$0	\$0
Reparation Action Working Group	\$6,150	\$3,256	\$6,000	\$3,500
Working Group on Racism	\$3,067	\$21,156	\$20,000	\$20,000
Committee Overage Contingency	\$0	\$0	\$0	\$0
Interim Meeting	\$1,139	\$217	\$500	\$500
Unity with Nature	\$0	\$0	\$600	
Advancement & Outreach	\$0	\$0	\$200	\$200
Peace & Social Concerns	\$0	\$644	\$0	\$500
Other Program & Committee Exp	\$14,349	\$0	\$0	\$0
<b>Total Committee Expenses</b>	<b>\$41,171</b>	<b>\$65,274</b>	<b>\$43,100</b>	<b>\$31,700</b>

### BYM Camps Detail

	2024 Budget	2024 Actual	2025 Budget, Revised Approved	2026 Budget Working Draft
<b>Revenue</b>				
Total Contributed Revenue	\$75,000	\$75,000	\$100,000	\$100,000
Total Earned Revenue	\$1,788,905	\$1,550,826	\$1,615,366	\$1,622,916
Total Released Funds	\$120,000	\$395,356	\$214,391	\$220,000
Total Other Revenue	\$100	\$2,601	\$42,600	\$42,500
<b>Total Revenue</b>	<b>\$1,984,005</b>	<b>\$2,023,783</b>	<b>\$1,972,357</b>	<b>\$1,985,416</b>
<b>Expenses</b>				
Total Personnel	\$1,173,970	\$1,185,542	\$1,200,549	\$1,238,916
Total Professional Services	\$84,150	\$109,451	\$20,435	\$24,250
Total Administrative & Operating	\$182,892	\$306,901	\$216,525	\$225,831
Total Utilities & Physical Plant	\$81,330	\$136,675	\$90,371	\$95,042
Total Vehicles	\$91,800	\$60,372	\$63,850	\$70,000
Total Program Costs	\$231,950	\$234,071	\$232,450	\$238,650
Total Misc. Costs	\$6,200	\$0	\$100	\$250
Total Depreciation	\$146,903	\$163,439	\$183,900	\$215,790
<b>Total Expenses</b>	<b>\$1,999,195</b>	<b>\$2,196,452</b>	<b>\$2,008,180</b>	<b>\$2,108,729</b>

## Policy on Contributions to Outside Orgs

- BYM contributes 5% of apportionment income to outside orgs, with the bulk of that amount going towards the 3 Quaker orgs where BYM is a member and the rest shared equally among the other orgs
- We expect about \$555,000 in Apportionment income in 2025
- Five percent = \$27,750
  - \$25,000 to be shared among 3 member orgs
  - Remaining amount – share equally among other orgs

## 2026 Contributions to Outside Orgs

Quaker Orgs where BYM is a member		Quaker orgs where BYM does not send a rep
Friends General Conference (FGC)	10,000	Earlham School of Religion
Friends United Meeting (FUM)	10,000	Friends Council on Education
Friends World Committee for Consultation-FWCC	5,000	Friends House, Moscow ***
		Friends House on Capital Hill
		Friends Journal
		Pendle Hill
		Right Sharing of World Resources
Quaker orgs where BYM sends a rep		
AFSC		
FCNL		
Friends House Sandy Spring		
Friends Meeting School		
Friends Peace Teams		
Friends Wilderness Center		
Interfaith Action for Human Rights		
Prisoner Visitation and Support		
Quaker Earthcare Witness		
Quaker House		
Quaker Religious Education Collaborative		
Sandy Springs Friends School		
		Other non-Quaker Orgs (BYM does not send a rep)
		Center on Conscience and War
		Interfaith Conference of Metro Washington
		National Council of Churches
		Sandy Spring Volunteer Fire Department
		Virginia Council of Churches
		*** No money can currently be sent to Russia

# Factors Driving 2026 Operating Budget Deficit

1. Trend of under-enrollment at BYM Camps.
2. Depletion of the camp capital fund established in 2001 (for Shiloh and Catoclin).
3. Significant increase in insurance costs – liability/property/auto for camp has more than doubled in the last 3 years from under \$40,000 to \$110,000.

## 2026 Contributions to Outside Orgs

Quaker Orgs where BYM is a member		Quaker orgs where BYM does not send a rep
Friends General Conference (FGC)	10,000	Earlham School of Religion
Friends United Meeting (FUM)	10,000	Friends Council on Education
Friends World Committee for Consultation-FWCC	5,000	Friends House, Moscow ***
		Friends House on Capital Hill
<b>Quaker orgs where BYM sends a rep</b>		Friends Journal
AFSC		Pendle Hill
FCNL		Right Sharing of World Resources
Friends House Sandy Spring		
Friends Meeting School		<b>Other non-Quaker Orgs (BYM does not send a rep)</b>
Friends Peace Teams		Center on Conscience and War
Friends Wilderness Center		Interfaith Conference of Metro Washington
Interfaith Action for Human Rights		National Council of Churches
Prisoner Visitation and Support		Sandy Spring Volunteer Fire Department
Quaker Earthcare Witness		Virginia Council of Churches
Quaker House		
Quaker Religious Education Collaborative		*** No money can currently be sent to Russia
Sandy Springs Friends School		



## 2026 Proposed Plan of Apportionment

**Apportionment  
Manager = Xan Whitt**

**Anticipated Total =  
about \$557,000**

Adelphi	\$33,908.56	Little Falls	\$5,553.00
Alexandria	\$11,494.61	Mattaponi	\$826.00
Annapolis	\$16,195.75	Maury River	\$3,738.73
Bethesda	\$33,079.75	Menallen	\$2,388.75
Blacksburg	\$5,874.75	Midlothian	\$1,200.00
Carlisle	\$6,187.00	Monongalia	\$1,644.00
Charlottesville	\$19,000.33	Nottingham	\$1,495.05
Deer Creek	\$6,698.16	Patapsco	\$7,201.72
Dunnings Creek	\$2,874.25	Patuxent	\$6,558.00
Floyd	\$756.00	Pipe Creek	\$1,325.00
Friends Meeting of Washington	\$67,000.00	Richmond	\$33,989.50
Frederick	\$8,125.00	Roanoke	\$9,526.05
Gettysburg	\$950.00	Sandy Spring	\$73,662.50
Goose Creek	\$17,139.00	Shepherdstown	\$3,386.00
Gunpowder	\$19,031.95	State College	\$5,000.00
Herdon	\$16,965.75	Stony Run	\$60,358.25
Homewood	\$25,359.00	Valley	\$3,124.00
Hopewell	\$7,609.75	Warrington	\$800.00
Langley Hill	\$26,911.50	Williamsburg	\$1,050.00
Little Britain	\$303.00	York	\$9,602.25

## Next Steps on 2026 Budgets

- ❑ **September 2025:** Staff will lead Big Think & Working Sessions to:
  - Develop program changes to address Session 3 squeeze and Opequon enrollment
  - Rework the sliding scale/scholarship process and the seasonal staffing and bonus structures
  - Analyze 2024-2025 trends to reforecast giving to camp property, giving to camp program, and rental income
- ❑ **October 2025:** Committee Meetings to discuss outcomes of "Big Think". Circulate revised, proposed 2026 budget.
- ❑ **November Interim Meeting:** 2026 budgets for approval

## Stewardship & Finance Projects - 2026

- ❑ Working Group (composed of the Stewardship and Finance Committee clerks, the Treasurers and a Camp Program Committee rep) to develop a financial handbook to assemble all BYM financial policies in one place. Present at 2026 Annual Sessions
- ❑ Identify ways to share BYM financial highlights with interested folks
- ❑ Encourage Treasurers from BYM local meetings to join our committee meetings, which are held by Zoom

### **Attachment Y2025-29 Changes to *Faith and Practice***

How do we live our faith in care of the Earth?

(A replacement for existing Part 1, Section B, 21)

The produce of the earth is a gift from our gracious creator to the inhabitants, and to impoverish the earth now to support outward greatness appears to be an injury to the succeeding age.

--- John Woolman (1772)

Early writings show that Friends treasured the beauty of our world, encouraged members to know its wonder, and urged caution in our use of its gifts. What then is the spiritual relationship to our Earth that sustains Friends now?

For some Friends, biblical accounts provide valuable insights for today about the beauty of God's creation and our subsequent responsibility to care for it. In Psalm 19:1 we read:

The heavens are telling the glory of God; and the firmament proclaims his handiwork.  
(New Revised Standard Updated Edition)

Other Friends believe that we arose from nature and belong to nature, and nature reveals the Divine in us. Thus, as part of the natural world, we must treat the rest of creation with respect and be in partnership with it.

Whatever the understanding, it is clear that Friends have not adequately cared for what we have been given nor lived in complete harmony with the Earth. We are part of a social system that has overused resources, decreased biodiversity, polluted land, water, and air, created a climate crisis, and separated us from the beauty, diversity, and abundance of the natural world.

The Earth graciously and freely provides for us. If Friends restore right relationships - align ourselves with the Earth and all living beings with kindness, harmony, and care - we can connect more fully with the beauty of nature and the bounty it provides. Through nature we also can deepen our connection with the Divine, which provides healing, inspiration, and delight.

Quakers, along with many others, want to preserve and heal our Earth so that future generations can thrive. In our rapidly changing world, we must be creative and forward thinking in our actions for this to happen. If we are to succeed, governments, corporations, humanitarian organizations, scientists, and faith communities must work together.

As we consider the enormity of what we are led to do, and how it will change over time, we can prayerfully consider queries to help us stay true to our values as Quakers and live our faith in the world.

- How do we live simply using only what we need?
- How do we care for the Earth and all of life in ways that don't burden marginalized communities?
- How do we live peacefully, respecting the dignity of each person and their communities, while we also work to alleviate environmental injustices and all that harms nature?
- How do we encourage our youngest Friends to continue our efforts to live peacefully with the Earth?

It is critical that Quakers live in harmony with the Earth, continue to cultivate love and respect for it, and teach our children to do the same. If we are attentive to the Spirit within and even the Earth itself, they can teach and guide us. They can offer us meaning in our existence and offer spiritual lessons that we can use to rebalance our relationship with our sacred home, the Earth.

(Updated 2025)

# Annual Reports

## Spiritual State of the Meeting

### Overview

Reading the reports from Monthly meetings this year was a joy. We would like to dedicate this report to the young Friend from Adelphi Monthly Meeting, who told his mother, after last year's annual session, "I'm a Quaker."

The reports we received from Quakers in the mid-Atlantic region are full of hope, energy and good ideas. Our meetings are thriving and strong, asking themselves tough questions about how to get stronger and not satisfied with where things are.

The reports are chock full of ideas that other meetings might borrow to strengthen and build larger, more vibrant, beloved communities.

Our meetings remain centered in silent worship, drawing strength and listening for guidance from the Spirit.

### Arising from the Reports We Received

It was a year of growth and exploration for our Monthly Meetings. Many felt the need to write their own queries to reflect on their experiences and subsequently produced reports of self-reflection and insight.

Throughout BYM, meetings reported their meetings were experiencing unexpected growth. A concern that weaves through the reports is whether we are doing enough to welcome new attendees into our meetings.

**Goose Creek Friends Meeting** reported they felt "more needs to be done so newcomers know us better."

**Homewood Friends Meeting** called for a "recalibration" of outreach. "We can't do that unless we wrap our arms around each other," the report concluded.

One can detect a surprising theme from our reports: looking outward. Many Friends are wondering if our meetings are doing a good enough job explaining who we are.

**State College Friends Meeting** said we are hiding our light under a bushel:

Friends wanted to do a better job of communicating to others who we are and what we believe. Too often, Friends have to insist on what they are not: the Quaker Oats man, the Amish, or some other spiritual tradition, like the Shakers, that passed long ago. Instead of asserting what we are not, we need to state, more clearly and more passionately, our testimonies and commitments. We suggested a number of ways to take this opportunity:

- More t-shirts that say, “This is what a Quaker looks like.”
- A podcast devoted to living the Quaker life in our embattled world.
- A “Bring a Friend to Friends Meeting Day.”

Meetings continued to discuss and adjust how they deploy video conferencing during meetings for worship. After much discernment, Langley Hill Friends Meeting has adopted a rotating schedule so that some meetings remain non-hybrid.

Friends from Valley Friends Meeting and State College Friends Meeting said they feel a deep concern with the complex issues of Climate Change and challenged us to address the subject in next year’s SOS Queries.

Arising from our Queries

1. Report on your meeting’s Meeting for Worship with a Concern for Business. Generally, monthly meetings viewed their MWCB as Spirit-led. There was almost universal wish that more Friends attend the meetings. There seemed to be a gulf between “the usual suspects” who regularly attend MWCB and other members.

Discussions were reported to be difficult at business meetings, according to the reports. Financial issues, in particular, caused divisions between Friends.

Homewood Friends reported:

“Yet we are strong enough as a community to also experience

contentious meetings for business, recognizing that faithfulness to the Light is a challenge. Through disunity, the truth and the Light can reveal themselves. Worship is a safe place for the Light to instruct. It is not always a warm Light. Sometimes the Light is terribly harsh and helps us look at difficult things.”

## 2. How does your meeting practice the Quaker peace testimony?

War in the Mideast and Europe, rumors of wider war, and the reality of stark political divides at home has had a profound impact on our meetings this year. There was a broad concern about where the world is headed.

Friends at Sandy Spring Friends Meeting put it well:

We feel a deep and abiding concern and even worry for the future of our meeting, for the Religious Society of Friends, and for spiritual life in the world as a whole. We cannot know what spiritual nurture future generations will desire from our community. We are anxious and together seek a centered quiet.

Discussions of politics spilled into our worship and many meetings grappled with political messages. Meetings reported that their members pondered whether they were doing enough to make clear their commitment to the peace testimony. It was widely felt that peace begins at home and many families in our communities do not experience this peace. Friends at Williamsburg Friends Meeting shared a quote that Friends “should shine the light in the corner of the world where you live.”

## 3. Diversity and Anti-racist work

It was heartening to hear Monthly Meetings see anti-racism work is a spiritual concern. Meetings expressed a wish that their meetings could be more diverse. They are looking for ways to build ties to the Black residents of their communities and be helpful when needed.

**Maury River Friends Meeting** discussed being alert to an instance where found a way to lend a hand. During 2023, Peace and Justice began to look into an issue of environmental racism in our neighboring town of Glasgow. Persistent flooding there is disproportionately affecting neighborhoods that are predominantly African American. Working through Rockbridge Conservation—and local leaders in Glasgow, a knowledgeable Maury River member has been helping to write effective grants that can provide resources to remedy the flooding problem.

**The Carlisle Quaker Meeting** reported it was a big deal when a recent program on the Underground Railroad filled its meetinghouse to capacity and attracted a large number of Black neighbors.

A Friend commented that this event was a “big deal” for us – eye-opening evidence that we can connect to the community to the extent of filling our building. Our involvement with friends in Mt. Holly Springs (a small nearby community) who are seeking to restore a historically Black church associated with the Underground Railroad has helped that group make the case for additional funding from a state agency.

Attached to our report is an addendum with a brief description of what each of our Monthly Meetings said about their anti-racism work.

#### 4. Does your meeting suffer from the arrogance of certainty?

Friends welcomed this query and said it was something they should ask themselves regularly. Some Friends said they would be shocked if their meeting didn’t experience this arrogance and there was a general call for need for vigilance.

Dunnings Creek Monthly Meeting said it well:

We asked ourselves about the arrogance of certainty. Friends asked, “Doesn’t everybody have subtle prejudices, and sometimes not so subtle?” When there are difficult discussions, it is easier to NOT see “that of God” in others. We have been making an effort to notice the prejudices we see in ourselves. One Friend reminded us that we might take care and beware of the “holier than thou” trap when in meeting we talk of other religious groups. It would be good to tenderly alert that to each other when we see it. A sense of humor is a priceless gem.

#### Intriguing ideas

Here are some innovations that we want to learn more about:

- Dunnings Creek - “Still Listening Series”
- Blacksburg Friends Meeting holding a “sensitive topics forum”
- Homewood Friends Meeting naming the persons who have died each week by homicide in Baltimore City.
- York Friends Meeting setting up a writing table for cards for absent Friends

#### Closing Thought



We close our report with beautiful words from the Goose Creek Quaker Meeting. When we gathered in the Meeting House to talk about the spiritual state of our meeting during the past year, one Friend said it all in a few words, “The love we have for each other is our foundation.” May we move forward in that love, guided by the Inward Light.

#### Addendum I—BYM Committees and Working Groups

How Spirit moved through BYM Committees and Working Groups, BYM Spiritual State of Meeting report

##### Growing Diverse Leadership

Spirit moved through the work of GDL this year helping them focus on finding ways to get Young Friends more involved in the Yearly Meeting. The plan is to hold a Young Adult Gathering sometime next year. This work was a catalyst to bring the committee together. The committee became more engaged, and felt that it was doing important work.

##### Stewardship and Finance

Stewardship and Finance has established a variety of Best Practices. They read the antiracism queries and ask themselves how they apply. They meet at a regular time and place with a “great clerk” who keeps the agenda, manages the time, and follows up with both their tasks and tasks undertaken by others, all while keeping the meetings spirit-centered. We started a new procedure inviting committees who are making budget requests, including Reparations Action Working Group and Working Group on Racism to speak at the annual Apportionment and Budget meeting so their insights can be more widely shared with the meeting community

##### Friends Helping Friends

Spirit moved through the committee helping them discover that going out to talk to Monthly Meetings was an excellent way to communicate. There had been a struggle previously as Friends felt that reaching out to the FHF group was a sign that they were weak. In the Monthly Meetings, FHF explained that we all will have conflict in our lives unless we move to isolate. Working on a conflict is saying that “I care enough about you that I want to work with you.” Working on it gets people to a deeper place.

#### STRIDE

There is no committee or working group at this time. Rachael Carter, STRIDE Program Coordinator, will be giving a yearly report during the fall interim session.

#### Working Group on Racism

During this past year we arranged for Crossroads Antiracism Organizing and Training to spend a day and a half with Friends throughout the Yearly Meeting who are engaged in this work to develop more of the skills, understanding, and spiritual grounding they need. We have also arranged for funding for BYM Global Majority Friends in their efforts to heal from racist trauma they experience.

WGR Friends are greatly heartened by the growing efforts of others in the Yearly Meeting, both individuals and local Meetings, to help BYM become a truly antiracist faith community. We work especially closely with the Growing Diverse Leadership Committee and the Reparations Action Working Group. We also contribute as invited to the antiracist efforts of Strengthening Transformative Relationships in Diverse Environments, the Ministry and Pastoral Care Committee.

#### End of Life Working Group

The End-of-Life Working Group's book *A Tender Time: Quaker Voices on the End of Life* was published by BYM in June 2024. It is the culmination of years of work revising and greatly expanding the 2018 Langley Hill booklet on death and dying. With guidance and editorial support from EOLWG, Patti Nesbitt (Sandy Spring) and Kristin Zimet (Hopewell Centre) compiled a unique collection of Quaker voices, both historical and contemporary. An open-hearted primer from a Quaker perspective, the book explores many practical, legal, emotional, and spiritual aspects of the end of life. Writing this book has been a collaborative and spirit led process that has touched the hearts of all involved.

Pendle Hill has scheduled three seminars in the Fall 2024 around the book's topics and a First Monday lecture in January 2025. More activities are requested by various meetings throughout the yearly meeting and beyond.

#### Peace and Social Concerns

A member of the committee said, "The Spirit moved among us (this past year). We listen to each other. Didn't always have the same idea but there was no conflict. Everyone on the committee had a lot of experience and had valuable insights. There was Agape on our committee this year.

There were two Working Groups: Ceasefire and Reproductive Justice. Both groups sent minutes to Interim Meeting. In April, they held a working day for Peace committees from all the Monthly Meetings. They worked with Quaker Voice of Maryland. They worked on prison reform. They worked on six pieces of legislation in the Maryland Assembly; 3 passed.

#### Ministry and Pastoral Care

A positive thing the committee did this year was to open dialogue on anti-racism with BYM groups like Working Group on Racism, Reparations, STRIDE, and the Global Majority. The discussions felt Spirit-led and good relationships have been formed.

The committee was delighted with our retreat with Clinton on Trust Circles. Coffee hours have been a tool to help Monthly Meetings share their initiatives and concerns. Themes arising from coffee hours and from Annual Session last year have included anti-racism efforts, overly frequent speakers, and working with Working Groups under our care.

#### Addendum II – anti-racism Monthly Meeting highlights

2023 BYM Spiritual State of Meeting Report, Meetings discussion of their anti-racism work

Adelphi Friends Meeting: In many ways, Adelphi leads the way for BYM on anti-racism work. Adelphians' journeyed toward anti-racism with help from the Change Group, Peace and Social Concerns Committee, 2 small change groups, Friday film discussions, book clubs, and individual activism.

Annapolis Friends Meeting: Came together for a session on "Journeying toward Justice and Repair" with Lynda Davis to help us deepen our understanding of Quaker roots through learning and reflection.

Blacksburg Friends Meeting: Had a *Sensitive Topics Discussion* about reparations. Several members attend the local Dialogue on Race group.

Carlisle Quaker Meeting: Held a program on the Underground Railroad and worked on restoring a historically Black church in Mt. Holly Springs.

Charlottesville Friends Meeting: Assisted with meals preparation for unhoused women with a local non-profit. Read anti-racism queries quarterly.

Deer Creek Friends Meeting: Has a reciprocal relationship with Hosanna AME Church, supporting their efforts to restore a museum

Dunnings Creek Friends Meeting: Making an effort to educate themselves and invited musicians from other countries and people of other faiths to the meeting for fellowship and reducing prejudice

Frederick Friends Meeting: Change Group's readings on racism and potential solutions.

Friends Meeting of Washington: Anti-racism has become a core concern for the Meeting as a whole, nurtured by the Committee on Ministry and Worship. Strengthened participation in the Black-led Washington Interfaith Network

Herndon Friends Meeting: Ant-Racism Working Group working with the town to change the historical marker on property to note the building's history as a segregated library.

Homewood Friends Meeting: A new Dismantling Racism Working Group has begun to offer activities. Worked with Stony Run Meeting and the Lillie Carroll Jackson Museum to sponsor a talk with Charles Chavis, director of African and African American Studies at George Mason University.

Hopewell Center Friends Meeting: Attended activities of the local AME Church and hosted an interfaith unity picnic.

Little Falls Friends Meeting: The meeting recognizes it could be doing more to facilitate learning about and recognizing the individual implicit biases of members.

Mattaponi Friends Meeting: The meeting said that the believe that there is "that of God in all" is the remedy for healing the systemic racism in our culture

Maury River Friends Meeting: The meeting's Peace and Social Justice Committee worked to help a Black neighborhood in Glasgow that has suffered disproportionately from persistent flooding.

Midlothian Friends Meeting: The meeting's Racial Justice Study Group provided new ways to look at race relations

Patapsco Friends Meeting: The meeting's Change Group offered a variety of presentations and book studies to have difficult conversations about racism.

Patuxent Friend Meeting: Wrote a minute to send to the local school board in opposition to an effort by Calvert County Public Schools to remove language acknowledging white privilege and the legacy of racism.

Richmond Friends Meeting: An ad-hoc committee on race and racism "examined harmful ingrained cultural approaches in powerful sessions, while lifting up the rich contributions and joys of racial diversity. We struggled, and continue to struggle, with the boundaries of our own experiences."

Roanoke Lynchburg Friends Meeting: The Meeting works closely with the local chapter of the NAACP and the Roanoke City Police Department and plays a central role in Groceries Not Guns, a gun buyback program.

Sandy Spring Friends Meeting: The Change Group hosted a Juneteenth Celebration with the local United Methodist Church. The group worked on how it could be more effective in facilitating change at the Meeting.

Shepherdstown Friends Meeting: The Meeting supports and participates in a monthly Vigil for Racial Justice in Martinsburg

State College Friends Meeting: The meeting's Climate Justice Working Group presented a Climate Racism slideshow at the Upper Susquehanna Quarter Fall Family Gathering last September.

Stony Run Friends Meeting: The Library Committee worked to broaden the collection of works that explore LGBTQIA+ and anti-racism themes.

Takoma Park Preparative Meeting: Members participate in Adelphi Friends Meeting's anti-racism efforts.

Williamsburg Friends Meeting: The Meeting hopes in 2024 to return to discussions on racism that were previously held during the pandemic.

# Annual Reports of Committees

## Advancement & Outreach Committee

Members: Steve Morse (clerk), Levi Goren, Jim Citro, Maggie Detar-Lavallee, Erinn Mansour, Madeline Mirasol

This report covers the period from July 2024 through June 2025.

1. This August marks the third full year for *Jesus' Friends*. Our goal is to provide opportunities for Friends to express their faith using Christian and Biblical language. A calendar of events is published each month, and includes dates and contact information for such activities as worship sharing, Bible Study, discussion groups, and meetings for worship. As of June 2025, there are about 50 people on the *JF* mailing list. We also reviewed and improved the *JF* portion of the BYM website.
2. A workshop on Vocal Ministry as part of outreach was presented by Jim Citro at the Annual Session last July. Jim also presented the workshop to the Warrenton Quarterly Meeting.
3. Jim Citro and Maggie Detar-Lavallee are preparing a workshop for presentation at the 2025 Annual Session. The theme of the workshop is "Spirit-led Outreach."
4. Our committee holds the BYM working group on Welcoming Trans and Nonbinary Friends under its care. That working group has been active, and will be submitting its own report.
5. We support the Susan Turner Thompson Quaker Education Fund (STTQEF) by appointing a representative each year. This year, Erinn Mansour was the A&O representative.
6. At the request of the Nominating Committee, members of A&O made videos of their experience working on the A&O committee.
7. An on-going effort has been made to review and up-grade the A&O portion of the BYM website. Independent of A&O, BYM Administration has been making its own up-grades and improvements to the full BYM website. This has complicated our work, since it has been difficult to dis-entangle responsibilities and the technical effects of proposed changes. For example, before we became aware of the work being done by BYM Admin on the website, we drafted a detailed letter laying out our concerns regarding the website, and the

need for improvements to support Outreach. (As it turned out, the concerns contained in that letter were OBE.) We plan to continue working on this project.

8. We laid down two non-functioning working groups at the March Interim Meeting: the *Internet Communications* working group, and the *Growing Our Meetings* working group.
9. We held a face-to-face meeting in March which gave members of the A&O committee a chance to get to know each other better in an informal, relaxed setting. We hope to make this an annual event.

Respectfully submitted: Steve Morse, Clerk

July, 2025

## Camping Program Committee

The **Mission of [BYM Camps](#)** is to build a vibrant, diverse, and youth-centered community where we: Welcome all with open arms; Nurture campers' ability to both find themselves and be themselves; Create opportunities for campers to step into leadership, to shine their light brightly while also celebrating the light of others; Cultivate life-long connections to wild spaces, to specific places, and to each other. Camp is in session; camp magic is happening. This report outlines the challenges which were overcome to build this summer's Fire at The Center.

Briefly, our spiritual state is stubbornly optimistic but weighed down. It used to be that everyone doing what they could was enough, and we got enough done. It was fulfilling and we found joy and reward. Although joy and reward can still be found, we are bogged down in the practical minutia of making the camping program happen. Our role of addressing big picture questions and tackling long-term sustainability is inhibited by a lack of volunteer energy. A few of us have taken on too much, and many of us wish they had more energy and time to give. Our ability to joyfully minister to youth, staff and volunteers feels dimmed.

We are called to this ministry. No one said callings were easy yet we are committed to the cause. Way opens.

### Activities

Since the 2024 Annual Session, the CPC oversaw the transition of the Camp Program Manager position, the Opequon Camp Director position, and shepherded our Minute on Camping Governance into a working group of the yearly meeting: Camp Governance



Study Committee (ad hoc). The committee adopted spiritual oversight of the STRIDE program. Family Camp will return in the Fall of 2025.

Members of the CPC also supported the Camp Property Management Committee (CPMC) and BYM staff as the yearly meeting built out the infrastructure at the Rolling Ridge property to accommodate the needs of Opequon Quaker Camp. There have been wide-ranging and substantial improvements, among which are the upgrades to showers, toilets, and the completion of nearly all the cabins. To facilitate communication between the two committees, the clerks of CPC and CPMC have met monthly; this practice has been helpful towards meeting the charge of both committees. The “program” side of camps is immensely grateful to those on the “property” side who make our joyful efforts possible.

Collaborating with the Development Committee has continued to strengthen the financial support of BYM Camps. The contributions to the Special Campaign for Opequon have been nothing short of spectacular. The CPC conveyed an appeal to the December Interim Meeting to increase donations for scholarships and the response has been heartening. Ongoing discernment will continue to see that the mission of camp is successfully underwritten. That is, we are progressing towards a development plan that grows non-tuition revenue.

The ongoing burden of the CPC has been our concern with the budgetary shortfall. We have continued to work with representatives of the following committees: Stewardship and Finance, Supervisory, Development, and Property Management. The importance of the General Secretary’s dogged efforts on the budget, both overseeing and problem solving this issue cannot be overstated. The work of our overworked yearly meeting staff, camping program manager, and seasonal camp staff has been extraordinary. We are grateful.

#### Transitions Affect Momentum

We lost momentum at the beginning of 2025 when Brian Massey, our Camp Program Manager, transitioned to working for the American Camp Association. This was an excellent opportunity elsewhere and he has our enthusiastic blessing. However, the CPC’s progress towards attaining our goals slowed considerably. CPC greatly appreciates our Interim Camp Program Manager, Zora Tucker, who has stepped into this role. We are grateful that Zora is off and running.

In our February joint meeting of the CPC and CPMC, the following **Minute of appreciation for Brian Massey** was recorded.

The BYM Camping Program Committee offers great appreciation to Brian Massey. We were lucky to have someone with so much history and love of the program in the Camping Program Manager role. He guided the camping community through difficult times with the pandemic. His passion for the program, innovation, and dedication to its continued success through all the challenges was tremendous. We transitioned to offering more mental health support to staff and campers, improving training, paying staff better, and creating full-time positions for a Camping Program Associate, and a Camp Director. We are also grateful for his guidance on creating a Strategic Plan. He also helped guide us as we transitioned from Opequon in Brucetown to Rolling Ridge Conservancy near Harpers Ferry. He brought great love to all his work and helped model and inspire community members to set healthy work-life balance boundaries. We will miss him, and we know that he will bring passion and creativity into his new job, working on camp innovations for the American Camping Association.

#### Strategic Plan

The [BYM Camps Strategic Plan 2023-2028](#) listed our goals regarding A) campers, B) community, C) clarity, and D) sustainability. Some of the goals can only be addressed by the wider Yearly Meeting—through a variety of committees—and others are the purview of the Staff of Baltimore Yearly Meeting. That is, the CPC can take the lead on some but not all of the goals. None-the-less, we take this opportunity to reflect on progress towards these goals. What have we done?

We believe that our corporate discernment has come to the point where we understand the issues that revolve around Goal #D1 towards a **sustainable financial model**, which is: “Develop and implement a regular and transparent process to review the BYM Camping Program financial forecast and model to enable strategic decision-making.” Formulating a sustainable financial model must be the priority in the upcoming year. For this to be accomplished, The CPC will need to address Goal #D2: “Review and revise (if necessary) the tuition model to ensure that it is values-aligned and supports the financial needs of the program.” We believe it is aligned, but not adequately supporting the program. The staff is reported to be in the process of addressing Goal #D3: “Review and revise (if necessary) the compensation structure for staff to ensure it is transparent and growth-oriented”. As mentioned, the development goal (#D4) is being addressed in part. Goal #D4 is “Design and implement a development plan that grows non-tuition

revenue by cultivating alumni support and garnering institutional funding and partnerships.” The CPC is in the process of developing a wider marketing plan to address Goal #5: “Strengthen and expand our communication functions to build awareness of BYM Camps and our impact among a broad array of constituent groups.” This will be the key to ensuring full enrollment during the 2026 season. The “Big Think” effort of the General Secretary could be part of Goal #D6: “Create and implement a Camp Master Plan to ensure mission-aligned properties that inspire and promote programmatic effectiveness.” The Big Think is an upcoming design workshop to rethink our camping program, brainstorm, and consider some fundamental changes.

The first of the five **Campers at the Center goals**, “Goal #A1: Continue the work of facilitating a genuinely diverse, inclusive, anti-racist, and welcoming community that promotes acceptance, belonging, love, and a celebration of the Light in everyone”, is *the* foundational goal of BYM Camps. The STRIDE program and the tuition sliding scale specifically address these goals. To a large extent, this is the animating purpose of the Camp Directors and the seasonal camp staff. Through their efforts, Camp Magic continues to happen.

However, it is difficult to see progress on the remaining goals in this group: “Goal #A2: Clearly and consistently communicate our foundational statements across the program: mission, vision, and core values. Goal #A3: Establish and implement a regular review process to consider all aspects of the BYM Camping Program relative to its foundational statements. Goal #A4: Create Camper Outcome Program Guides that articulate the desired camper outcomes, relative to the BYM Camping program foundational statements, for each camp and age level. Goal #5A: Develop the programmatic and personnel structures that support and respond to campers’ mental, emotional, spiritual, and physical health at each age and experience level, and that support the desired camper outcomes.” Among other things, The Big Think may address whether diverse types of camp experiences will also serve our Mission.

Over the past several years staff have been short handed and focused on the most immediate priorities. So, it is understandable if only some progress has been made on the five **Vibrant & Diverse Community of Staff & Volunteers goals**: “Goal #B1: Draft and execute a multi-year staff recruitment plan to ensure sufficient and sustainable staffing levels for all BYM Camps. Goal #B2: Create a Staff Orientation Program Guide and process to orient and train new and returning administration, staff, and volunteers

to the program's values, mission, vision, and practices. Goal #B3: Update the Staff Handbook to articulate the processes and practices that promote a spirit-led, values-driven, joyous, and just culture across all camps. Goal #B4: Create a Volunteer Program Guide to articulate the structures and processes to encourage volunteers to contribute to the program in appropriate, meaningful, and attainable ways. Goal #B5: Develop and implement a process to measure and cultivate staff and community satisfaction."

We have begun to see some progress on the three **Clear and Effective Governance & Leadership goals**: Goal #C1: "Determine the governance and leadership model that best meets the current and future needs of the Baltimore Yearly Meeting and the BYM camping program." The above-mentioned ad hoc working group is addressing this. Time permitting, the staff continues to work on the remaining goals. "Goal #C2: Establish a comprehensive staffing model at the administration and programmatic levels that effectively supports the entire program and nourishes staff work/life balance. Goal #C3: Develop and implement a meaningful review process for BYM camping program leaders, managers, directors, and staff for accountability, feedback, and dynamic growth."

### Gratitude

We are immensely grateful to the camper families who have entrusted their children to the transformative experience of BYM Camps. Their joy is also shared with the many volunteers and staff who make Camp Magic happen. The CPC remains open to suggestions for improving the camp experience through living our Quaker values. Our gratitude cannot be overstated for the grit and hard work of Sarah Gillooly, Brian Massey, Zora Tucker, David Hunter, Harriet Dugan, Randy Matten, Rai Carter, Dyresha Harris, Hope Swank, Rosie Eck, Jesse Austell, and Peter Abrikian. We cannot say that their work is tireless, because they are indeed tired. But they doggedly persist. We thank them for that, and it is our intention to be part of the solution to find a more sustainable model to prevent burnout.

Submitted by Al Best (ongoing Co-clerk) and Anna Best (outgoing Co-clerk) on behalf of the BYM Camping Program Committee.

## Camping Property Committee

The Camp Property Management Committee, with the Camp Property Manager, is charged with overseeing the management of present and future properties that Baltimore Yearly Meeting uses for camping, retreats, and similar activities. We plan ahead and prioritize short- and long-term needs of the camp properties and support our tireless Camp Property Manager, David Hunter. Current committee members include Chris Greely, Anne Honn, Rick Honn, David Hunter (Camp Property Manager), Blain Keener, Jackie Kosbob, Kevin O’Riley, Rick Post, Nathan Shroyer, and Greg Tobin (Clerk). We are often joined by liaisons Karen Suzanne Daniels (Camp Program), and Gary Gillespie (Trustees). We meet by Zoom on the first Monday of the month at 7PM and jointly with the Camp Program Committee in February. The Committee assists in hands-on work at the camps and coordinates approximately eight to ten camp work days per year.

The majority of our attention in the past two years has focused on repairs and upgrades to Opequon Quaker Camp which relocated from Brucetown, VA to Rolling Ridge Conservancy for the 2024 camping season. We are grateful for the generous support of BYM donors who, through the efforts of the Development Committee, raised over \$800,000 to support the construction of eight new cabins, tent platforms, composting toilets, and many other improvements. Although the Camp’s infrastructure was relatively rough in 2024, Director Jared Wood and staff put on a rich program which was enjoyed by many campers. We are happy that the staff and campers will have much more enjoyable and functional facilities in the coming 2025 camp season with the completion of at least five new cabins, installation Clivus Multrum composting toilets at the cabin sites, four new toilets in Camp Central, reconfiguration of the bathhouse, new refrigeration in the kitchen, and many additional upgrades. We will continue to consider and plan for additional improvements to Opequon. The construction of a swimming pond is a high priority if we can gain approval from neighboring stakeholders and raise the funds.

While the majority of our efforts centered on the new Opequon facility, we were blessed that Shiloh and Catoctin were in good condition and did not require expensive emergency repairs.

At Shiloh we are planning to build the last of the two replacement camper cabins in the next budget cycle and are studying repairs to the historic Ruby's Cabin. In the past 20 years, highly invasive kudzu has grown rapidly and now threatens the health of the forest. Blue Ridge PRISM (Partnership for Regional Invasive Species Management), an environmental organization has been working on kudzu control in our downstream neighbor's property and has also made some headway on our land along the Conway River. We are investigating various funding mechanisms, such as state grants, to start a more comprehensive kudzu control program before it is too late.

At Catoctin, we have finished replacing all of the older cabins at Catoctin Quaker Camp and we have a wonderful and welcoming bathhouse with composting toilets. The kitchen sports a new coat of paint and we have a new fire circle that is further away from road noise. Our next major tasks include either a major upgrade to the infirmary or a replacement building that is more suitable for camp needs.

Looking ahead, we invite Friends to join us for our upcoming Fall and Spring workdays at each camp. The work can sometimes be hard, but the company and food are wonderful! Please consider signing up at <https://bymcamps.org/community-work-days/>. Our most pressing needs is raising funds for camp repairs and improvements and finding the time to get all of the work completed. We invite Friends to join our committee and experience camp from a different perspective!

Respectively submitted for the CPMC,  
Greg Tobin, Clerk  
Frederick Friends Meeting

# Development Committee

The Development Committee is that group of volunteers within BYM that works to grow the financial capacity of BYM to do its many ministries.

In the last 12 months our committee has met most months via zoom, with full participation of appointed and liaison members. We regularly consider the anti-racism queries. We have benefitted from and appreciated the presence, enthusiasm, and hard work of Development Manager Nikki Holland. BYM invested in substantial training for Nikki at the Indiana School of Fundraising, and she recently received a Certificate in Fundraising Management.

A year ago the Special Campaign for Opequon Quaker camp was in full swing. Several Development Committee members did double-duty on the Special Campaign Committee, which was ably staffed through April 2025 by consultant Barbara Wille. See the Special Campaign Committee final report, submitted separately.

BYM Friends have much to celebrate with the successful conclusion of the Special Campaign. Other contributed income for 2024 surpassed our goal, and 2025 income to date is strong.

## 2024 income

General Fund		
(from individuals, meetings, and grants): \$320,251		
Camp Property Capital:	50,438	
Barry Morley Campership Fund:	1,170	
Sue Thomas Turner Education Fund:	3,000	
TOTAL contributed income:	<u>\$374,859</u>	(goal: \$350,000)

## 2025 income to date

Income thru June is strong. Halfway through the year we are 55% of the way towards our contributed income goal of \$375,000.

General Fund		
(from individuals, meetings, and grants)	\$207,190	
Camp Property Capital	930	
Barry Morley Campership Fund	<u>50</u>	
TOTAL contributed income (to 6/30/25):	\$208,170	(goal: \$375,000)

There are several reasons for increased income to date, including donations of \$56,000 from 95 camp families, on top of their tuition. We saw a small spike in contributions at the time of the religious liberty lawsuit BYM joined earlier this year. Several local meetings also responded to the appeal to send additional contributions (in addition to apportionment) to address the projected shortfall in camping program income. We also have twice the number of new donors than had contributed at this time a year ago. The greatest need continues to be unrestricted contributions to the General Fund.

In addition to the contributions noted above, BYM received a very generous bequest this year. We hope all Friends will consider putting BYM in your will.

### New Initiatives

With hopes of deepening engagement with camp families, committee members from Development, Camping Program, and Camp Property committees have signed up to “meet and greet” families at the end of each session of each camp this summer.

Nikki Holland and Sarah Gillooly have both begun a series of visits to local meetings (typically one per month) and this is proving rewarding on many levels. These visits help build stronger connections between local meetings and BYM. Strengthening these relationships (“friend-raising”) is a key component of successful fundraising.

### Fundraising for BYM Camps

As reported at June 2025 Interim Meeting, the Development Committee has begun having extended discussions about the long-term need for increased fundraising for the camping programs -- beyond what is possible with our current staff configuration. The future of our yearly meeting camps may depend on raising significantly more funds in order to have resources to both adequately compensate staff and keep tuition



accessible. The current financial model is unsustainable. This is by no means solely a Development Committee concern - it is a yearly-meeting wide problem and will need sustained attention from all of us.

### Our Work Together

We would welcome additional appointed members and are always glad to tell you about what's involved in Development Committee work. In the last year, 5 Friends served as appointed members of the committee, 4 were liaisons with other BYM committees, and one was co-opted. We are grateful for the service of Gretchen Hall and Barb Platt who are rotating off the committee after 5 years and 3 years of service, respectively.

*Development committee members:* Arthur Boyd, Dave French, Gretchen Hall, Barb Platt (clerk), Gloria Victor-Dorr, Al Best (liaison from Camping Program Committee), Marion Ballard (liaison from Trustees), Chris Greeley (Liaison from Camp Property Management Committee), Catherine Tall (liaison from Stewardship and Finance), Victor Thuronyi (co-opted).

*Special Campaign committee members:* Al Best, Arthur Boyd (clerk), Gretchen Hall, Jon Nafziger, Victor Thuronyi.

# Educational Grants Committee

No report received

## Faith & Practice Committee

The Faith and Practice Committee has met at least monthly during the last year, and the regular attenders have developed a good working relationship and deeply centered worship. We start our meetings with worship and personal sharing, and we also end with worship. We have each found our roles that balance the committee, whether it is convening, writing, bringing specific perspectives, or keeping us spiritually centered. We are basically a committee of four because other appointed members have been unavailable.

We read the anti-racism queries at the beginning of each meeting. We did not explicitly address them every time we met, but as we neared unity on a paragraph or section, we considered with focus whether it addressed the beliefs of different groups within the yearly meeting. We have been careful to include the perspectives of both FUM-oriented Quakers and FGC-oriented Quakers. We also considered diversity of ages, education levels, and locations (rural or urban) within the yearly meeting.

In the spring of 2024, we met with members of the Unity with Nature Committee, the Working Group on Racism, the Growing Diverse Leadership Committee, and the Reparations Action Working Group to get their perspectives for revisions of two sections to the 1988/2023 Faith and Practice: Part 1, Section B, 21 Humankind and the Environment, Part 1, and Section B, 18, Prejudice and Discrimination, as well as related queries. The committee began with material Unity with Nature provided us. We plan to move into work on the section currently titled Prejudice and Discrimination in August 2025.

We spent the year revising and re-revising a draft of Care of the Earth – our update for Humankind and the Environment - drawing on input from the Unity with Nature Committee, the 2013 Resource for Faith and Practice, and work of the wider community of Friends. We sent the draft document out to monthly meetings, worshipping communities within the yearly meeting, and committees of the yearly meeting in late November for comments and feedback.

As we started receiving responses, we realized that our focus was not quite right for a number of these groups. We very carefully and prayerfully revised the section with all

comments in mind. We were challenged by some of the comments we received that we experienced as mean-spirited and not helpful. We focused instead on understanding serious concerns brought to us, so we could appropriately address them. We carefully read and sat with each response, so we could include at least the essence of each in our final draft. We tried hard to make the document reflect all in the yearly meeting. We could not include every single comment and sometimes there were conflicts in perspectives.

We produced a simpler, more nature-focused document which we brought to Interim Meeting for a first reading and hope to have approved at Annual Session as a replacement for Faith and Practice (1988/2023) sections I.B.21 and II.B.12.

We are grateful for the support of Nominating Committee that listened to our needs and worked hard to find the right Friends to join us in August 2025. We are pleased with the experiences and skills incoming committee members will bring us, and we know we will benefit from them.

We are a small committee taking on large responsibilities. Our work is challenging, and it is rewarding. We do it prayerfully, carefully, and humbly, and we are enriched in the process.

## Growing Diverse Leadership Committee

No report received

# Indigenous Affairs Committee

## Travel to Pawnee, Oklahoma to Convey Reparations Funds

At annual session in 2024, Baltimore Yearly Meeting approved financial reparations to the Pawnee people for our involvement in activities that were destructive of Pawnee culture, including running a school. We agreed to send \$10,000 in 2024 and \$10,000 in 2025. Our offer was warmly received and we expect that the funds will be used to support a language restoration project by the Tribe or other projects that revive the Pawnee's cultural heritage.

In November of 2024 Patricia Powers, Susannah Rose, and Sue Marcus travelled to Pawnee, Oklahoma. We were invited to the Tribe's Veterans Day ceremony, a feast in which veterans were individually named and honored, by Herb Adson, Cultural Director for the Pawnee Nation. We spoke briefly at the celebration to explain our presence and were received with hospitality. Patricia and Sue explained the history of Quakers and Pawnees to a Pawnee language class the next day and presented the \$10,000 check, as well as an additional check from Alexandria Friends Meeting for \$1,000. The second check for \$10,000 (for 2025) was delivered by mail in June 2025 and was especially welcome due to the devastating cuts this administration has inflicted on Tribes.

An additional bonus from the November 2024 visit was the opportunity to connect with a long-time Quaker pastor nearby. Susannah and Sue met with David Nagle in Hominy, Oklahoma. Hominy Friends Church is the Quaker meeting closest to the Pawnee lands. (It is part of Great Plains Yearly Meeting.) The Hominy Meeting members are mostly members of the Osage Nation or related to Osage members. The Meeting has been involved with the Osage people since 1908. We were inspired by David's efforts to honor Osage language and customs, including learning Osage himself and incorporating it in his services. In part thanks to his efforts, a school focusing on indigenous language and tradition is now available to Osage youth.

## Presentation by Indigenous Leader

At the 2024 Annual Session, IAC sponsored a plenary session by Chief **Dennis J. Coker**, who has served as the Principal Chief of the Lenape Indian Tribe of Delaware since 1996. (See: <http://lenapeindiantribeofdelaware.com/>.) Chief Coker described the Tribe's determined efforts to revitalize land donated to the tribe that had been polluted and

overrun by non-native plants. The Tribe and volunteers wanted to provide a model of land recovery, and we were inspired by their efforts.

### Activities and Projects

#### Committee Continuity

Since many experienced committee members rotated off the committee at the same time, leaving mostly new members with a lot to learn, Co-Clerks interviewed key members individually and documented important history, resources, and contacts. Pat Powers, Dellie James, and Dan Cole also met with the committee as a whole and provided background. All three provided files related to the committee's history, which have been organized for easy transmission in the future. New members have been striving to learn.

#### Information Dissemination

The IAC continues to publish the *Indigenous Affairs Quarterly* (IAQ). The quarterly features news, resources, historical information, and upcoming events. It is sent to identified contacts at Monthly Meetings and others who have expressed interest. All editions are posted on the committee's website, with a link to the latest issue included in BYM's newsletter. The editor is Susannah Rose. If you want to be put on the email list, contact her at [susanhillrose@gmail.com](mailto:susanhillrose@gmail.com).

#### Data Update Report

Our committee received BYM funding for a project to update a comprehensive 2009 report issued by FCNL that captures essential demographic and other information about Native Americans. Among the topics are facts about Native health, education, housing, employment and infrastructure. To complete the update, we engaged the services of Alexis Contreras, a member of the Confederated Tribes of the Grand Ronde Community. Ms. Contreras is acquired her experience as a researcher at the National Indian Child Welfare Association. She submitted a first draft and recently submitted a revised draft in which she addressed extensive comments and suggestions from the committee, including the need to include Native Alaskans and Native Hawaiians to the extent possible. These populations were not included in the original FCNL document. The IAC is in the process of reviewing the document and will consult with Ms. Contreras about the most effective way to make its findings available.

#### Attendance at National Conference

Bill Mims attended the National Congress of American Indians in February and reported on many powerful presentations, including the annual Native State of the Union and moving speeches by two young Indians about their hopes for their people.

### Liaison with Outside Organizations

#### *FCNL*

IAC invited FCNL’s Native American Advocate, Rachel Overstreet, to give a presentation to the committee on legislation needed to address Native American issues. A current priority is passing the Truth and Healing Commission Bill on Indian Boarding School policies, which was approved by the Senate unanimously in the last session but did not receive a vote in the House of Representatives.

Future legislation is needed to address the crisis of missing and murdered indigenous women. This will be the primary focus of a workshop by Ms. Overstreet at Annual Session 2025, sponsored by the IAC.

Liaison with other organizations has not been a priority this year as our new members sought to grow in their knowledge and discern directions. We hope to do better next year!

### Composition of Committee

Members for 2024-25 include Susannah Rose and Steve Tatum (Co-Clerks), Sharon Stout, Bill Mims, Abbey Compton, John Meyer, Eric Nelson, Betty Smallwood, Stuart Green, and Darcy Lane. Dan Cole has served as a co-opted member and will rejoin the committee in 2025-26. Darcy Lane will not be continuing on the committee and Eric Nelson is currently inactive.



## Interim Meeting

No report received

## Manual of Procedure Committee

Baltimore Yearly Meeting's Manual of Procedure Committee met six times between the 2024 and 2025 annual sessions. We:

- Reviewed annual session and interim meeting minutes for procedural changes
- Worked with Peace and Social Concerns Committee on changes to that committee's charge
- Crafted first-reading proposed manual changes for presentation at the 3/22/2025 interim meeting
- Presented the changes for first reading at the 6/21/2025 interim meeting
- Crafted second-reading proposed manual changes for presentation at the 2025 annual session
- Named clerks for the 2025-2026 term

# Ministry & Pastoral Care Committee

Members: Peirce Hammond, Martin Melville (co-clerks), Jerry Coates, Paul Isyai, Otis Kenny, Karen Lockett, Kevin Douglas Olive, Eileen Stanzione, Barbara Thomas.

## Annual Session 2024

M&PC is responsible for several functions at Yearly Meeting's Annual Session.

- *Development of Queries* in accordance with the theme ("Rise up and Let your Life Speak") to guide Worship Sharing. The queries were: (i) How does your life speak to the calling of the Spirit; (ii) How are you led to respond to the call to affirm human dignity, root out prejudice and rejuvenate our culture of activism?; (iii) Whom do you admire whose life followed spiritual guidance? Tell a story about that person and why you have chosen them.
- *Pre-session Retreat* — led by Francisco Burgos, Director of Pendle Hill. Title: Effeta, being attentive to the Spirit in a challenging world.
- Morning Worship Hour
- Bible Study led by Paul Isayi
- Experiment with Light led by Sarah Burr
- Sacred Chant Workshop led by Ruth Fitz
- Worship Sharings, one led by Unity with Nature, a second led by Meg Meyer and Katherine Cole.
- *Ensuring Prayerful Presences* are holding Meetings for Business and Plenaries in Light.
- *Connecting Local Meetings Workshop* led by Greg Robb and Eileen Stanzione on: "Sharing about guiding newcomers as they arrive and integrate" and "What will Quaker meetings look like in 20 years? How to attract young folks."
- *Memorial Meeting* led by Ken Stockbridge and Barbara Thomas' Saturday late morning.
- *Programmed Worship* led by Pastors Gilbert Imbayi and Ronald Moyia from Friends Church of Baltimore.

## Spiritual State of the Meeting Report

M&PC develops queries and circulates them to local Meetings and BYM committees.

Note goes out in November; responses are due by April; BYM-wide report is generated by early July. Queries for 2024 were: (i) How does the Spirit prosper among you?; (ii) In what ways are we tenderly eldering and educating adults and children in the manner of Friends to deepen our Vocal Ministry?; (iii) How do we maintain the spirit of openness

and humility as we proclaim our testimonies and live them?; (iv) As we work for peace, are we nourished by peace and justice within and among ourselves?

#### Annual Committee Retreat

BYM's Friends Supporting Friends led M&PC in a session February 1 on "Dealing with Conflict Constructively." It gave us a chance to share together with our new members and with the pastoral care roles FSF and M&PC shepherd.

#### Coffee Hours

January 16—"How is your Meeting staying centered with all the tumult in the world?"

April 24—"How is your Meeting holding space for compassionate and connected conversation in the midst of unsettling times? How are we called to exercise moral courage at this time?"

July 3—"What are the challenges for members at your Meeting? How might they be addressed?"

#### Areas of internal committee discussions

Diversity of vocal ministry and acceptance of including Christian terminology.

Embraced ministry vs travel minutes (e.g., Stuart Green)

Clarification on questions from Monthly Meeting Friends on (i) nature of questions vs queries, (ii) what is spirituality?, (iii) guidelines on dates for Spiritual State of Meeting reflections.

## Nominating Committee

Our work is ministry. We try to match F/friends with BYM committees where they can follow their leadings and thrive. Our goal is to foster a diverse community. Our anti-racism queries are very central to the work in reaching out to F/friends.

Our committee is responsible for inviting F/friends to participate in the work of 17 of the 20 Yearly Meeting's standing committees. The other three committees, including our own, are filled through Interim Meeting. We also nominate BYM representatives to 14 outside organizations and boards which help connect us to the wider Quaker world. We reach out via email, texts and phone calls to scores of F/friends during each nominating cycle.

We contact Monthly Meetings clerks to advise us on F/friends to bring forward for consideration. Monthly meetings can often see gifts more clearly than we can at the Annual meeting level.

We need input from BYM Committee clerks about how many members they need. It is possible that the recommended numbers we use are outdated. Sometimes it is hard for us to find enough people.

We appreciate when BYM committee members get back to us quickly when their three-year terms are ended to let us know if they want to renew for another term. We are grateful when prospective committee members respond promptly after we initiate contact in order to discuss possible committee or rep service.

We trust that Friends who represent BYM in outside organizations like the Friends WCC send reports on their work to the BYM office so we all can be kept abreast their important work.

We recognize that there are differences among F/friends that make service more or less desirable, and often more or less possible. As older F/friends finish their years of active committee/rep work, and as young adult F/friends have limitations on their time and energy, Nominating Committee sees the need to evaluate and reconsider committee sizes and perhaps other features of the way we have been doing things as a Yearly Meeting.

One of our challenges is that F/friends are finding that they face many impediments to committee service - whether it be health concerns, life transitions or feeling overly committed. We will continue to work on ways to get more people involved.

We are mindful to reach out to those who are not adequately represented in our Yearly meeting committees. We pledge to make sure decisions at BYM are not made by a limited number of people in an opaque process that feels exclusive to some. Many monthly meetings are feeling new vibrancy and we want to tap into that excitement for the Yearly meeting.

In that regard, we are considering various ways to reach interested F/friends. For instance, next year, we will consider holding a committee fair so that F/friends from all monthly meetings can find committees where they might fit. We want to strengthen our ties with the nominating committees of all monthly meetings. We will also explore new ideas like ancillary membership on committees for F/friends unable to commit to full membership.

We welcome the Yearly meeting's input in our work. Let us all work together to make our Yearly meeting a safe and welcoming community, one that honors all F/friends' genuine presence.

## Peace & Social Concerns Committee

This year brought a range of great challenges to the committee, both personal, national and global. The health of loved ones has weighed heavily on some; social issues of bigotry and racism at the local level challenged another; one member moved from rural Virginia to New York. In sum, we lost five members of the committee and the co-clerk that convenes the monthly meetings found she must step down from her clerking role so that she could better tend to illnesses of family and friends. She will continue on the committee. Fortunately, the committee has been enriched with the participation of a Friend who hopes to join officially in July, and every member made meaningful contributions to our deliberations and decisions, as did the clerks of Working Groups.

National and global issues have dominated our attention; however, we feel we have been less able to adequately address the concerns of Friends in rural areas of BYM. We would welcome more members from rural areas to join the committee to provide their perspective.

How does the committee find Guidance to clarify its path forward?

We begin each meeting by centering in silent worship. We return to that silence as needed. We began an intentional practice of inquiring into the current concerns of local meetings. We strive to maintain communication with FCNL and its state advocacy teams, and AFSC. We also held a retreat in December at which we discerned primary callings to the areas of immigration, Palestinian-Israeli peace, prison reform and health care. When a member discerns a call, for example, calling for Supreme Court ethics or supporting the British Yearly Meeting Minute on Genocide in Israel—we ask for a month to consider and then make the item a priority for discernment for the next committee meeting.

**What challenges has the committee had this past year?** There are so many concerns that Spirit calls us to attend to.

**What strengths?** The strength of the committee lies in the commitment of its members to Quaker values, their support for members and vulnerable groups, and the shared energy of each collectively taking action commensurate with their values and the rule of law. We continue to enjoy capable members with diverse experiences, perspectives and

skill sets. We listen to one another and take time for discernment together. Our working groups are constantly evolving.

What themes has the committee been led to follow?

Carrying forward the Minute of Baltimore Yearly Meeting (BYM) in Annual Session, approved on 8/4/24, on ongoing U.S. military aid as the Israeli - Palestinian War. Following approval of the Minute, the committee distributed the minute to FCNL (<https://www.fcnl.org/resources/minute-concerning-war-middle-east-baltimore-yearly-meetng>) and to all BYM monthly meetings, encouraging MMs to call or meet with their elected leadership in Congress. Letters to the editor were sent to national and local newspapers in the region. Members were able to present the minute and to meet with the staff of Senators Ben Cardin and Chris Van Hollen of Maryland and of Senator Tim Kaine of Virginia, and include representatives from many monthly meetings including Palestinian voices into those meetings. The committee supported the workshop, "Building Collective Power for Peace in Israel," facilitated by Kali Boehle-Silva and Mikayla Lytton of Adelphi Meeting, attended by some 40 BYM Friends, out of which has developed a new working group under the Committee's care (see Report below).

Networking Day. Each year, the committee sponsors a Networking Day. This year the theme was, in response to the new Administration's rapid fire executive orders that seemed focused on dismantling our federal government and even our democracy, "Responding to the Firehose - How can we move from darkness to light?" Workshops included:

- AFSC staff Brian Blackmore, Director of Quaker Engagement, and Noor Nabulsi, Communications Specialist: Palestinian human rights activism and Apartheid-Free Communities;
- Barb Adams (Roanoke Friends Meeting): climate justice/unity with nature;
- Molly Finch, clerk of Quaker Voice of Maryland, and Erinn Mansour (Patapsco Friends Meeting): immigration and legislative initiatives;
- Barbara Bezdek (Homewood Meeting): Quaker engagement with movements such as 50501 and Hands Off, incorporated insights from her training in Kingian nonviolent action;

- Jim Carpenter (Frederick Friends Meeting): screening and discussion of a video of Braver Angels, a NY- based non-profit dedicated to political depolarization.

This year's Networking Day had 70 in attendance on site and more online as well as from a broader geographic area, including Friends from as far as Roanoke, Virginia, Pennsylvania and West Virginia. BYM's weekly announcements and individual phone calls were helpful in getting the word out. In addition, we worked on updating and contacting the current contacts at local Meetings' Peace and Social Concerns committees across BYM.

While the technical aspects of the day posed some issues, they were largely overcome. We were pleased to have Frederick County's Friends Meeting School host the day. The timing of the event - in April during the Maryland legislative session - proved to be challenging with some of our members deeply engaged with legislation. We will consider that scheduling conflict as we plan for next year's Networking Day.

Those evaluating the day commented on the value of the George Fox quote the planners used to frame the day, "of the ocean of Light flowing over the ocean of darkness." They appreciated the sharing of practical suggestions and the sense that we are all in this maelstrom together. 100% of those who responded on evaluation forms reported that the day was "very useful."

Other Themes. Each month as our committee met, we invited Quaker Voice of Maryland and our Working Groups to report on their work. Their reports are attached. The three Working Groups currently under the care of our committee are on Reproductive Justice, Anti-Militarism, and Palestinian-Israeli Peace and Justice (PIP-J).

- Having said that, as the clerkship of Reproductive Justice rotated, that Working Group has experienced a hiatus as they re-organize.
- While technically not a Working Group, Quaker Voice of Maryland (QVM) is also under the care of this committee.
- The Working Group on anti-militarism had been in hiatus in the early months of the committee year but then organized an important webinar on the threat of nuclear war and is planning events to mark the 80th anniversary of the bombing of Hiroshima during WWII.
- The Committee nurtured a new PIPJ Working Group into being (Palestinian Israeli Peace and Justice), which has been very active, with representatives



from 10 Monthly Meetings and about 20 active participants reporting on what they are learning, doing and needing help with.

Members of the Peace and Social Concerns committee have organized meetings, in conjunction with local Meetings, with the staff of members of Congress on the subjects of immigration policies, due process, support for peace and aid to Gaza. Members also joined in support of local Meetings contacting the Supreme Court to remind them of their allegiance to the Constitution and the need to be true to the highest calling of fair and just review of cases.

**Members this year:** Suzanne O’Hatnick and Annette Breiling, (co-clerks), Susan Williams\*, Richard Capron\*, Phil Caroom, Bob Rhudy\*, Louisa Davis, Dat Duthinh, Charles Goedeke\*, Barbara Bezdek, Walter Brown, and volunteers Doug Vaughn and Ken Woerthwein\*.

\* denotes those stepping off the committee.

#### Quaker Voice of Maryland (QVM)

**The Quaker Voice of Maryland working group** prepared for the 2025 legislative session by surveying Maryland Monthly Meetings asking what areas of Maryland legislation were of greatest interest. From this feedback, they organized their focus on a few upcoming bills in the categories of Environment, Criminal Justice, Immigration, and Housing. They encouraged monthly meetings to promote the relevant bills with their delegates and senators.

Environment. Of the four environmental bills Quaker Voice promoted, their major success was the passage of the “Reclaim Renewable Energy Act.” The “Abundant Affordable Clean Energy” act was partially included in the General Assembly’s “Leadership Energy” package. A “Renew Act” passed out of the General Assembly as a “study and report,” but was vetoed by the Governor. And the “Maryland Bottle Bill” stalled without passing.

Criminal Justice. The “Geriatric-Medical Parole” bill passed and was signed into law. The two other bills were not voted out of committee – “Juvenile Court – Jurisdiction” and “Correctional Services – Restrictive Housing.”

Protections for Immigrants. The Maryland Data Privacy Act did not pass, but some provisions were included in the Maryland Values Act. The Protecting Sensitive Locations Act passed within the Maryland Values Act. It did not include places of worship and it passed literally two minutes before midnight on the last night of the General Assembly.

Access to Housing. The “Housing Development Act” did not pass out of the Senate, and the Good Cause Eviction” bill was not voted out of committee.

The full wrap-up report can be viewed here, [2025 Wrap-up Final.pdf](#). WG members and monthly-meeting liaisons can be viewed at [www.quakervoicemd.org](http://www.quakervoicemd.org).

Molly Finch serves as clerk.

## Program Committee

No written report received - 2025

# Religious Education Committee

## Religious Education Committee Annual Report

Members: Anita Adler-Stephens (Alexandria), Robin Albertson-Wren (Charlottesville), Ann Delorey (Langley Hill), Meghan Goldman (Goose Creek), Erik Hanson, clerk (Sandy Spring), Nancy Moore (Stony Run),

The Religious Education (RE) Committee of Baltimore Yearly Meeting (BYM) has met monthly this year (August 2024-July 2025) via Zoom.

This year we sought to connect Junior Yearly Meeting (JYM) the K-8 program at BYM Annual Sessions more formally to our committee as we have the structure, experience and contacts to bring about the JYM program. But questions remain regarding JYFs (Junior Young Friends) whose conferences are under the care of the Youth Programs Committee during the year, but fall under the care of JYM/RE/Program Committee at Annual Sessions. We were able to retain Ana Phillips—the JYF coordinator during the year—as the JYF coordinator at the 2024 Annual Sessions We also hired paid child care providers as we didn’t have enough volunteers to provide child care during adult activities during Annual Sessions.

At the 2024 Annual Sessions we also offered two workshops: Becoming Intentionally Intergenerational led by Meghan Goldman and Teaching Faith & Play led by Nancy Moore.

In the Fall of 2024 we developed a list of RE contacts at BYM local meetings with the help of Lucy Azenga and the yearly meeting office. We sent a survey to these contacts seeking topics that local meeting RE programs might be interested in discussing. Based on these survey responses, we developed four online RE “meet-ups”:

Celebrating Neurodiversity led by Mary Mendez-Bonnell

“Learn about the 1<sup>st</sup> Day School Curriculum, Faith & Play led by Melinda Wenner Bradley

Functioning and Connecting in a Virtual World led by Meghan Goldman

Junior Yearly Meeting Information Session led by Erik Hanson

We also helped offer a Faith \* Play training in conjunction with Sandy Spring Monthly Meeting.

And we provided a representative to the Sue Thomas Turner Educational Fund and the Youth Safety Policy Committee.

In the following year, we hope to better discern:

–How might we work with Program Committee, Youth Programs Committee, and the Yearly Meeting office to best offer a JYM program?

–What topics might local meetings be interested in discussing?

# Search Committee

No written report received

# Stewardship & Finance Committee

Stewardship and Finance Annual Report for the period of September 1, 2024 – June 30, 2025

Each year the Committee seeks to present a balanced budget and an apportionment plan for the coming year at Annual Sessions. We also typically present a first look at the next year's budget at June Interim Meeting. However, we did not do so this year. At the time of this writing, the draft 2026 budget was in deficit and needed more time to season before sharing the numbers at Annual Sessions.

For the 2024 budget year, BYM operating revenue was about \$170,000 less than operating expenses, largely due to a shortfall in camp revenue – BYM received \$240,000 less in camp fees than was budgeted for in 2024. To prevent this from happening again in 2025 and 2026, the Committee has been working with staff and the Camp Program Committee to ensure that camp fee income is accurately estimated and that costs are in balance with revenue. The General Secretary, staff and the camping committees have also worked together to cut expenses in both the BYM Camp budget and the BYM Administrative budget.

In January, 2025, the Stewardship and Finance Committee brought a revised 2025 budget to a special called BYM Interim Meeting. The January 2025 revisions (to the 2025 budget that was approved in August, 2024) reduced budgeted camp revenue and cut expenses in many areas, lowering the overall deficit to about \$50,000. The Committee also made several recommendations, which were accepted by Interim Meeting:

1. We asked committees to consider reducing their budgets by half.
2. We asked meetings to consider making a special contribution to BYM above their apportionment. We are very grateful that several meetings responded and so far, have donated an additional \$20,000 to BYM Camps.
3. We asked BYM to temporarily suspend all contributions to outside organizations. The budget situation has since improved and in 2025, we will donate a total of \$25,000 to the 3 major Quaker organizations (FGC, FUM, FWCC.)

4. We asked camp staff to evaluate ways to reduce expenses, depending on camp enrollment (number of campers per sliding scale tier) and the results of other efforts to reduce the deficit.

At the June 21, 2025 Interim Meeting, the Stewardship and Finance Committee presented some additional changes to the 2025 budget, including:

- lower budgeted camp revenue to reflect the actual amount received
- lower personnel costs (due to the delay in filling the Youth Program Manager till this July and due to re-working the bonus system for camp staff.)

We have learned from reviewing financial data summarized by the General Secretary:

- a. Camps must be at least 90% full to meet current camp revenue budgets.
- b. Camp was less than 90% full in 2024 and is less than 90% full for 2025. Camps have not been 90% full since 2022.
- c. We are not adequately budgeting for camp capital needs.
- d. Most of our competitor camps generate about 6% of their annual income from property rentals. BYM Camps earn 2% or less of income from property rentals.
- e. Economic instability and decreasing numbers of camping age children in the US are contributing to lower camp enrollment at BYM and nationwide.
- f. Camp staffing costs have increased. BYM has added 2.5 Full-Time staff for camp since 2022, and seasonal staffing costs have risen as both the role of the camp counselor and young adult summer employment have changed dramatically over the last decade.

g.

The Stewardship and Finance Committee supports the efforts of the Ad Hoc Working Group on Camp Governance and underscores the need to take a serious look at the long-term financial viability of the camping program and its appropriate governance. The Committee heard at the April, 2025 Budget and Apportionment Meeting that some BYM members want to more regularly receive financial updates from us. We are currently evaluating how best to do this, including sharing information via the BYM Weekly Announcements and encouraging more participation from local meeting treasurers (who are currently listed in the Manual of Procedure as corresponding members of our committee.)

BYM has spent about 7% of its operating budget on anti-racism work since 2022. We expect this to continue in 2026. BYM's anti-racism efforts include funding the STRIDE



program and STRIDE scholarships, committee work (Working Group on Racism, Reparations Action Working Group, Indigenous Affairs Committee, Growing Diverse Leadership), staff training and Annual Session honorariums.

The Committee has set up a working group (composed of the Stewardship and Finance Committee clerks, the Treasurers and a representative from the Camp Program Committee) to develop a financial handbook to assemble all BYM financial policies in one place. We understand that there are limitations on the availability of BYM staff to support this effort and that the volunteer nature of the committee itself will have to be taken into account. We hope to be able to present a draft of that handbook to Annual Sessions in 2026.

The Committee encourages Treasurers from BYM local meetings to join our committee meetings, which are held by Zoom. This year, we have had two such folks participate in a few of our committee meetings.

The Stewardship and Finance Committee has no expenses and no separate line item in the budget. However, we do rely heavily on the work of the General Secretary and the Finance Manager. We have been having monthly meetings on the first Sunday of the month, but we recognize this is a burden to our staff to have to work on the weekend, so we plan to change our meeting time and frequency to make better use of staff resources.

The current Manual of Procedure describes our committee as having 14 members plus the ex-officio membership of the Treasurer and Assistant Treasurer. We think it necessary to have a broad membership to represent the diversity of meetings in BYM both financially and geographically. However, to decrease the burden on the BYM Nominating Committee, we recommend decreasing the number of members to 9 or 10.

# Sue Thomas Turner Quaker Education Fund

In 2025 the Sue Thomas Turner Quaker Education Fund received 11 requests from schools for a total of \$20,439. The committee carefully considered the requests and distributed \$14,150 in 10 grants for uses consistent with the purpose of the fund. One request from Uganda is fully consistent with our purpose, but we need more information. We were very pleased with the caliber of all the requests in consistency with the purpose of the fund. The recipients are:

Abingdon Friends School, PA	\$2,000	FCE Workshops on Clerking and Educators New to Quakerism
Friends Meeting School, MD	\$1,550	Teacher to participate in FCE Spirited Practice and Renewed Courage program
Friends School Mullica Hill, NJ	\$1,000	send two teachers to FCE's Educators New to Quakerism program
New Garden Friends School, NC	\$1,250	bring speaker from FCE on Quaker Philosophy of Education
Oakwood Friends School, NY	\$500	FCE parent workshop on "Quakerism 101"
Pickering College, Canada	\$1,500	2 teachers to FCE Restorative Practices or New to Quakerism workshops
Princeton Friends School, NJ	\$1,700	FCE Clerking \$400, New to Quakerism \$500, Quakerism for Community \$800
Sandy Spring Friends School, MD	\$1,500	Participation in Quaker Youth Leadership Conference Registration \$1000, Transportation \$500
Stratford Friends School, PA	\$1,800	Inservice Drew Smith workshop for teachers New to Quakerism in Quaker Neurodiverse school
West Chester Friends School, PA	\$1,350	Faith & Play monthly lessons and parenting workshops with Melinda Warner Bradley

The committee expects to meet in March 2026 to consider requests. Request deadline will be MARCH 1, 2026. Emailed requests are preferred, paper are also accepted. Please do not apply for purposes that occur before mid-May so you can be sure to receive grant funding in time.

Rosalind Zuses, Clerk

### Description of Sue Thomas Turner Quaker Education Fund

Baltimore Yearly Meeting of the Religious Society of Friends  
17100 Quaker Lane, Sandy Spring, MD 20860

The Sue Thomas Turner Quaker Education Fund was established in Baltimore Yearly Meeting in 1996 in recognition of Sue Thomas Turner's long support of Quaker education, and Quaker values in public education. Its purpose is to:

- support the understanding and use of Quaker faith and practice in school communities
- support the developments of lives lived in the Spirit of Friends by members of school communities

School community members include students, staff, faculty, administration, Trustees, and parents.

The Fund is targeted for, but not limited to, Friends schools under the care of a Friends Meeting.

The purpose of Fund grants are to help pay for:

- materials, lectures and consultants, workshops and retreats, programs and activities to be brought into a school which explain Quaker faith and practice to members of the school communities
- individuals or groups from a school community to attend workshops, classes or retreats on Quaker faith and practice
- the creation and distribution of materials related to Quaker faith and practice by members of a school community

The funds are limited to uses that are in addition to those already funded by a school or school committee budget, or to augment existing funds for a use that exceeds ordinary funding.

Applications from schools, committees, Friends' Meetings, Friends organizations, or individuals must be received by March 1. The Committee meets once a year and awards grants in April.

# Supervisory Committee

See Interim Meeting Minutes (March 2025)

# Trustees Committee

This report covers the period of one year ending June 30, 2025.

**Role of trustees.** Although trustees are sometimes referred to as the “board” of BYM, the role of this committee is much narrower than that of a board of directors of a nonprofit. The governing body of BYM is the whole body gathered in annual session. It is this body which is responsible for making strategic decisions, and which delegates operational decisions to the General Secretary. Annual sessions entrusts a number of committees with responsibility for aspects of Yearly Meeting business, and Trustees is one of those committees, being responsible primarily for legal matters and management and investment of the Yearly Meeting’s property. Trustees share responsibility for the Yearly Meeting’s finances with the Stewardship and Finance Committee.

**Financial Condition of BYM:** A core responsibility of the Trustees is monitoring the Yearly Meeting’s financial condition. BYM’s financial condition is strong, as reflected in our year-end financial statements. This does not mean that there are no concerns. The BYM budget is tight, staff is stretched, and the camping program is not in a position that is sustainable in the long term. The Yearly Meeting is responding to these concerns by contemplating a restructuring of the camping program, and trustees are involved in this process along with other committees.

**BYM’s Investment Portfolio:** Trustees have consolidated BYM’s investments into one institution, Friends Fiduciary Corporation (FFC). This should help simplify accounting and respond to our concern to maintain a socially responsible investment policy.

**BYM’s Reserves:** The Trustees monitor BYM’s Unrestricted Reserves to assure the availability of funds for program purposes. This helps protect the Yearly Meeting’s financial condition. Trustee policy is that unrestricted reserves should total at least 25% of BYM’s budgeted operating costs, in order to be prepared for various contingencies, such as drops in reductions in program revenues, investment market values, and unforeseen risks.

**Audit of BYM's Financial Statements:** Our auditors are expected to complete their audit of BYM's financial statements soon. When final, the audit will be included in BYM's Yearbook.

**Insurance Coverage.** The Trustees and the General Secretary periodically review the insurances carried by BYM for its assets, staff, and programs.

**Youth Safety Policy (YSP):** The Youth Safety Policy Working Group is under the care of the Trustees. A working group is currently working on a revision of the YSP, and this is expected to be brought for trustees' approval later this year. Trustees are proposing to the Yearly Meeting that the revision be delegated to trustees, given its technical and legal nature.

**Friends Burial Grounds:** Trustee Tom Farquhar has continued the work of identifying and tending burial ground properties under our care. Ownership of many reverted to BYM when meetings were laid down. Progress continues for several of these properties as the maintenance and repair needs and the clarity of ownership are addressed.

**Rolling Ridge Board.** A member of Trustees sits on this board, and trustees are involved with other committees (Camp and Camp Property) in nominating members to this board.

**Litigation.** A sexual abuse lawsuit (previously announced at Nov. 2023 Interim Meeting) is still pending, and is being dealt with by the General Secretary and a representative from the Trustees Committee. In early 2025, BYM became a plaintiff in a lawsuit seeking to maintain places of religious worship free of ICE interference. Recently, the Yearly Meeting received a letter of inquiry from the House Homeland Security Committee, and has retained counsel about how to respond.

## Unity with Nature Committee

The Unity with Nature Committee has had a busy year. We meet online on the second Monday of each month, and feel refreshed by our time together. Several members have resigned this year because of health concerns or time pressure, and, like many other committees of BYM, we are actively looking for more volunteers to fill the empty spaces on our Committee roster.

We are continuing our “environmental injustice” initiative, aimed at identifying situations in the Baltimore Yearly Meeting area where public policy decisions have imposed undue environmental burdens on poor and minority communities. Landfills, power plants, pipelines and polluting industries, for example, are often sited in such communities, and these communities are less likely to be defended against flooding, heat build-up and other adverse impacts of climate change. At annual session in 2024, we began compiling a map showing where problems of this sort exist in our Yearly Meeting area. Our ultimate goal is to engage local meetings in seeking to address them wherever they are found.

We are also continuing our “One Hand in the Soil” project, which offers formers and horticulturalists in BYM a chance to meet online once a month for informal conversation. The discussions have been lively and informative, as participants share their questions, suggestions and concerns. Anyone with an interest in farming is invited to participate.

We reserved time in a meeting last fall to hear a report from the Right Relationship with Animals Working Group, which is under our care. We intend to hold such conversations at least once a year in order to maintain a good working relationship. The Working Group encourages Friends to consider the implications of their food choices, and is open to anyone willing to explore this concern.

We were actively involved in reviewing the draft *Faith and Practice* section on “Care for the Earth” which was circulated for comment. We feel strongly that humankind needs to understand that we are members of creation, not its masters, and that this should be reflected in the Baltimore Yearly Meeting *Faith and Practice*. We encouraged Friends involved in environmental concerns to share this perspective with their local meetings.

We have also been strengthening our relationship with Quaker Earthcare Witness, which is undergoing an exciting process of transformation that will make it a vital, spirit-led center for Quaker action and advocacy around environmental issues. At our monthly committee meetings, we have received regular updates from Barb Adams (Richmond), the BYM representative to QEW's national steering committee. We are actively promoting QEW's Quaker Earth Action Map project, that tracks what Friends meetings around the world are doing in the area of environmental concerns. We offered a presentation at the BYM Peace and Social Concerns Networking Day and will be finding ways to reach out to all local meetings.

In 2024 we arranged a tour of the farming program at the Friends Meeting School during annual session, and plan to do so again in 2025. We are grateful to have the FMS farmer as a member of our committee, and would love to recruit additional members who are involved in school farming programs. We also are grateful for our close connection to Friends Wilderness Center and the Rolling Ridge Conservancy, which are wonderful resources for BYM Friends.

This past fall and winter we communicated with all the local meetings in Baltimore Yearly Meeting to ask if they have a committee or working group addressing environmental concerns. We have compiled a list of local meeting contacts who can let us know what is happening at the local level, and share information about what Unity with Nature is doing. Please let us know if you would like to get involved!

Deborah Haines and Carl Benson, Co-Clerks



## Young Adult Friends Committee

Inactive - 2022, 2023, 2024, 2025

## Youth Programs Committee

No report received - 2025

# Annual Reports of Working Groups

## End of Life Working Group

This year, the ministry offered through our book, *A Tender Time: Quaker Voices on the End of Life*, touched many readers and Meetings in far reaching and empowering ways. We recognize the large number of BYM Friends, and the wider Quaker community, who are retired. Pendle Hill reports that 86% percentage of their audience is over 55 years old, and 69% of their on-line users are over 65.

Our book serves the pastoral needs for these older Friends, filling a growing void that expands as more of us grow into older years. Frequent unsolicited emails and notes arrive with grateful comments on how helpful the book has been as readers experience both terminal diagnoses and losses of loved ones. Some have commented on the breath of its usefulness as they navigate their own aging processes. After reading parts of the book, several Friends have reported they were encouraged to open difficult conversations with their families. Others have shared how they have had spiritual openings. Many have reported comfort and peacefulness since recognizing how normal their experiences are.

Meetings all over this country have initiated groups to read, support, and/or study these topics together, using *A Tender Time* as a resource. End of life issues no longer isolate when there is a way to share experiences common to older years. The book is connecting more of us to each other, building community, and bringing peace.

Over 1600 copies of *A Tender Time* have now been sold or distributed. The digital copy book of *A Tender Time* became available in May 2025. This allows for Kindle editions and for Amazon and other bookstores to handle sales, making international distribution easier and cheaper.

Sales have generated a net revenue of over \$11,000 as of March 31, 2025. With future digital and on-line sales, we are confident the book will be an ongoing revenue stream.

As our work has percolated through the Quaker world and beyond, members of the working group individually continue to offer pastoral care to aging and declining

Friends, mostly within our own families and Meeting communities. We know that the work of supporting end of life journeys will always be needed. At the same time, we ourselves are busy getting older and shifting with our own changing needs.

At Annual Sessions 2024, our 3 overflowing workshops invited open explorations and deep conversations among those in attendance. Pendle Hill hosted three seminars in the Fall 2024 and a First Monday lecture in January 2025. A diverse and international audience of over 200 Friends and families were reached through these programs.

Annual Sessions 2025 will include a workshop focused on encouraging faithfulness at the end of life, using many of the book's resources and inviting additional Friends to pick up this ministry in their own meetings.

In May, 2025 we gathered to review our year, future mission, and personal commitments. Some among us suggested our work was completed when the book came out, others commented about how great the need still is.

We recognized the Working Group itself is in an inactive, or dormant, time. This is acceptable for now – we intend to stay inactive and allow more fallow time. We plan to meet again in November to test for further Spirit-led movement within our group. The working group accepted the resignation of Patti Nesbitt as clerk. As yet, no other Friend has been led to clerk going forward.

The working group includes Lisa Allen (Midlothian), Patricia LaNoue (Stony Run), Patti Nesbitt (Sandy Spring), Bob Rhudy (Patapsco), Frances Schutz (Charlottesville), Eileen Stanzione (Patapsco), John Surr (Charlottesville), and Kristin Zimet (Hopewell Centre.) We all carry this ministry in our hearts and will continue to be available as Way opens.

Patti Nesbitt, former clerk

## Friends Supporting Friends in Conflict Working Group

The mission of the Friends Supporting Friends Working Group is to provide helpful services to Meetings, individuals, and entities within Baltimore Yearly Meeting who are experiencing communication problems, disagreements, and conflicts. The Friends Supporting Friends Working Group continues to meet regularly and to reach out to Meetings in BYM to let them know of our availability.

The Working Group has provided assistance to several Meetings and individuals within BYM this year and we continue to do so. We gave a workshop at the 2024 annual session and have provided workshops for committees and Meetings. Our group will be giving the pre-annual session retreat in 2025. At the last annual session, we found that having opportunities for people to simply come and talk to us was really helpful for them in determining next steps.

We have found that going to Meetings and talking about conflict resolution and about our work can be helpful for Friends to understand what we do. We will continue this kind of connection.

We will be giving a workshop in early May at Sandy Spring which is open to anyone in the Yearly Meeting who would like to be involved.

We have learned that some people feel constrained by considering the term, conflict, and we are trying out other terms which may be more acceptable to people

Members of the Friends Supporting Friends Group:

Ramona Buck and Bob Rhudy, Co-Clerks; Martha Baer, Joan Liversidge, and Rich Thayer

## Palestinian-Israeli Peace and Justice Working Group (PIPJ)

The Palestinian-Israeli Peace and Justice Working Group (PIPJ) has been very active since March 2025, arising from a workshop for forty-some participants sponsored by the BYM Peace and Social Concerns Committee called “Building Collective Power for Peace in Israel,” facilitated by Kali Boehle-Silva and Mikayla Lytton of Adelphi Meeting.

Since then, representatives from at least ten local Meetings and about twenty core participants meet and report monthly on what they are learning, doing and needing help with. PIPJ set up an active WhatsApp group reporting on breaking news and urgent actions, a Google group and Drive (public) for sharing resources, and developed the following mission statement: “Our mission is to foster deep moral discernment, historical and human rights education, and nonviolent activism by BYM Friends promoting peace, justice, equality, and safety for all who live in Israel/Palestine.”

PIPJ members are looking for ways to support more Meetings’ involvement and will be sponsoring two workshops with PIPJ member Steve Chase from Friends Meeting of Washington and staff of AFSC at Annual Session—on becoming Apartheid-Free Communities and on Economic Activism for Peace. PIPJ is painfully aware of how both antisemitism and islamaphobia have colored the histories we have learned and strives to be: anti-racist, anti-apartheid, anti-occupation, anti-genocide and largely anti-zionist settlements in Palestine—and pro - a just and lasting peace for all.

Louisa Davis serves as clerk.

## Reparations Action Working Group

**Statement of who we are.** The Reparations Action Working Group (RAWG)'s goals are to learn more about the reparations movement in our country, including actions Friends are taking and to be a resource for the Yearly Meeting; to encourage BYM Friends to become a voice for reparations within their local Meetings, the Yearly Meeting and in the wider world; and to share our material resources so that we can support efforts for economic and social equity in our communities.

Specifically, RAWG's work focuses on reparations for historic and present day harms to African Americans and Indigenous peoples in the United States, increasing awareness of this history and finding ways to address these so that our future can be free of such harms, and we can live together peacefully as equals. Most of our work to date has focused on reparations for African Americans, in part because BYM has an Indigenous Affairs Committee, and in part because we have African Americans in our worshiping community and addressing the harms within our community is a necessary part of reparations work.

RAWG is now under the care of the Ministry and Pastoral Care Committee.

**Spiritual state of RAWG.** RAWG members believe that working for reparations should not be controversial or worrisome. We believe that there is nothing more positive than seeking to repair harms that were done recently and in centuries past. With the desire for repair comes a deep faith that we can build the beloved community, in keeping with the Quaker belief that there is God within all of us, worshiping and working for justice as equals, in peace, and for peace. In a world where we feel we are against so many things that are happening, seeking reparations is a process that invites us to build positive relationships, take positive actions, and build the world we would like to see. Our working group has grown this year as individuals and as a worshiping, discerning group. At our monthly meetings, we share the work we are doing in our local Meetings and wider community, share what we are learning, and offer spiritual support to one another. We are gathered in the Spirit and have developed a sense of trust and appreciation for each other and for the ways the Spirit is leading us.

We hold a concern for reparations for the whole Yearly Meeting, and in this area we do not feel as spiritually rooted. RAWG is asking BYM Friends to join us in this reparations

work. We finish this BYM year sensing that others have not yet to understand our leadings. We feel tolerated, but not understood. As a worshipping community, engaging one another's leadings seems an important thing to do for the strength and health of our community. We hope that more Friends will come to understand our work.

**We Celebrate BYM's first reparations action in over 120 years.** Making reparations is not new to BYM, but it has been a while. The Indigenous Affairs Committee sponsored the request that BYM provide material resources that could support a Native language rejuvenation program of the Pawnee Nation now in Oklahoma., In the later 1800's, BYM, like many faith organizations, supported what were called Indian Schools, but which really had the goal not of educating Indigenous children but of acculturating them forcefully into mainstream American life and in lower economic classes. Following a reparations process, BYM learned the history of its historical relationship with the Pawnee and approved the first steps toward addressing this harm.

RAWG supported the IAC's efforts by providing a workshop on a general overview of what is involved in reparations, which was followed by a workshop by the IAC giving the specific details of their request for the Pawnee Nation.

**Educational events for local Meetings and BYM.** RAWG gave several presentations on reparations and reparative justice in the past year, in addition to giving the workshop in support of the IAC request for the Pawnee Nation. We gave a talk at Alexandria Meeting, and later provided two tutorials on reparations for Sandy Spring Meeting, which is taking its first steps in learning their full history and forming a statement acknowledging that the Meeting, in various ways, participated in chattel slavery. Acknowledgement is an early step in the reparations process, which ultimately focuses on addressing the harms done by Friends in earlier and current times.

For the Yearly Meeting, we sponsored a talk by a national speaker on reparations, Rev. Dr. Robert Turner, who spoke to us about the history of reparations proposed but thwarted in the US, and explained the enduring impact of racial massacres that occurred through the last century. He pointed out ways that racism affects everyone today. He then asked us what Quakers are called to do today. He told us that he hopes Quakers will not just learn about reparations but actively work with him in solidarity for reparations for African Americans in our country to complete the work of our Quaker

ancestors. Rev. Turner shared fellowship and conversation after his talk for a generous amount of time.

**Plans continue for a fund for retrospective justice.** We are planning to establish an independent non-profit organization that would create a reparative and retrospective fund.. A group now is being formed composed of people impacted by racism, who will serve as the founding board of directors and will establish the more specific purposes of the fund. This action is being taken because a separate reparations fund is not permitted within BYM]

**Working with Friends.** RAWG embraced the Friends World Committee on Consultation's tapestry statement on ubuntu In August 2024, 500 Friends who gathered in South Africa together created a tapestry document, a statement on ubuntu, a word that " refers to the deeply held belief, morality and custom that every person is worthy of being recognised, respected and heard, and that we as human beings are all interdependent." We hope that Friends will find a way to share this document that speaks of repair and building equitable relationships and more nearly become the beloved community. [https://fwcc.world/wp-content/uploads/2024/08/WPM-2024-tapestry-and-prayer\\_KiSwahili-Espanol-English.pdf](https://fwcc.world/wp-content/uploads/2024/08/WPM-2024-tapestry-and-prayer_KiSwahili-Espanol-English.pdf)

We have heard from and been in touch with other local Meetings in BYM who are taking actions for reparations. We plan to have these actions listed on our BYM webpage and we will have workshops on this topic at Annual Session soon so that local Meetings can inspire and support one another.

At the end of the last calendar year we asked BYM to give a modest sum of money to the Manumission 339 and Beyond Project, an organization led by a Philadelphia YM Friend that is seeking reparations for descendants of the people enslaved by Friends in PYM and then manumitted. But funds could not be given. We hope that BYM will begin a practice of sharing our resources to support reparations initiatives.

**Witnessing to our faith in the wider world.** RAWG endorsed the Rally for National Reparations that was held in May in Washington, DC. We were the only Quaker entity listed in the endorsements. A number of our members, along with other Friends, attended the rally.



Unfortunately, our request that BYM as a whole endorse the rally was not approved at Interim Meeting because Friends were not in unity with the statement, "I pledge to respect in word and deed the people and organizations that are part of the Reparations Movement in the United States." RAWG's endorsement was not changed by this. We hope that Friends can find a way to join in wider efforts initiated by other organizations when the goals and processes they follow are in keeping with those of Friends.

RAWG has become a member of the Smithsonian's Museum of African American History and Culture following a request that faith communities act in solidarity with the museum whose mission is to present the truth of African American history. A simple membership helps us to show our solidarity with the museum in a time when the presentation of this history is being threatened by new national policies.

A new project of RAWG's is our new and growing friendship with Rev. Robert Turner and supporting his ministry on reparations. Rev. Turner is the pastor of the AME Empowerment Temple in Baltimore and is part of the National Reparations Commission and other national organizations. Part of his faith witness is walking 42.9 miles from Baltimore to the White House each month, in one day. Some of our members have walked with Rev. Turner, made signs for his walks, and have been blessed by the depth of his faith and his ministry.

**Next steps for RAWG.** We plan to build a wider base of support within BYM and the wider world of Friends. We invite all Friends in BYM to look more deeply into Quaker history, both general history and the history of local Meetings, to find the ways that Friends have been both very helpful in standing against the injustices of racism, and the ways that they participated in these injustices. We need to know the full history - to gain strength from our ancestors' good deeds, address the impact of the harms that were done, and make sure those harms are not repeated.

**What can Friends do?** We ask Friends in BYM to learn more about reparations in any way they would like. Information is widely available through a simple web search. We recommend Rev. Turner's book, *Creating a Culture of Repair; taking action on the road to reparations*, which gives a concise overview of history and the need for reparations, and gives a list of 100 things people can do. This book helps us find our way.

Please call on RAWG. We are glad to come speak to you, help you with your discernment. We will do our best to answer your questions and concerns. We want to work with all of you.

Our working group members are: Ellen Cronin, Kris Loken, Khalila Lomax, Peirce Hammond (Ministry and Pastoral Care), Phil Caroom, Jolee Robinson, Nathan Shroyer, Rae Carter, David Etheridge, Sue Marcus, Beth Haw (Working Group on Racism), Marcy Seitel (Clerk).

## Right Relationship with Animals Working Group

On April 1, 2025, the Right Relationship with Animals Working Group hosted a Zoom presentation by Matthew C. Halteman, a philosophy professor at Calvin University in Grand Rapids, Michigan and author of *Hungry Beautiful Animals: The Joyful Case for Going Vegan* (2024). In his talk, "The Joyful Case for Going Vegan," Halteman, who comes from a Mennonite background rooted in farming and agricultural science, emphasized the value of "going vegan," or being dynamically engaged in the ongoing practice of eating humanely, as opposed to "adopting veganism," which he views as static and off-putting in its suggestion of perfectionism.

In his own words,

"Experts agree that going vegan is a powerful ingredient of the cure for what ails us: climate change, diseases of affluence, future pandemics, and a morally indefensible food system. But nobody wants to take the medicine. Why? It's partly because going vegan is perceived as a life-negating obligation obsessed with policing things one can't do. I offer a transformed vision of vegan living by pivoting from obligation to opportunity, focusing on what we gain: an abundant and healthful diet, innovative style, expanded consciousness of the lives of others, genuine interspecies kinship, and increased hope for social justice and environmental sustainability."

We thank Matthew for his stimulating and good-humored presentation, and are grateful to the many Friends in attendance.

Regardless of where a Friend is in the process of going vegan, we invite you to join our Working Group. In addition to hosting talks, from a variety of perspectives, about the benefits of plant-based eating, we plan friendly activities for BYM's Annual Sessions. We welcome your ideas!

Submitted by Dayna Baily and Margaret Fisher, Clerks

## Spiritual Formation Program Working Group

As we reflect on the Spiritual Formation Program we steward on behalf of Quakers in Baltimore Yearly Meeting, we celebrate its more than forty years of caring for the spiritual nurture of Friends in, with, and for community. We experience the program as an invitation to listen deeply to the Spirit within and among us, the Spirit that guides us into love and wholeness, the Spirit that helps us to know what is ours to do in this world and to find the courage to undertake and sustain this work. We know that the BYM program inspired the creation of other Yearly Meeting's programs, namely Philadelphia Yearly Meeting and more recently a local meeting in Pacific Yearly Meeting. We honor the faithfulness of Friends who created, sustained, and participated in the program these many years, as we remain open to how the program can continue to evolve and serve Friends.

### Our programs continue to reach many Friends across many Meetings

Our fall and spring retreats have long been the heart of our program and continue to be so. Forty five Friends participated in these retreats, 13 of whom participated for the first time; these Friends came from 17 local Meetings. For the first time, in recent memory at least, we offered a lower cost camping option for one of our retreats and plan to do so again. Our themes were "To Live in Hope — Exploring Pathways to Spiritual Resilience" in the fall and "Preparing our Hearts to Make 'Love the First Motion'" in the spring.

Our retreats play a key role in supporting year-long programs in local Meetings. These local programs offer large and small group opportunities to deepen our spiritual lives as individuals and as worshipping communities. The retreats equip participants with practices and ideas they can take back to their Meetings. In recent years, we have also been providing direct outreach to local Meetings that would like to start their own programs. We sponsor mini-retreats, either in person or via Zoom teleconferencing, for interested Meetings to explain what the program is and to offer direct experience of the deep sharing in groups that it offers. We are aware of twelve local Meetings with active spiritual formation groups at this time.

Our year-long, online program that emerged during the Covid pandemic is now four years old. For the 25 Friends who participate, this program offers a gathering each month of the whole group with an additional opportunity to join a small spiritual

friendship group. Participants have included those who do not have programs in their local Meeting, those from outside of our

Yearly Meeting (and even outside the Quaker community), and those who do have programs in their local Meeting but yearn for more connection and fellowship.

#### Evolution of how we work

Caring for this work are the members of the Spiritual Formation Working Group, which is under the care of Baltimore Yearly Meeting's Ministry and Pastoral Care Committee. Together, we plan and host the retreats, welcome Friends to all formats of the program, reach out to local Meetings, coordinate all administrative and financial tasks, and reflect together on how the program can evolve and grow in response to changing needs. Members of the working group signal their willingness to take on new roles as needs arise and to welcome new Friends to the work, and we have organized ourselves effectively in smaller "teams" that carry on the work between our whole group meetings. All of our work is supported by the General Secretary and staff of the Yearly Meeting, for whom we are enormously grateful.

#### How Our Program Supports the Yearly Meeting's Anti-Racism Declaration

Our Yearly Meeting's commitment to become an actively antiracist faith community calls us to explore what that means for our spiritual formation program. We have been laboring with this question, and our work reflects these concerns. Most fundamentally, we affirm that that commitment aligns with our core spiritual convictions of equality, community, peace, and justice. Becoming whole as individuals and as a community is a fundamentally spiritual task of deepening those convictions and discovering how to live them out, especially as we live in a broken world that so often and profoundly offends these convictions. Spiritual formation has a role to play in supporting such transformation.

We embrace the wisdom and invitation at the heart of BYM's queries for becoming an anti-racist faith community. We recognize the value of and commit to considering how our decisions about the program will affect those from marginalized communities, how to invite their voices and participation in making decisions, and how cultural biases influence our decisions.

As one part of these efforts, our faithfulness calls us to ask how we ensure that the program remains welcoming and inclusive of all Friends, and becomes *moreso*. We seek to lower barriers to full participation in the life of the community (barriers such as financial cost, travel, etc.). We seek to shape our retreats and other program activities around readings and experiences that speak to a wide circle of Friends. We seek to engage younger friends to encourage intergenerational learning about our spiritual journeys.

To those ends, some members of our working group attended workshops offered by BYM Friends on anti-racism as a spiritual practice (workshops offered during Annual Sessions in 2023 and 2024). We found this learning to be deep and meaningful. Facilitators of our retreats and monthly programs are committed to sharing readings from diverse spiritual seekers—especially those by people of color. So, too, we are deepening our knowledge of the variety of contemplative practices both within and beyond Quakerism that may speak to and nourish a wider circle of program participants.

In addition to this learning within the working group, we are committed to finding ways that widen the program’s availability and its welcome for more Friends. Specifically, we will explore

- initiating conversations across Yearly Meetings to learn how we are caring for the spiritual nurture of Friends in, with, and for community;
- learning from spiritual nurture programs in our richly diverse Quaker communities (e.g., Friends General Conference, Friends United Meeting, the School of the Spirit) as well as those from other cultural and spiritual traditions;
- collaborating with other groups within BYM—e.g., the Camping Program, Young Adult Friends—that might facilitate more intergenerational spiritual deepening in, with, and for community;
- widening the circle of Friends on the Spiritual Formation Working Group to include Friends of Color as well as younger Friends;
- widening the Spiritual Formation Program’s monthly program offered via Zoom for Friends without access to a program in their local Meeting, or those currently unaffiliated with a local Meeting;
- ensuring that all activities and formats of the Spiritual Formation Program are affordable and accessible to any Friend who wishes to participate.

We remain open to the support and encouragement of Friends in the Yearly Meeting in the ongoing and evolutionary work of the Spiritual Formation Program.

## Women's Retreat Working Group

See Epistle of Women's Retreat

## Working Group on Firearms

No report received-2022, 2023, 2024

## Working Group on Militarism & War

Over the past year, the WG on War and Militarism has accomplished the following:

Had 4-7 Friends who met monthly.

Wrote and approved (in 11/2024) a revised mission statement for 2025:

Our mission for 2025 is to: a) educate ourselves and other Friends about the increased threat of nuclear war; b) seek unity on actions we and other Friends can take to help reduce the threat of nuclear war; c) coordinate with sister organizations that share the same goal of eliminating the threat of nuclear war.

Early in 2025 we initiated a name change from WG on U.S. Militarism & War to WG on War and Militarism.

Organized, advertised, and on 18<sup>th</sup> of February (2<sup>nd</sup> month) hosted an online forum “The Doomsday Clock is Ticking: What is it? How to stop it? How to turn it back” with three speakers: Herb Lin, of the Science and Security Board of Bulletin of Atomic Scientists, Peter Kuznick Professor of History and Director of Nuclear Studies Institute at American University and Rishi Gurudevan, founding member of Students for Nuclear Disarmament. About 35 persons attended.

Wrote a letter to Monthly Meetings, encouraging them to write a minute on nuclear weapons/war. The letter was published in the BYM newsletter of 6<sup>th</sup> of May (5<sup>th</sup> month)

Asked for an Interest Group slot and table at annual sessions. The interest group will be worship-sharing around the 80th anniversary of the nuclear age, including the first above-ground test, the Hiroshima/Nagasaki bombings, and the current perilous state of international nuclear arms control. Both the table and the Interest Group will try to facilitate networking with other faith and civil society groups on this important topic.

Asked leadership of Young Friends (YF) if they were interested in inviting Rishi Gurudevan to speak with them. YF leadership is in transition over the summer so we will revisit this in the fall.



Mailed (email) with the help of PSSC, a letter to Monthly Meeting Peace Committee clerks and/or Monthly Meeting clerks asking them to consider having a Monthly Meeting observance of Hiroshima/Nagasaki commemoration (e.g. a specially called Meeting for Worship) and to be engaged in efforts to rein-in the nuclear weapons complex.

Stan Becker and James Wagner serve as co-clerks.

## Working Group on Racism

The Working Group on Racism devotes about half of its meeting time to sharing recent experiences related to race and racism. In addition to sharing about challenges and dilemmas we face seeking to help our Meetings become antiracist faith communities, we share books, articles, films, and presentations on racism. This practice of sharing about what is commonly considered a fraught topic both grounds us spiritually and supports us in building the resilience we need to address that of God in other Friends to strengthen their own resilience in addressing racism.

This encouragement to Friends within BYM includes providing “Thinking About Race” items for distribution within each Meeting to stimulate awareness and discernment. We also ask local Meetings three times a year to let us know in writing how their own antiracism efforts are going. At Annual Session we invite Friends to a “Connecting Local Meetings” session where they can share their activities and challenges in helping their Meetings become antiracist.

The WGR sponsored a workshop by Loretta Ross describing how bringing empathy to antiracism and other social justice work can make it more effective and more enjoyable. She described to Friends five potential types of responses: “calling out,” “calling in,” “calling up,” “calling on,” and “calling off.” No one type of “calling” is best for all circumstances. Loving discernment is required to choose the best approach in a particular situation. The WGR also sponsored workshops by Debby Irving on developing the vulnerability, skill, and courage needed to create deep connections, resilience, and ways of being that sustain and grow us so that we can engage in transformative conversations.

As much as any other BYM group, the WGR struggles to be guided by the Yearly Meeting’s antiracism declaration and to apply the queries faithfully when we make decisions. We are aware that although the Yearly Meeting adopted the declaration that does not mean that all BYM Friends fully support it—only that no one felt strongly enough about their reservations to stand in the way. Consequently, we continue to need to engage in difficult—and hopefully transformational—conversations. We have discussed in WGR meetings how not all forms of oppression are based on racial or other forms of personal identity. We are challenged with addressing that reality while maintaining our commitment to antiracism.

WGR members are deeply affected by the election of a new U.S. Administration that has expressed clearly its hostility toward what the WGR seeks to promote and its determination to use the full authority of the federal government to prevent what the WGR seeks to accomplish. WGR members must continue to discern how best to join with others in resistance while still doing the work we had done before the election.

## **Major Activities**

### Anti-Racism Training

The Working Group sponsored three workshops during the fall of 2024:

- Loretta Ross, a Smith College Professor and author of Calling In: How to Start Making Change with Those You'd Rather Cancel, described how bringing empathy to antiracism and other social justice work can make it more effective and more enjoyable. About 30 Friends participated in this workshop.
- Debby Irving, author of Waking Up White, and Finding Myself in the Story of Race, used historical and media images to examine how she used her white-skewed belief system to interpret the world around her. She explored how she spent decades silently reaffirming harmful, archaic racial patterns instead of questioning the racial disparities and tensions she could see and feel. The goal of the workshop was to support white people in making the paradigm shift from 'fixing' and 'helping' those believed to be inferior to focusing on internalized white superiority and its role in perpetuating racism at the individual, institutional, and cultural levels. Thirty Friends registered for this workshop
- In her second workshop Debby Irving helped Friends learn how to engage in transformational conversations. Because dominant white culture encourages us to avoid conflict, many of us raised in it have not fully developed the insight, skill, and emotional stamina necessary to broach and navigate differences of perspective and opinion, especially when harm to a member of a marginalized group is part of the mix. Too often these conversations are completely avoided or broached only to go from bad to worse. Debby described a different way. In contrast to the social norms of whiteness are norms designed to develop the vulnerability, skill, and courage necessary to create deep connection and resilience; ways of being that sustain and grow us personally and collectively. The workshop explored how to embed new, transformational norms into our

personal and institutional practices. About 50 people participated in this workshop.

Some Friends also accepted Debby's invitation to participate in the online 21-day Racial Equity Habit Building Challenge where participants were challenged to spend about five minutes a day for 21 days reading a short article, watching a short video, listening to a podcast, or checking out a website addressing equity issues.

The WGR provided funds to Stony Run, Sandy Spring, Richmond, Roanoke, and Midlothian Friends Meetings to pay honoraria for anti-racism presentations sponsored by those local Meetings.

#### Racial Trauma Healing

WGR funds were used for two Global Majority initiatives. Tiranny Thurmond led a trauma healing workshop for Global Majority Friends in January 2024. It was a follow-up to a workshop she had co-led in 2023. WGR funds also were provided to assist several BYM Global Majority Friends to attend the Friends General Conference Gathering.

#### BYM Annual Session Workshops.

The Working Group facilitated two workshops for the 2024 Annual Session. One was a Connecting Local Meetings session led by David Etheridge of the Friends Meeting of Washington and Peirce Hammond of Bethesda Friends Meeting. It provided Friends from local Meetings throughout the Yearly Meeting the opportunity to share their experiences and challenges in addressing issues of racism within their Meetings. The other workshop was titled "Antiracism as a Spiritual Practice." It was led by Barbara Bezdek of Homewood Friends Meeting and Beth Haw of Williamsburg Friends Meeting. For the 2025 Annual Session David Etheridge will again lead a Connecting Local Meetings session where Friends from throughout the Yearly Meeting share their experiences working to lower racial barriers within their own Meetings.

**Racial Justice Change Groups and Related Activities.** Much of the Working Group's focus has been on encouraging and supporting racial justice Change Groups within local Meetings. Some Meetings have established or are working on establishing formal Change Groups. That process itself has occasioned a focus on racial dynamics within those local Meetings. Other Meetings have done racial justice work by forming trust circles or in other ways that do not involve creating a Change Group. The WGR serves as

a clearinghouse, soliciting updates on local antiracism activities shared three times a year to facilitate exchange of information and inspiration as to what may be possible. Within the Working Group on Racism

Before doing other business, the Working Group makes time at its monthly meetings for Friends to share their recent experiences with respect to racism. Friends share books, articles, films, and presentations on the topic of racism that have come to their attention as well as personal experiences. Friends feel it is an invaluable component of WGR meetings.

### **Communications within BYM**

The Working Group is under the care of the BYM Ministry and Pastoral Care Committee. The clerk of the WGR keeps that committee updated on Working Group activities and concerns and consults with the committee on WGR work. Several Working Group members participate actively in the Growing Diverse Leadership Committee and the Reparations Action Working Group.

The Working Group maintains a list of Monthly Meeting liaisons who receive items for their newsletters or other means of dissemination. It also maintains a Google group for distributing to 175 interested Friends information about WGR work and resources related to racial justice.

**WGR Leadership in 2025:** Beth Haw of Williamsburg Friends Meeting became presiding clerk of the Working Group on Racism in January 2025.

# Working Group on Refugees, Immigration, & Sanctuary

No report received - 2022, 2023, 2024

# Working Group on Reproductive Rights

See Peace & Social Concerns Committee Annual Report

# Affiliated Organizations & Reports

## Listing of Affiliated Organizations

American Friends Service Committee Corporation  
Friends Committee on National Legislation  
Friends General Conference  
Friends House Retirement Community  
Friends Meeting School  
Friends Peace Teams  
Friends United Meeting  
Friends Wilderness Center  
Friends World Committee for Consultation  
Interfaith Action for Human Rights  
Miles White Beneficial Society of Baltimore City  
Prisoner Visitation and Support  
Quaker Earthcare Witness  
Quaker House  
Quaker Religious Education Coalition  
Right Sharing of World Resources

## Reports Received from Affiliated Organizations

Annual Reports from Affiliated Organizations can be found on the websites of each organization. If you have any difficulty accessing annual reports from organizations affiliated with Baltimore Yearly Meeting, please contact the General Secretary.

# Resources for Working Together

## Calendar of Key Yearly Meeting Dates

Sept 19-21	<b>Spiritual Formation Fall Retreat</b> <i>Shepherd Spring, Sharpsburg, MD</i>
Sept 26-28	<b>Family Camp</b> Opequon, Harper’s Ferry, WV <b>YF Con</b> Opeuqon, Harper’s Ferry, WV
Nov 1-2	<b>JYF Con</b> Location TBD
Nov 15	Interim Meeting Stony Run Meeting Agenda items due October 10 Supporting docs due October 16
Nov 21-23	Young Friends Con
Dec 15	BYM Camps Registration Opens <a href="http://www.bymcamps.org">www.bymcamps.org</a>
Jan 2	Winter Interchange Deadline
Jan 9-11	Young Friends Con
Jan 15	Annual Data Requests Sent to Monthly Meetings
Jan 23-25	<b>Women’s Retreat</b> Pearlstone, Reisterstown, MD



Jan 31-Feb1	<b>JYF Con</b> FMW (Tentative)
Feb 13-15	Young Friends Con
Feb 28	Budget Requests Due
March 21	Interim Meeting VA Meeting TBD Agenda items due Feb 13 Supporting docs due Feb 19
March 30	Spring Interchange Deadline Annual Data Requests Due
April 10-12	Young Friends Con
April TBD	Budget & Apportionment Meeting <i>Held Online</i>
April 15	Spiritual State of the Meeting Reports Due
May 1-3	Spiritual Formation Spring Retreat Shepherd Spring, Sharpsburg, MD
May 1-3	Jr Young Friends Grad Con Opequon Quaker Camp
May 15-17	Young Friends Grad Con
June 20	Interim Meeting Online-Only Agenda items due May 15 Supporting docs due May 21
June 28	BYM Camps Begin

Jul 27-Aug 2      Annual Sessions, *tentative*  
Hood College  
Agenda items due June 20  
Supporting docs due July 7

Aug 17 - 21      Staff Sabbath Week

# Committee and Working Group Membership

## Committee Membership

As Approved at Annual Session, August 2025

### ADVANCEMENT AND OUTREACH COMMITTEE

*AandO@bym-rfs.org*

Madeline Mirasol (York)	2024-2027
Katherine Cole (Herndon)	2024-2027
Erinn Mansour (Patapsco)	2024-2027
M. DeTar-Lavallee (W’burg)	2021-2027
Steve Morse (Langley Hill)	2021-2027
Jim Citro (Patapsco)	2022-2028
Juliana McCarthy (Patapsco)	2025-2028

### CAMP PROPERTY MANAGEMENT COMMITTEE

*CPMC@bym-rsf.org*

Rick Post (Langley Hill)	2020-2026
Greg Tobin (Frederick)	2020-2026
Kevin O’Reilly (BYM Camps)	2023-2026
Nathan Shroyer (Annapolis)	2023-2026
Blaine Keener (Stony Run)	2024-2027
Jackie Kosbob (Goose Creek)	2024-2027
Chris Greeley (Stony Run)	2022-2028
Kim Benson (Annapolis)	2025-2028
Jim Lehman (Sandy Spring)	2025-2028

### CAMPING PROGRAM COMMITTEE

*CPC@bym-rfs.org*

Don Crawford (BYM Camps)	2020-2026
Karen Daniel (Frederick)	2020-2026
Nikki Richards (YAF)	2020-2026
Sara Acuff (BYM Camps)	2023-2026
Betsy Boynton (Alexandria)	2023-2026
Al Best (Richmond)	2023-2026

Lind Garretson (Sandy Spring)	2021-2027
Kary Haun (Hopewell Centre)	2021-2027
Kim Manrique (BYM Camps)	2024-2027
Hannah Brown (Homewood)	2024-2027
Olivia Chalkley (BYM Camps)	2024-2027
Cory Joseph (Goose Creek)	2024-2027
Joe Coates (Eastland)	2022-2028
Jamie DeMarco (Homewood)	2022-2028
Ann Honn (Sandy Spring)	2025-2028
Betsy Krome (Williamsburg)	2025-2028
RoJamie Oyenuga (Stony Run)	2025-2028
Sachin Shah (Sandy Spring)	2025-2028

#### **DEVELOPMENT COMMITTEE**

*Develop@bym-rsf.org*

Arthur Boyd (Stony Run)	2022-2026
Dave French (Menallen)	2023-2026
Gloria Victor-Dorr (SSpring)	2024-2027
Patti Nesbitt (Sandy Spring)	2025-2028

#### **EDUCATIONAL GRANTS COMMITTEE**

*EdGrants@bym-rsf.org*

Joanna Fitzick (Homewood)	2024-2027
Lauren Brownlee (Bethesda)	2022-2028
Lisa Beauvois (Stony Run)	2025-2028
Kelli Moore (Alexandria)	2025-2028
Roger Stritmatter (Stony Run)	2025-2028
John Yost (Little Britain)	2025-2028

#### **FAITH AND PRACTICE COMMITTEE**

*FandP@bym-rfs.org*

Ann Marie Moriarty (Adelphi)	2020-2026
Katherine Pettus (Stony Run)	2023-2026
Paul Jacob (FMW)	2024-2027
Linda Goldstein (Charlottesville)	2022-2028
Karen Cunnyngnam (Annap)	2025-2028

Bob Rhudy (Patapsco)	2025-2028
Ken Stockbridge (Patapsco)	2025-2028
Sarah Tasker (Frederick)	2025-2028

#### **GROWING DIVERSE LEADERSHIP COMMITTEE**

*GDL@bym-rsf.org*

Katie Bliss (Frederick)	2023-2026
Andrea Miotto (Patapsco)	2024-2027
Kelly Crouch (FMW)	2025-2028
Samaa Elbabah (FMW)	2025-2028
Zakee McGill (Shepherds.)	2025-2028
Kindra Whomsley (Herndon)	2025-2028

#### **INDIGENOUS AFFAIRS COMMITTEE**

*IndianAffairs@bym-rsf.org*

Sharon Stout (Adelphi)	2020-2026
Bill Mims (Langley Hill)	2023-2026
Susannah Rose (Patapsco)	2023-2026
Steve Tatum (Blacksburg)	2023-2026
John Meyer (FMW)	2024-2027
Betty Smallwood (Adelphi)	2024-2027
Stuart Green (Patapsco)	2024-2027
Eric Nelson (Alexandria)	2024-2027
Dan Cole (Frederick)	2025-2028

#### **MANUAL OF PROCEDURE COMMITTEE**

*MoP@bym-rsf.org*

Arthur David Olson (TkPk)	2024-2027
Julie Odlund (Frederick)	2024-2027

#### **MINISTRY AND PASTORAL CARE COMMITTEE**

*MandPC@bym-rsf.org*

Martin Melville (State College)	2020-2026
Peirce Hammond (Bethesda)	2023-2026
Paul Isayi (Stony Run)	2021-2027
Otis Kenny (Roanoke)	2024-2027

Karen Lockett (Frederick)	2024-2027
Kevin Olive (Homewood)	2024-2027
Barbara Thomas (Annapolis)	2022-2028
Darcy Lane (Sandy Spring)	2025-2028
Amit Pandya (FMW)	2025-2028
Kristin Zimet (Hopwell)	2025-2028

#### **NOMINATING COMMITTEE**

*nominating@bym-rsf.org*

Debbie Sudduth (Goose Creek)	2020-2026
Ramona Buck (Patapsco)	2023-2026
Donna Williams (Langley Hill)	2023-2026
Donna Kolaetis (Menallen)	2023-2026
Breyette Lorntz (C'Ville)	2023-2026
Greg Robb (FMW)	2024-2027
Margaret Fisher (FMW)	2024-2027

#### **NUTS AND BOLTS COMMITTEE OF YOUNG FRIENDS**

*NBC@bym-rsf.org*

#### **PEACE AND SOCIAL CONCERNS COMMITTEE**

*PandSC@bym-rsf.org*

Barbara Bezdek (Homewood)	2020-2026
Phil Caroom (Annapolis)	2020-2026
Annette Breiling (Frederick)	2021-2027
Suzanne O'Hatnick (St. Run)	2021-2027
Louisa Davis (Homewood)	2024-2027
Watler Brown (Langley Hill)	2024-2027
Dat Du Thinh (Frederick)	2024-2027
Michael Beer (FMW)	2025-2028
Kris Loken (Shepherds.)	2025-2028
Leslie Sussan (Bethesda)	2025-2028
Doug Vaughn (Stony Run)	2025-2028

#### **ANNUAL SESSION PROGRAM COMMITTEE**

*Program@bym-rsf.org*

Ellen Arginteanu (Richmond)	2023-2026
Janet Eaby (Nottingham)	2023-2026
Sabrina McCarthy (FMW)	2023-2026
Bill Parker (FMW)	2023-2026
Mary Jane Foley (Williamsburg)	2024-2027
Brian Holland (FMW)	2024-2027
Cy DeVries (State College)	2022-2028
Virginia Avanesyan (FMW)	2025-2028

### **RELIGIOUS EDUCATION COMMITTEE**

*REcommittee@bym-rsf.org*

Anne Delorey (Langley Hill)	2023-2026
Meghan Goldman (Goose C.)	2023-2026
Robin Albertson-Wren (C'Ville)	2024-2027
Anita Allder-Stephens (Alex.)	2024-2027
Erik Hanson (Sandy Spring)	2022-2028
Nancy Moore (Stony Run)	2022-2028
Ghazal Chilan (Herndon)	2025-2028

### **SEARCH COMMITTEE**

*search@bym-rsf.org*

Gene Throwe (FMW)	2023-2026
Josh Riley (Hopewell Center)	2024-2027
Deirdre Foley-Citro (Patapsco)	2025-2028
David Etheridge (FMW)	2025-2028
Meg Boyd Meyer (Stony Run)	2022-2028

### **STEWARDSHIP AND FINANCE COMMITTEE**

*SandF@bym-rsf.org*

Catherine Tall (Monongalia)	2020-2026
Tim Yeane (Langley Hill)	2020-2026
Anne Bacon (Hopewell Centre)	2023-2026
Catherine Nnoka (FMW)	2023-2026
Ann Duncan (Midlothian)	2024-2027
Jeff Smith (Roanoke)	2024-2027
Andrei Israel (Adelphi)	2022-2028

Xan Whitt (Roanoke)	2022-2028
Karie Firoozmand (Stony Run)	2025-2028
Wesley Peters (FMW)	2025-2028

**SUE THOMAS TURNER QUAKER EDUCATION FUND**

*STTQEF@bym-rsf.org*  
Howard Zuses (Sandy Spring)  
Rosalind Zuses (Sandy Spring)  
Steve Morse (A&O Representative)  
Erik Hanson (RE Representative)

**SUPERVISORY COMMITTEE**

*supervisory@bym-rsf.org*

Joan Liversidge (Sandy Spring)	2022-2026
Becka H. Rosenberg (Alx.)	2022-2026
Susan Griffin (FMW)	2022-2026
Betsy Tobin (Frederick)	2023-2027
Chip Tucker (Charlottesville)	2023-2027
Ed Hustead (FMW)	2025-2027

**TRUSTEES**

*Trustees@bym-rsf.org*

Victor Thuronyi (Adelphi)	2023-2026
Tacy Roby (Bethesda)	2023-2026
Marion Ballard (Bethesda)	2021-2027
Justin Connor (FMW)	2024-2027
Gary Gillespie (Homewood)	2024-2027
Rich Thayer (Stony Run)	2022-2028
Molly Mitchell (Homewood)	2025-2028

**UNITY WITH NATURE COMMITTEE**

*UnityWithNature@bym-rsf.org*

Carl Benson (Annapolis)	2020-2026
Deborah Haines (Alexandria)	2023-2026
Susan Thompson (Shepherds.)	2023-2026
Sue Woerthwein (Deer Creek)	2023-2026



Barbara Adams (Richmond)	2024-2027
Len McGinnis (Fds Mtg Sch)	2022-2028
Beth Babikow (Little Falls)	2025-2028
Phil Bogdonoff (Bethesda)	2025-2028
Leslie Gallagher (Alexandria)	2025-2028

#### **YOUNG ADULT FRIENDS COMMITTEE**

*Inactive in 2022, 2023, 2024, 2025*

#### **YOUTH PROGRAMS COMMITTEE**

*YPC@bym-rsf.org*

Robin Appleberry (FMW)	2023-2026
Rudi Galloway (Sandy Spring)	2023-2026
Dylan Phillips (Stony Run)	2023-2026
Kathy Rogers (Stony Run)	2023-2026
Carol Seddon (Stony Run)	2021-2027
Annalee Flower Horne (TkPk)	2022-2028
Ted Heck (Richmond)	2022-2028
Katie Caughlan (Sandy Spring)	2025-2028
Kat Darnell (Frederick)	2025-2028
Keir Hudson (YAF)	2025-2028
Elo Wittig (FMW)	2025-2028

# Representatives to Affiliated Organizations

As Approved at Annual Session, August 2025

## AMERICAN FRIENDS SERVICE COMMITTEE CORPORATION

David Robinson (Alexandria)	2017-2026
Bethanne Socolar (Annapolis)	2019-2026
Lauren Brownlee (Bethesda)	2022-2028
Lisa Colburn (Goose Creek)	2025-2028

## FRIENDS COMMITTEE ON NATIONAL LEGISLATION REPRESENTATIVES

Jesse Greer (Adelphi)	2020-2026
Matthew D’Agostino (Sty Run)	2023-2026
John Salzberg (Sandy Spring)	2024-2027
Walter Brown (Langley Hill)	2019-2028
Doug Vaughn (Stony Run)	2022-2028
Nathan Shroyer (Annapolis)	2025-2028

## FRIENDS GENERAL CONFERENCE CENTRAL COMMITTEE

Ann Riggs (Annapolis)	2023-2026
Laura Butler (Sandy Spring)	2024-2027
John Smallwood (Herndon)	2021-2027
Rebecca H. Rosenberg (Alex.)	2022-2028

## FRIENDS HOUSE RETIREMENT COMMUNITY

Liz Wilson (Herndon)	2020-2026
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## FRIENDS MEETING SCHOOL (1-2)

## FRIENDS PEACE TEAMS

Rep: Rich Thayer (Stony Run)	2019-2025
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## **FRIENDS UNITED MEETING**

### **General Board**

Alice Bedi (Stony Run)	2023-2026
Jim Fussell (FMW)	2023-2026
Alt: Georgia Fuller (Langley Hill)	2023-2026
Damaris Kifude (Stony Run)	2021-2027

## **FRIENDS WILDERNESS CENTER (1)**

Patti Nesbitt (Goose Creek)	2025-2028
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## **FRIENDS WORLD COMMITTEE FOR CONSULTATION**

### *Section of the Americas*

Jason Eaby (Nottingham)	2022-2028
Jacki LaBua (Stony Run)	2022-2028
Windy Cooler (Sandy Spring)	2025-2028
John Stephens (Alexandria)	2025-2028

## **INTERFAITH ACTION FOR HUMAN RIGHTS**

Barbara Bezdek (Homewood)	2023-2026
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## **MILES WHITE BENEFICIAL SOCIETY OF BALTIMORE**

Alex Bell (Bethesda)	2020-2026
Andrew Gorby (Stony Run)	2024-2027
Tanza Aliberti (Stony Run)	2024-2027
Ann Kehinde (Stony Run)	2024-2027
Rachel Neill (Homewood)	2024-2027
Maddy Doll (Homewood)	2022-2028
Clinton Pettus (PYM)	2022-2028
Malachy Kilbride (Homewood)	2025-2028
Marc Oliver (Stony Run)	2025-2028
Alejandro Perez (Homewood)	2025-2028

## **QUAKER EARTHCARE WITNESS**

Barbara Adams (Richmond)	2018-2027
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## **QUAKER HOUSE (Fayetteville, NC)**

Alexander Barnes (Adelphi) 2024-2027

**ROLLING RIDGE CONSERVANCY BOARD**

Jackie Kosbob (Goose Creek) 2023-2026

Rich Thayer (Stony Run) 2024-2027

David Hunter (Frederick) 2025-2028

# Budget, Financials, and Apportionment

## 2026 Operating Budget

2026 Budget not approved at Annual Sessions. The budgets presented below are draft. See January 2026 Called Interim Meeting Minutes for final, approved budgets.

BYM Budget (Camps Not Included)					
	2024 Actual	2025 Budget	2025 YTD	2026 Budget	Notes
Revenue					
Contributed Revenue	\$243,501	\$275,000	\$318,527	\$250,000	1
Earned Revenue	\$101,777	\$100,780	\$109,130	\$122,000	
Apportionment	\$562,074	\$526,000	\$413,747	\$564,055	
Other Revenue	\$2,396	\$0		\$0	
Total Revenue	\$909,749	\$901,780	\$841,404	\$936,055	
Releases from Restricted Funds			\$43,130		
STTQE Fund	\$4,000	\$16,000		\$16,000	
Edu Grants Fund	\$16,000	\$25,000		\$25,000	
Total Revenue with Fund Releases	\$929,749	\$942,780	\$884,534	\$977,055	
Expenses					
Personnel	\$564,617	\$536,476	\$471,396	\$558,718	
Professional Services	\$70,682	\$42,000	\$70,524	\$39,100	
Administrative Operating Costs	\$126,803	\$155,214	\$106,088	\$120,786	
Utilities & Physical Plant	\$63,727	\$69,000	\$65,960	\$69,000	
Vehicles	\$1,596	\$1,350	\$1,211	\$1,300	
Program Costs	\$72,076	\$120,000	\$135,894	\$141,350	3
Misc. Costs	\$6,889	\$250	\$1,285	\$0	
Committee Expenses	\$65,274	\$43,100	\$22,811	\$31,700	
Total Expenses	\$971,665	\$926,752	\$875,169	\$961,954	
Revenue Over Expenses	\$3,357	\$16,028	\$9,365	\$15,101	
Annual Depreciation	<a href="#">9,049.62</a>				

**BYM Budget (Camps Not Included)**

**Expense Detail Broken Down by Program/Committee**

<b>Program Expenses</b>	<b>2024 Actual</b>	<b>2025 Budget</b>	<b>2025 YTD</b>	<b>2026 Budget</b>	<b>Notes</b>
Youth Programs	\$79,447	\$51,318	\$20,389	\$53,064	
STRIDE	\$82,973	\$87,815	\$75,245	\$88,544	
Development	\$153,051	\$154,018	\$118,104	\$146,100	
Annual Session	\$64,375	\$81,550	\$74,119	\$83,400	
Spiritual Formation	\$24,195	\$25,500	\$23,880	\$25,500	
Women's Retreat	\$0	\$0	\$9,970	\$20,000	
All Other YM Programs, Services, & Admin	\$502,350	\$483,451	\$531,652	\$503,646	2
<b>Total Program Expenses</b>	<b>\$906,391</b>	<b>\$883,652</b>	<b>\$853,359</b>	<b>\$920,254</b>	
<b>Committee Expenses</b>					
Growing Diverse Ladership	\$1,300	\$1,000		\$0	
Faith & Practice	\$0	\$0		\$500	
Indian Affairs Committee	\$14,829	\$14,800	\$11,525	\$1,500	
Ministry & Pastoral Care	\$22,845	\$0		\$0	
Religious Ed	\$0	\$0		\$0	
Trustees	\$1,026	\$0	\$1,120	\$5,000	
Young Adult Friends	\$0	\$0		\$0	
Representative Travel	\$0	\$0	\$1,000	\$0	
Reparation Action Working Group	\$3,256	\$6,000	\$7,025	\$3,500	
Working Group on Racism	\$21,156	\$20,000		\$20,000	
Committee Overage Contingency	\$0	\$0		\$0	
Interim Meeting	\$217	\$500	\$521	\$500	
Unity with Nature	\$0	\$600	\$900		
Advancement & Outreach	\$0	\$200		\$200	
Peace & Social Concerns	\$644	\$0	\$720	\$500	
Other Program & Committee Exp	\$0	\$0		\$0	
<b>Total Committee Expenses</b>	<b>\$65,274</b>	<b>\$43,100</b>	<b>\$22,811</b>	<b>\$31,700</b>	
<b>Total Expenses</b>	<b>\$971,665</b>	<b>\$926,752</b>	<b>\$876,170</b>	<b>\$951,954</b>	

Notes			
1	\$23,000 for Dec 2025 Bequest; \$10,000 from Bequest; \$217,000 in new donations		
2	"All Other YM Programs, Services, & Admin" Includes all expenses not directly attributable to an individual program or committee, including: all personall costs for the General Secretary, Accounting Manager, Bookkeeping Assistant, and Admin Coordinator; Publications including the Yearbook and Faith & Practice; the annual 3rd-party audit; Software including the BYM website, bookkeeping software, email accounts, etc; Contributions to Outside Organizations; Grants (STTQEF and EdGrants); Physical plant for the BYM Office; et al		
3	In 2026, BYM Program Costs includes Contributions to Outside Organizations, as follows: \$10,000 for FGC; \$10,000 for FUM; \$5,000 for FWCC; \$3,200 to be distributed to smaller BYM-affiliated organizations by BYM P&SC; and TDB contributions made by Committees to outside organizations from their Committee Budgets.		

<b>BYM Camps Budget (Camp Program &amp; Camp Property)</b>					
	<b>2024 Actual</b>	<b>2025 Budget</b>	<b>2025 YTD</b>	<b>2026 Budget</b>	<b>Notes</b>
<b>Revenue</b>					
Contributed Revenue	\$76,303	\$100,000	\$98,220	\$125,000	
<i>Program Attendance</i>	<i>\$1,500,002</i>	<i>\$1,574,166</i>	<i>\$1,461,815</i>	<i>\$1,559,000</i>	
<i>Clothing Sales</i>	<i>\$1,192</i>	<i>\$1,000</i>	<i>\$372</i>	<i>\$1,000</i>	
<i>Property Rental Income</i>	<i>\$49,590</i>	<i>\$40,100</i>	<i>\$31,865</i>	<i>\$41,000</i>	
Total Earned Revenue	\$1,550,826	\$1,615,266	\$1,592,272	\$1,601,000	
Other Revenue	-	\$0		\$22,500	1
<b>Revenue</b>	<b>\$1,627,129</b>	<b>\$1,715,266</b>	<b>\$1,592,272</b>	<b>\$1,748,500</b>	
<b>Releases from Restricted Funds</b>					
Barry Morley Fund	\$23,341	\$24,000	\$24,000	\$25,000	
Special Campaign for OQC	\$96,482	\$0	\$0	\$0	
<b>Total Revenue</b>	<b>\$1,746,952</b>	<b>\$1,739,266</b>	<b>\$1,616,272</b>	<b>\$1,773,500</b>	
<b>Expenses</b>					
Personnel	\$1,210,187	\$1,200,549	\$987,804	\$1,189,537	
Professional Services	\$131,451	\$17,185	\$56,748	\$6,600	
Administrative Operating Costs	\$313,111	\$211,525	\$147,817	\$212,731	
Utilities & Physical Plant	\$137,925	\$90,371	\$95,663	\$97,282	
Vehicles	\$79,319	\$66,780	\$70,674	\$69,500	
Program Costs	\$234,071	\$227,950	\$156,186	\$244,850	
Misc. Costs	-	\$0	\$0	0	
<b>Total Expenses</b>	<b>\$2,106,064</b>	<b>\$1,814,360</b>	<b>\$1,514,892</b>	<b>\$1,820,500</b>	
<b>Revenue Over Expenses</b>	<b>-\$359,112</b>	<b>-\$75,094</b>	<b>\$101,380</b>	<b>-\$47,000</b>	
Trustee Approved Draw from Cash Reserve				\$47,000	
<i>Annual Depreciation</i>	<i>\$161,510</i>	<i>\$120,900</i>		<i>\$178,656</i>	2



Notes			
1	<p>“Other Revenue” in the amount of \$22,500 matches the outgoing expense of credit card and ach fees, which are self-paid by camper families (checks are taken free of charge).</p>		
2	<p>Depreciation is a non-cash expense reflected in BYM's Balance Sheets. It is included here in our operating budget to help us keep track of how much value our camp assets - cabins, vehicles, roofs, etc - are diminishing each year, which is one way to approximate future capital needs year-over-year.</p>		

# 2026 Capital Budget

2026 Budget not approved at Annual Sessions. The budget presented below is draft. See January 2026 Called Interim Meeting Minutes for final, approved budgets.

BYM Capital Plan & Budget						
Description	2024 Actual	2025 Budget	2026 Budget (REVISED)	Note	2027	2028
<b>Camp Property Capital Funding Plan</b>						
Property Reserve (120) Opening Balance	\$17,368	\$17,368	\$11,441		\$0	\$0
Capital Fund (220) Opening Balance	\$159,040	\$132,192	\$75,000			
Camp Property New Contributions	\$13,769	\$25,000	\$50,000	1	\$50,000	\$50,000
Use of Operating Cash Reserves	\$0					
<b>Total Funds Available for Camp Property Capital</b>	<b>\$190,177</b>	<b>\$174,560</b>	<b>\$136,441</b>		<b>\$50,000</b>	<b>\$50,000</b>
<b>Camp Property Capital Expenditure Plan</b>						
Capital Expenditures - Catocтин		-\$10,666	-\$20,100		-\$213,000	\$0
Capital Expenditures - Shiloh		-\$72,562	-\$70,100		-\$59,191	-\$286,790
Capital Expenditures - Vehicles & Contingency		-\$79,891	-\$56,228		-\$146,659	-\$151,059
Capital Expenditures (Combined)	-\$57,985					
<b>Total Camp Capital Expenditures</b>	<b>-\$57,985</b>	<b>-\$163,119</b>	<b>-\$146,428</b>		<b>-\$418,850</b>	<b>-\$437,849</b>
<b>Balance (to Fund from Cash Reserve) or Send Forward</b>	<b>\$132,192</b>	<b>\$ 11,441.00</b>	<b>-\$9,987</b>		<b>-\$368,850</b>	<b>-\$387,849</b>
<b>Opeuqon Property Capital Budget</b>						
Opening Opeuqon Fund Balance	\$310,279	\$351,079	\$246,079		\$126,079	\$101,079
Opeuqon New Contributions	\$468,192	\$100,000	\$0		\$0	\$0
Capital Expenditures - Opeuqon	-\$314,020	-\$205,000	-\$120,000		-\$25,000	\$0
Other Expenditures for Release - Opeuqon	-\$113,372					
<b>Balance (to Fund) or Send Forward</b>	<b>\$351,079</b>	<b>\$246,079</b>	<b>\$126,079</b>		<b>\$101,079</b>	<b>\$101,079</b>
<b>Notes</b>						
1 - The goal for camp capital fundraising in 2026 is \$50,000. Development will be counting a bequest that arrived in Dec 2025 toward that goal. In the bookkeeping, that bequest will show up as the opening balance in 2026 to Fund 120.						

## For Calendar Year 2024



**Baltimore Yearly Meeting of the Religious Society of Friends, Inc. and Affiliate**  
**Table of Contents**  
**December 31, 2024 and 2023**

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## INDEPENDENT AUDITOR'S REPORT

To the Board of Trustees of  
Baltimore Yearly Meeting of the Religious Society of Friends, Inc. and Affiliate:

### Opinion

We have audited the consolidated financial statements of the Baltimore Yearly Meeting of the Religious Society of Friends, Inc. and Miles White Beneficial Society of Baltimore City (nonprofit organizations), which comprise the consolidated statement of financial position as of December 31, 2024, and the related consolidated statements of activities, functional expenses, and cash flows for the year then ended, and the related notes to the financial statements.

In our opinion, the accompanying consolidated financial statements present fairly, in all material respects, the financial position of the Baltimore Yearly Meeting of the Religious Society of Friends, Inc. and Affiliate as of December 31, 2024, and the changes in their net assets and their cash flows for the year then ended in accordance with accounting principles generally accepted in the United States of America.

### Basis for Opinion

We conducted our audit in accordance with auditing standards generally accepted in the United States of America ("GAAS"). Our responsibilities under those standards are further described in the Auditor's Responsibilities for the Audit of the Financial Statements section of our report. We are required to be independent of the Baltimore Yearly Meeting of the Religious Society of Friends, Inc. and Affiliate and to meet our other ethical responsibilities in accordance with the relevant ethical requirements relating to our audits. We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our audit opinion.

### Other Matter

The consolidated financial statements of the Baltimore Yearly Meeting of the Religious Society of Friends, Inc. and Affiliate as of and for the year ended December 31, 2023 were audited by BBD, LLP, who joined WithumSmith + Brown, PC on April 1, 2024 and expressed an unmodified opinion on these statements dated July 29, 2024.

### Responsibilities of Management for the Consolidated Financial Statements

Management is responsible for the preparation and fair presentation of the consolidated financial statements in accordance with accounting principles generally accepted in the United States of America, and for the design, implementation and maintenance of internal control relevant to the preparation and fair presentation of consolidated financial statements that are free from material misstatement, whether due to fraud or error.

In preparing the consolidated financial statements, management is required to evaluate whether there are conditions or events, considered in the aggregate, that raise substantial doubt about the Baltimore Yearly Meeting of the Religious Society of Friends, Inc. and Affiliate's ability to continue as a going concern within one year after the date that the consolidated financial statements are available to be issued.

#### Auditor's Responsibilities for the Audit of the Consolidated Financial Statements

Our objectives are to obtain reasonable assurance about whether the consolidated financial statements as a whole are free from material misstatement, whether due to fraud or error, and to issue an auditor's report that includes our opinion. Reasonable assurance is a high level of assurance but is not absolute assurance and therefore is not a guarantee that an audit conducted in accordance with GAAS will always detect a material misstatement when it exists. The risk of not detecting a material misstatement resulting from fraud is higher than for one resulting from error, as fraud may involve collusion, forgery, intentional omissions, misrepresentations or the override of internal control. Misstatements are considered material if there is a substantial likelihood that, individually or in the aggregate, they would influence the judgment made by a reasonable user based on the consolidated financial statements.

In performing an audit in accordance with GAAS, we:

- Exercise professional judgment and maintain professional skepticism throughout the audit.
- Identify and assess the risks of material misstatement of the consolidated financial statements, whether due to fraud or error, and design and perform audit procedures responsive to those risks. Such procedures include examining, on a test basis, evidence regarding the amounts and disclosures in the consolidated financial statements.
- Obtain an understanding of internal control relevant to the audit in order to design audit procedures that are appropriate in the circumstances, but not for the purpose of expressing an opinion on the effectiveness of the Baltimore Yearly Meeting of the Religious Society of Friends, Inc. and Affiliate's internal control. Accordingly, no such opinion is expressed.
- Evaluate the appropriateness of accounting policies used and the reasonableness of significant accounting estimates made by management, as well as evaluate the overall presentation of the consolidated financial statements.
- Conclude whether, in our judgment, there are conditions or events, considered in the aggregate, that raise substantial doubt about the Baltimore Yearly Meeting of the Religious Society of Friends, Inc. and Affiliate's ability to continue as a going concern for a reasonable period of time.

We are required to communicate with those charged with governance regarding, among other matters, the planned scope and timing of the audit, significant audit findings, and certain internal control related matters that we identified during the audit.

#### Report on Supplementary Information

Our audit was conducted for the purpose of forming an opinion on the consolidated financial statements as a whole. The supplementary information on pages 19 through 21 is presented for purposes of additional analysis and is not a required part of the consolidated financial statements. Such information is the responsibility of management and was derived from and relates directly to the underlying accounting and other records used to prepare the consolidated financial statements. The information has been subjected to the auditing procedures applied in the audit of the consolidated financial statements and certain additional procedures, including comparing and reconciling such information directly to the underlying accounting and other records used to prepare the consolidated financial statements or to the consolidated financial statements themselves, and other additional procedures in accordance with GAAS. In our opinion, the information is fairly stated in all material respects in relation to the consolidated financial statements as a whole.



January 28, 2026

**Baltimore Yearly Meeting of the Religious Society of Friends, Inc. and Affiliate**  
**Consolidated Statements of Financial Position**  
**December 31, 2024 and 2023**

	<u>2024</u>	<u>2023</u>
<b>Assets</b>		
Cash	\$ 305,597	\$ 231,489
Contributions and grants receivable, net	47,388	125,170
Prepaid expenses and other assets	9,880	100,626
Investments	5,984,962	5,259,742
Property and equipment, net	<u>2,869,455</u>	<u>2,722,244</u>
Total assets	<u>\$ 9,217,282</u>	<u>\$ 8,439,271</u>
<b>Liabilities and Net Assets</b>		
Liabilities		
Accounts payable and accrued expenses	<u>\$ 140,161</u>	<u>\$ 143,711</u>
Net assets		
Without donor restrictions		
Undesignated	766,073	1,043,201
Board designated	3,894,479	3,192,733
Property and equipment	<u>2,869,455</u>	<u>2,722,244</u>
	7,530,007	6,958,178
With donor restrictions	<u>1,547,114</u>	<u>1,337,382</u>
Total net assets	<u>9,077,121</u>	<u>8,295,560</u>
Total liabilities and net assets	<u>\$ 9,217,282</u>	<u>\$ 8,439,271</u>

The Notes to Consolidated Financial Statements are an integral part of these statements.

**Baltimore Yearly Meeting of the Religious Society of Friends, Inc. and Affiliate**  
**Consolidated Statement of Activities**  
**Year Ended December 31, 2024 with Comparative Totals for 2023**

	Without Donor Restrictions				With Donor Restrictions	Totals	
	Undesignated	Board Designated	Property and Equipment	Total	Restrictions	2024	2023
<b>Revenue and support</b>							
Summer camp revenue	\$ 1,501,194	\$ -	\$ -	\$ 1,501,194	\$ -	\$ 1,501,194	\$ 1,412,882
Contributions and grants	301,846	-	-	301,846	530,256	832,102	692,284
Apportionments	562,074	-	-	562,074	-	562,074	504,171
Annual session revenue	69,804	-	-	69,804	-	69,804	62,599
Youth and other program revenue	28,969	-	-	28,969	-	28,969	29,073
Other revenue	67,666	-	-	67,666	-	67,666	31,172
Net assets released from restrictions/designations	321,238	(223,407)	317,771	415,602	(415,602)	-	-
Total revenue and support	2,852,791	(223,407)	317,771	2,947,155	114,654	3,061,809	2,732,186
<b>Expenses</b>							
Program services							
Summer camp	2,081,713	-	161,510	2,243,223	-	2,243,223	1,788,839
Annual session	64,094	-	-	64,094	-	64,094	69,930
Other programs	485,306	-	-	485,306	-	485,306	547,841
Total program services	2,631,113	-	161,510	2,792,623	-	2,792,623	2,406,610
Supporting services							
Administration	485,824	-	9,050	494,874	-	494,874	510,967
Fundraising	141,850	-	-	141,850	-	141,850	83,642
Total supporting services	627,674	-	9,050	636,724	-	636,724	594,609
Total expenses	3,258,787	-	170,560	3,429,347	-	3,429,347	3,001,019
Change in net assets before other changes	(405,996)	(223,407)	147,211	(482,192)	114,654	(367,538)	(268,833)
<b>Other changes</b>							
Investment income, net	128,888	925,193	-	1,054,021	95,078	1,149,099	1,029,850
Change in net assets	(277,128)	701,746	147,211	571,829	209,732	781,561	761,017
<b>Net assets</b>							
Beginning of year	1,043,201	3,192,733	2,722,244	6,958,178	1,337,382	8,295,560	7,534,543
End of year	\$ 766,073	\$ 3,894,479	\$ 2,869,455	\$ 7,530,007	\$ 1,547,114	\$ 9,077,121	\$ 8,295,560

The Notes to Consolidated Financial Statements are an integral part of this statement.



**Baltimore Yearly Meeting of the Religious Society of Friends, Inc. and Affiliate**  
**Consolidated Statement of Activities**  
**Year Ended December 31, 2023**

	Without Donor Restrictions				With Donor Restrictions	
	Undesignated	Board Designated	Property and Equipment	Total	Restrictions	Total
<b>Revenue and support</b>						
Summer camp revenue	\$ 1,412,882	\$ -	\$ -	\$ 1,412,882	\$ -	\$ 1,412,882
Contributions and grants	360,731	-	-	360,731	331,553	692,284
Apportionments	504,171	-	-	504,171	-	504,171
Annual session revenue	62,599	-	-	62,599	-	62,599
Youth and other program revenue	29,078	-	-	29,078	-	29,078
Other revenue	30,762	410	-	31,172	-	31,172
Net assets released from restrictions/designations	225,417	(310,697)	291,859	116,579	(116,579)	-
Total revenue and support	<u>2,625,640</u>	<u>(310,287)</u>	<u>291,859</u>	<u>2,517,212</u>	<u>214,974</u>	<u>2,732,186</u>
<b>Expenses</b>						
Program services						
Summer camp	1,634,194	-	154,645	1,788,839	-	1,788,839
Annual session	60,930	-	-	60,930	-	60,930
Other programs	547,641	-	-	547,641	-	547,641
Total program services	<u>2,261,765</u>	<u>-</u>	<u>154,645</u>	<u>2,406,410</u>	<u>-</u>	<u>2,406,410</u>
Supporting services						
Administration	500,012	-	10,955	510,967	-	510,967
Fundraising	83,642	-	-	83,642	-	83,642
Total supporting services	<u>583,654</u>	<u>-</u>	<u>10,955</u>	<u>594,609</u>	<u>-</u>	<u>594,609</u>
Total expenses	<u>2,835,419</u>	<u>-</u>	<u>165,600</u>	<u>3,001,019</u>	<u>-</u>	<u>3,001,019</u>
Change in net assets before other changes	(209,779)	(310,287)	36,259	(483,807)	214,974	(268,833)
<b>Other changes</b>						
Investment income, net	<u>136,108</u>	<u>780,211</u>	<u>-</u>	<u>896,319</u>	<u>133,631</u>	<u>1,029,850</u>
Change in net assets	(73,671)	449,924	36,259	412,512	348,505	761,017
<b>Net assets</b>						
Beginning of year	<u>1,116,672</u>	<u>2,742,809</u>	<u>2,685,985</u>	<u>6,545,466</u>	<u>988,877</u>	<u>7,534,343</u>
End of year	<u>\$ 1,043,201</u>	<u>\$ 3,192,733</u>	<u>\$ 2,722,244</u>	<u>\$ 6,958,178</u>	<u>\$ 1,337,382</u>	<u>\$ 8,295,560</u>

The Notes to Consolidated Financial Statements are an integral part of this statement.

**Baltimore Yearly Meeting of the Religious Society of Friends, Inc. and Affiliate**  
**Consolidated Statement of Functional Expenses**  
**Year Ended December 31, 2024 with Comparative Totals for 2023**

	<b>Program Services</b>	<b>Supporting Services</b>		<b>Totals</b>	
		<b>Administration</b>	<b>Fundraising</b>	<b>2024</b>	<b>2023</b>
Salaries	\$ 1,101,233	\$ 232,155	\$ 73,992	\$ 1,407,380	\$ 1,291,725
Payroll taxes	82,580	17,957	5,038	105,575	96,380
Employee benefits	<u>136,883</u>	<u>60,062</u>	<u>12,647</u>	<u>209,592</u>	<u>167,343</u>
	1,320,696	310,174	91,677	1,722,547	1,555,448
Contributions and grants	243,182	-	-	243,182	285,000
Depreciation	161,510	9,050	-	170,560	165,600
Equipment expense	92,581	34,129	10,444	137,154	86,796
Food	147,443	1,544	132	149,119	144,679
Insurance	157,601	15,370	-	172,971	48,694
Maintenance	54,610	4,673	-	59,283	48,747
Miscellaneous	21,832	10,298	-	32,130	19,062
Occupancy	160,547	9,523	-	170,070	158,406
Office expense	70,094	16,309	1,947	88,350	98,721
Printing and postage	18,666	28,389	5,463	52,518	33,324
Professional fees	171,862	47,212	31,475	250,549	180,995
Travel	52,076	7,771	497	60,344	74,183
Vehicle expense	80,547	368	-	80,915	57,244
Workshop expense	<u>39,376</u>	<u>64</u>	<u>215</u>	<u>39,655</u>	<u>44,120</u>
Total expenses	<u>\$ 2,792,623</u>	<u>\$ 494,874</u>	<u>\$ 141,850</u>	<u>\$ 3,429,347</u>	<u>\$ 3,001,019</u>

The Notes to Consolidated Financial Statements are an integral part of this statement.

**Baltimore Yearly Meeting of the Religious Society of Friends, Inc. and Affiliate**  
**Consolidated Statement of Functional Expenses**  
**Year Ended December 31, 2023**

	Program	Supporting Services		Total
	Services	Administration	Fundraising	
Salaries	\$ 1,048,882	\$ 228,424	\$ 14,419	\$ 1,291,725
Payroll taxes	78,156	17,122	1,102	96,380
Employee benefits	<u>119,844</u>	<u>46,163</u>	<u>1,336</u>	<u>167,343</u>
	1,246,882	291,709	16,857	1,555,448
Contributions and grants	251,800	33,200	-	285,000
Depreciation	154,645	10,955	-	165,600
Equipment expense	56,747	27,067	2,982	86,796
Food	141,814	1,353	1,512	144,679
Insurance	40,238	8,456	-	48,694
Maintenance	43,601	5,146	-	48,747
Miscellaneous	13,442	5,620	-	19,062
Occupancy	145,664	12,742	-	158,406
Office expense	81,090	12,945	4,686	98,721
Printing and postage	3,668	17,127	12,529	33,324
Professional fees	79,489	56,882	44,624	180,995
Travel	48,162	25,569	452	74,183
Vehicle expense	56,119	1,125	-	57,244
Workshop expense	<u>43,049</u>	<u>1,071</u>	<u>-</u>	<u>44,120</u>
Total expenses	<u>\$ 2,406,410</u>	<u>\$ 510,967</u>	<u>\$ 83,642</u>	<u>\$ 3,001,019</u>

The Notes to Consolidated Financial Statements are an integral part of this statement.

**Baltimore Yearly Meeting of the Religious Society of Friends, Inc. and Affiliate**  
**Consolidated Statements of Cash Flows**  
**Years Ended December 31, 2024 and 2023**

	<u>2024</u>	<u>2023</u>
<b>Operating activities</b>		
Change in net assets	\$ 781,561	\$ 761,017
Adjustments to reconcile change in net assets to net cash provided by (used in) operating activities		
Depreciation	170,560	165,600
Unrealized and realized gain on investments	(1,053,863)	(938,621)
Contributions restricted for long-term purposes	(1,165)	(16,970)
Change in operating assets and liabilities		
Contributions and grants receivable	77,782	(109,007)
Prepaid expenses and other assets	90,746	(45,611)
Accounts payable and accrued expenses	<u>(3,550)</u>	<u>(50,864)</u>
Net cash provided by (used in) operating activities	<u>62,071</u>	<u>(234,456)</u>
<b>Investing activities</b>		
Purchase of property and equipment	(317,771)	(201,859)
Purchase of investments	(302,710)	(206,135)
Proceeds from sale of investments	<u>631,353</u>	<u>353,168</u>
Net cash provided by (used in) investing activities	<u>10,872</u>	<u>(54,826)</u>
<b>Financing activity</b>		
Contributions received for endowment purposes	<u>1,165</u>	<u>16,970</u>
Net cash provided by financing activity	<u>1,165</u>	<u>16,970</u>
Net change in cash	74,108	(272,312)
<b>Cash</b>		
Beginning of year	<u>231,489</u>	<u>503,801</u>
End of year	<u>\$ 305,597</u>	<u>\$ 231,489</u>

The Notes to Consolidated Financial Statements are an integral part of these statements.

**Baltimore Yearly Meeting of the Religious Society of Friends, Inc. and Affiliate**  
**Notes to Consolidated Financial Statements**  
**December 31, 2024 and 2023**

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**1. NATURE OF OPERATIONS AND PRINCIPALS OF CONSOLIDATION**

**Baltimore Yearly Meeting of the Religious Society of Friends, Inc.**

The Baltimore Yearly Meeting of the Religious Society of Friends, Inc. ("Yearly Meeting") is a non-profit organization incorporated on January 2, 1968, under the laws of the State of Maryland as the consolidation of two yearly meetings of the Society of Friends (commonly known as Quakers) incorporated in Maryland in 1867 and 1886, respectively. The Yearly Meeting is, and its immediate predecessors were, direct successors to the West River Yearly Meeting that opened in 1672 as the governing body for all Friends meetings on either side of the Chesapeake Bay. The Yearly Meeting now has constituent local meetings in Maryland, Virginia, Pennsylvania, the District of Columbia and West Virginia. The Yearly Meeting is organized exclusively to promote religious, charitable and educational interests of its members and its constituent Monthly Meetings, through the work of its boards, committees, institutions and instrumentalities affiliated with the Religious Society of Friends. The Yearly Meeting appoints all of the trustees of the Miles White Beneficial Society of Baltimore City.

**Miles White Beneficial Society of Baltimore City**

The Miles White Beneficial Society of Baltimore City ("Miles White Beneficial Society" or "Affiliate") was founded and incorporated in 1874 to administer the testamentary trust under the will of Miles White, a member until his death of the meeting in Baltimore Yearly Meeting of Friends (Orthodox) currently named Baltimore Monthly Meeting, Homewood. The Affiliate, through its Board of Trustees, awards scholarships to college students, awards grants to Quaker schools and other organizations with connections to the Quaker community, and awards grants to charitable organizations in the Greater Baltimore area. Upon the consolidation of the two "Baltimore Yearly Meetings" in 1968, oversight of the Affiliate passed to the Yearly Meeting. In 2010-2011, the Yearly Meeting agreed that the Affiliate could become a "supporting organization" for the Yearly Meeting, and the Yearly Meeting has since then appointed or renewed the Affiliate's trustees.

The consolidated financial statements include the accounts of the Yearly Meeting and Affiliate. All intercompany accounts and transactions have been eliminated in consolidation.

**2. SIGNIFICANT ACCOUNTING POLICIES**

**Basis of Accounting**

The consolidated financial statements have been prepared on the accrual basis of accounting in accordance with accounting principles generally accepted in the United States of America ("GAAP"). As a result, revenues are recognized when earned and expenses are recognized when incurred.

**Consolidated Financial Statement Presentation**

The Yearly Meeting and Affiliate report information regarding their financial position and activities according to the following classes of net assets:

**Net assets without donor restrictions:** Net assets that are not subject to donor-imposed restrictions. The Yearly Meeting and Affiliate have three classifications of net assets without donor restrictions. Undesignated net assets are net assets that are available for the general operations of the Yearly Meeting. Property and equipment represents the net book value of those assets. Designated net assets without donor restrictions have been restricted for a specific purpose by the Board of the organization holding them.

**Net assets with donor restrictions:** Net assets that are subject to donor-imposed restrictions that will be satisfied by actions of the Yearly Meeting and Affiliate and/or the passage of time. When a restriction is satisfied, net assets with donor restrictions are reclassified to net assets without donor restrictions and reported in the consolidated statements of activities as net assets released from restrictions.

**Baltimore Yearly Meeting of the Religious Society of Friends, Inc. and Affiliate**  
**Notes to Consolidated Financial Statements**  
**December 31, 2024 and 2023**

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Also included in this category are net assets subject to donor-imposed restrictions that require the net assets be maintained indefinitely while permitting the Yearly Meeting and Affiliate to expend the income generated in accordance with the provisions of the contribution.

**Measure of Operations**

The consolidated statements of activities report all changes in net assets, including changes in net assets from operating and non-operating activities. The Yearly Meeting and Affiliate include in their measure of operations all revenues and expenses that are integral to its program services and supporting services. The measure of operations excludes non-operating activities, which are limited primarily to returns from investments and other activities considered to be of a non-operating nature.

**Use of Estimates**

The preparation of consolidated financial statements in accordance with GAAP requires management to make estimates and assumptions that affect the reported amounts of assets and liabilities at the date of the consolidated financial statements and the disclosure of contingent assets and liabilities, as well as the reported amounts of revenues and expenses during the reported period. Actual results could vary from those estimates. Significant estimates include the net realizable value of contributions and grants receivable, the fair value of investments, the useful lives of property and equipment and the allocation of functional expenses.

**Fair Value Measurements of Assets and Liabilities**

GAAP defines fair value as the price that would be received to sell an asset or paid to transfer a liability (i.e. the "exit price") in an orderly transaction between market participants at the measurement date. GAAP establishes a fair value hierarchy for inputs used in measuring fair value that maximizes the use of observable inputs and minimizes the use of unobservable inputs by requiring that the most observable inputs be used when available. Observable inputs are those that market participants would use in pricing the asset or liability based on market data obtained from sources independent of the Yearly Meeting and Affiliate. Unobservable inputs reflect the Yearly Meeting and Affiliate's assumptions about the inputs market participants would use in pricing the asset or liability developed based on the best information available in the circumstances. The fair value hierarchy is categorized into three levels based on the inputs as follows:

*Level 1* – Inputs to the valuation methodology are unadjusted quoted prices for identical assets or liabilities in active markets that the Yearly Meeting and Affiliate have the ability to access.

*Level 2* – Inputs to the valuation methodology include quoted prices for similar assets or liabilities in active markets, quoted prices for identical or similar assets or liabilities in inactive markets, inputs other than quoted prices that are observable for the asset or liability and inputs that are derived principally from observable market data by correlation or other means. If the asset or liability has a specified (contractual) term, the Level 2 input must be observable for substantially the full term of the asset or liability.

*Level 3* – Inputs to the valuation methodology are unobservable and significant to the fair value measurement. The Yearly Meeting and Affiliate have no assets or liabilities valued using Level 3 inputs as of December 31, 2024 and 2023.

*Money Market Funds, Common Stocks, Mutual Funds and Exchange Traded Funds:* Valued at quoted prices for identical assets or liabilities in active markets that the Yearly Meeting and Affiliate have the ability to access.

*Corporate Bonds:* Valued based on investment managers use of pricing services using market data.

*Units in the Quaker Growth and Income Fund of Friends Fiduciary Corporation:* Valued at net asset value which is based on its ownership interest in the funds (Notes 3 and 12). These are excluded from the fair value hierarchy.

**Baltimore Yearly Meeting of the Religious Society of Friends, Inc. and Affiliate**  
**Notes to Consolidated Financial Statements**  
**December 31, 2024 and 2023**

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**Contributions and Grants Receivable**

The Yearly Meeting and Affiliate record unconditional contributions and grants receivable that are expected to be collected within one year at net realizable value. Contributions and grants receivable with expected collection past one year are recorded at net present value using risk-free rates applicable to the years in which the promises are received. The Yearly Meeting and Affiliate monitor the collectability of these receivables and an allowance for uncollectable promises to give is recorded based on historical experience, an assessment of economic conditions, and a review of subsequent collections. Contributions and grants receivable are expected to be collected within one year.

**Investments**

Investments in equity securities with readily determinable fair values and all investments in debt securities are reported at fair value as determined by quoted market prices with gains and losses included in the consolidated statements of activities. Dividend and interest income is recorded as earned.

The Yearly Meeting and Affiliate invest in a professionally-managed portfolio that contains various types of securities (see Note 3). Such investments are exposed to market and credit risks. Due to the level of risk associated with such investments, and the level of uncertainty related to changes in the value of such investments, it is at least reasonably possible that changes in the near term would materially affect investment balances and the amounts reported in the consolidated financial statements.

**Property and Equipment**

Property and equipment additions are recorded at cost or at estimated value at the date of gift, if donated, less accumulated depreciation. Depreciation of property and equipment is computed on a straight-line basis over the estimated useful lives of the respective assets as follows:

<u>Description</u>	<u>Life (Years)</u>
Buildings and improvements	25
Furniture and equipment	5
Vehicles	5

**Impairment of Long-Lived Assets**

The Yearly Meeting and Affiliate review their long-lived assets for impairment whenever events or circumstances indicate that the carrying value of such assets may not be fully recoverable. Impairment is present when the sum of undiscounted estimated future cash flows expected to result from use of the assets is less than carrying value. If impairment is present, the carrying value of the impaired asset is reduced to its fair value. Fair value is determined based on discounted cash flows or appraised values, depending on the nature of the assets. During the years ended December 31, 2024 and 2023, there was no impairment losses recognized for long-lived assets.

**Revenue Recognition**

The Yearly Meeting and Affiliate account for revenue from contracts with customers as exchange transactions in the consolidated statements of activities as revenue without donor restrictions.

In determining the appropriate amount of revenue to be recognized as it fulfills its obligations under its agreements, the Yearly Meeting and Affiliate perform the following steps in accordance with Topic 606: (i) identification of the promised goods or services in the contract; (ii) determination of whether the promised goods or services are performance obligations including whether they are distinct in the context of the contract; (iii) measurement of the transaction price, including the constraint on variable consideration; (iv) allocation of the transaction price to the performance obligations based on estimated selling prices; and (v) recognition of revenue when (or as) the Yearly Meeting and Affiliate's satisfy each performance obligation.

**Baltimore Yearly Meeting of the Religious Society of Friends, Inc. and Affiliate**  
**Notes to Consolidated Financial Statements**  
**December 31, 2024 and 2023**

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Summer camp revenue, annual session revenue and youth and other program revenue is recorded at the point in time the camp, annual session or program is conducted. Fees related to activities held after December 31st are deferred to the next year. Such revenues collected in advance are included in deferred revenue in the consolidated statements of financial position.

There are no contract assets or liabilities at December 31, 2024, 2023 and 2022.

**Contributions and Grants**

Contributions and grants are recorded as net assets without donor restrictions or with donor restrictions depending on the absence or existence and nature of any donor restrictions. Donor-restricted contributions and grants whose restrictions are satisfied in the same period are reported as net assets without donor restrictions.

Unconditional contributions and grants are recognized when the related promise to give is received. Conditional contributions and grants, that is, those with a measurable performance or other measurable barrier, and a right of return or release, are not recognized in revenue until the conditions on which they depend have been substantially met.

Apportionment payments received from monthly meetings are recorded as income when received as the apportionment payment is contingent on the level of giving by the monthly meeting's constituents.

**Functional Allocation of Expenses**

The costs of providing the various program and supporting services have been presented on a functional basis in the consolidated statements of activities and detailed by natural classification within the consolidated statements of functional expenses. Accordingly, certain expenses have been allocated among the program and supporting services benefited.

The consolidated financial statements have certain categories of expenses that are attributed to more than one program or supporting function. Therefore, certain expenses require allocation on a reasonable basis that is consistently applied. The expenses that are allocated include certain salaries and wages (and related benefits and payroll taxes), insurance, professional fees and office expenses, which are allocated on the basis of estimates of time and effort.

**Income Tax Status**

The Yearly Meeting and Affiliate are exempt from federal income tax under Section 501(c)(3) of the Internal Revenue Code. However, income from certain activities not directly related to their tax-exempt purpose is subject to taxation as unrelated business income.

GAAP prescribes a minimum recognition threshold that a tax position is required to meet in order to be recognized in the consolidated financial statements. The Yearly Meeting and Affiliate believe that they had no uncertain tax positions as defined in GAAP.

**Concentrations of Credit Risk**

The Yearly Meeting and Affiliate have significant cash and money market fund balances at financial institutions which throughout the year regularly exceed the amounts insured by either the Federal Deposit Insurance Corporation for up to \$250,000 or the Securities Investor Protection Corporation. Any loss incurred or lack of access to such funds could have a significant adverse impact on the Yearly Meeting and Affiliate's financial condition, change in net assets, and cash flows.



**Baltimore Yearly Meeting of the Religious Society of Friends, Inc. and Affiliate**  
**Notes to Consolidated Financial Statements**  
**December 31, 2024 and 2023**

**3. INVESTMENTS**

Investments consisted of the following at December 31, 2024 and 2023:

<u>2024</u>	<u>Yearly Meeting</u>	<u>Affiliate</u>	<u>Total</u>
Money market funds	\$ 46,468	\$ 45,198	\$ 91,666
Units in the Quaker Growth and Income Fund of Friends Fiduciary Corporation	1,473,811	-	1,473,811
Corporate bonds	-	100,667	100,667
Equity exchange traded funds and mutual funds	487,839	-	487,839
Common stock	<u>124,659</u>	<u>3,706,320</u>	<u>3,830,979</u>
Total investments	<u>\$ 2,132,777</u>	<u>\$ 3,852,185</u>	<u>\$ 5,984,962</u>
<u>2023</u>	<u>Yearly Meeting</u>	<u>Affiliate</u>	<u>Total</u>
Money market funds	\$ 46,196	\$ 18,852	\$ 65,048
Units in the Quaker Growth and Income Fund of Friends Fiduciary Corporation	1,508,751	-	1,508,751
Corporate bonds	-	98,667	98,667
Equity exchange traded funds and mutual funds	434,422	-	434,422
Common stock	<u>97,199</u>	<u>3,055,655</u>	<u>3,152,854</u>
Total investments	<u>\$ 2,086,568</u>	<u>\$ 3,173,174</u>	<u>\$ 5,259,742</u>

The Quaker Growth & Income Fund (the "Fund") is a co-mingled investment fund managed and administered by Friends Fiduciary Corporation ("Fiduciary"). Fiduciary is a Quaker nonprofit corporation which qualifies as a tax-exempt organization under Section 501(c)(3) of the Internal Revenue Code. Fiduciary's mission is to provide institutional socially responsible investment, planned giving and trusteeship services for Friends meetings, churches, schools and other nonprofit, tax-exempt organizations. The Fund's investment objective is to provide long-term total return by investing its assets in a balanced and diversified portfolio of common stocks, fixed income investments and other marketable securities, consistent with the Fund's socially responsible investment criteria.

Investment income, net was comprised of the following for the years ended December 31, 2024 and 2023:

<u>2024</u>	<u>Yearly Meeting</u>	<u>Affiliate</u>	<u>Total</u>
Interest and dividends	\$ 65,656	\$ 54,918	\$ 120,574
Net realized and unrealized gain on investments	187,914	865,949	1,053,863
Less: Investment management fees	<u>(6,889)</u>	<u>(18,449)</u>	<u>(25,338)</u>
	<u>\$ 246,681</u>	<u>\$ 902,418</u>	<u>\$ 1,149,099</u>

**Baltimore Yearly Meeting of the Religious Society of Friends, Inc. and Affiliate**  
**Notes to Consolidated Financial Statements**  
**December 31, 2024 and 2023**

<u>2023</u>	<u>Yearly Meeting</u>	<u>Affiliate</u>	<u>Total</u>
Interest and dividends	\$ 65,887	\$ 46,823	\$ 112,710
Net realized and unrealized gain on investments	240,700	697,921	938,621
Less: Investment management fees	<u>(5,806)</u>	<u>(15,675)</u>	<u>(21,481)</u>
	<u>\$ 300,781</u>	<u>\$ 729,069</u>	<u>\$ 1,029,850</u>

**4. PROPERTY AND EQUIPMENT**

Property and equipment consisted of the following at December 31, 2024 and 2023:

	<u>2024</u>	<u>2023</u>
Land and improvements	\$ 1,492,404	\$ 1,483,904
Buildings	2,104,881	2,050,429
Leasehold improvements	392,367	285,601
Furniture and equipment	238,566	224,614
Vehicles	282,505	270,099
Projects in process	<u>180,706</u>	<u>70,291</u>
Total property and equipment, at cost	4,691,429	4,384,938
Less: Accumulated depreciation	<u>(1,821,974)</u>	<u>(1,662,694)</u>
Total property and equipment, net	<u>\$ 2,869,455</u>	<u>\$ 2,722,244</u>

**5. LINES OF CREDIT**

The Yearly Meeting has a \$100,000 bank credit line and a \$25,000 overdraft credit line, both of which bear interest at prime rate plus .5% and expire on October 31, 2024, respectively. Advances under the \$100,000 credit line are secured by a Deed of Trust and Assignment of Rents in the maximum amount of \$100,000. There were no advances outstanding as of December 31, 2024 and 2023.

**6. NET ASSETS WITHOUT DONOR RESTRICTIONS – BOARD DESIGNATED**

Board designated net assets consisted of the following:

	<u>Balance 12/31/23</u>	<u>Additions</u>	<u>Releases</u>	<u>Balance 12/31/24</u>
Grants (Miles White Beneficial Society)	\$ 3,173,174	\$ 902,418	\$ (223,407)	\$ 3,852,185
Other	<u>19,559</u>	<u>22,735</u>	<u>-</u>	<u>42,294</u>
	<u>\$ 3,192,733</u>	<u>\$ 925,153</u>	<u>\$ (223,407)</u>	<u>\$ 3,894,479</u>
	<u>Balance 12/31/22</u>	<u>Additions</u>	<u>Releases</u>	<u>Balance 12/31/23</u>
Grants (Miles White Beneficial Society)	\$ 2,665,382	\$ 729,479	\$ (221,687)	\$ 3,173,174
Other	<u>77,427</u>	<u>31,142</u>	<u>(89,010)</u>	<u>19,559</u>
	<u>\$ 2,742,809</u>	<u>\$ 760,621</u>	<u>\$ (310,697)</u>	<u>\$ 3,192,733</u>

**Baltimore Yearly Meeting of the Religious Society of Friends, Inc. and Affiliate**  
**Notes to Consolidated Financial Statements**  
**December 31, 2024 and 2023**

**7. NET ASSETS WITH DONOR RESTRICTIONS**

Net assets with donor restrictions at December 31, 2024 and 2023 consisted of the following:

	December 31, 2023	Additions	Releases	December 31, 2024
Subject to expenditure for specified purposes or periods				
Educational student grants	\$ 100,677	\$ -	\$ -	\$ 100,677
Quaker and spiritual life	56,038	-	(4,000)	52,038
Camp projects and scholarships	326,185	529,091	(372,005)	483,271
Indian Affairs	256	-	(256)	-
Other	12,440	-	-	12,440
Total subject to expenditure for specified purposes or periods	495,596	529,091	(376,261)	648,426
Endowments to be maintained indefinitely				
Yearly Meeting fund	14,629	1,690	-	16,319
Permanent education fund	331,771	37,450	(16,000)	353,221
Camp scholarship fund	495,386	57,103	(23,341)	529,148
Total endowments	841,786	96,243	(39,341)	898,688
Total assets with donor restrictions	\$ 1,337,382	\$ 625,334	\$ (415,602)	\$ 1,547,114

	December 31, 2022	Additions	Releases	December 31, 2023
Subject to expenditure for specified purposes or periods				
Educational student grants	\$ 100,677	\$ -	\$ -	\$ 100,677
Quaker and spiritual life	68,038	-	(12,000)	56,038
Camp projects and scholarships	67,381	314,583	(55,779)	326,185
Indian Affairs	1,056	-	(800)	256
Other	12,440	-	-	12,440
Total subject to expenditure for specified purposes or periods	249,592	314,583	(68,579)	495,596
Endowments to be maintained indefinitely				
Yearly Meeting fund	12,575	2,054	-	14,629
Permanent education fund	302,534	59,237	(30,000)	331,771
Camp scholarship fund	424,176	89,210	(18,000)	495,386
Total endowments	739,285	150,501	(48,000)	841,786
Total assets with donor restrictions	\$ 988,877	\$ 465,084	\$ (116,579)	\$ 1,337,382

The Yearly Meeting fund provides income without donor restrictions and has an historical dollar value of \$9,027 at December 31, 2024 and 2023. The permanent education fund provides income for scholarships to individuals for higher education and has an historical dollar value of \$86,512 at December 31, 2024 and 2023. The camp scholarship fund provides income for scholarships to camp and has an historical dollar value of \$343,910 and \$342,745 at December 31, 2024 and 2023, respectively.

**Baltimore Yearly Meeting of the Religious Society of Friends, Inc. and Affiliate**  
**Notes to Consolidated Financial Statements**  
**December 31, 2024 and 2023**

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**8. ENDOWMENT FUNDS**

**Interpretation of Relevant Law**

The Board of the Yearly Meeting has interpreted the Uniform Prudent Management of Institutional Funds Act ("UPMIFA") as requiring the preservation of the value of the original gift as of the gift date of the donor-restricted endowment funds absent explicit donor stipulations to the contrary. As a result of this interpretation, the Yearly Meeting classifies as net assets with donor restrictions (a) the original value of gifts donated to the permanent endowment plus purchasing power growth, (b) the original value of subsequent gifts to the permanent endowment and (c) the remaining portion of the donor-restricted endowment fund that is not classified in (a) and (b) until those amounts are appropriated for expenditure by the Yearly Meeting in a manner consistent with the standard of prudence prescribed by state law.

The Yearly Meeting considers the following factors in making a determination to appropriate or accumulate donor restricted endowment funds: (1) the duration and preservation of the fund; (2) the purposes of the Yearly Meeting and the donor-restricted endowment fund; (3) general economic conditions; (4) the possible effect of inflation and deflation; (5) the expected total return from income and the appreciation of investments; (6) other resources of the ACNP; and (7) the investment policies of the Yearly Meeting.

**Return Objectives and Risk Parameters**

The ACNP has adopted investment and spending policies for endowment assets that attempt to provide a predictable stream of funding to programs supported by its endowment while seeking to maintain the purchasing power of the endowment assets. Endowment assets include those assets of donor-restricted funds that the Yearly Meeting must hold in perpetuity or for a donor-specified period(s).

**Strategies Employed for Achieving Objectives**

To satisfy its long-term rate-of-objectives, the Yearly Meeting relies on a total return strategy in which investment returns are achieved through both capital appreciation (realized and unrealized) and current yield (interest and dividends). The Yearly Meeting targets a diversified asset allocation that places a greater emphasis on equity-based investments to achieve its long-term return objectives within prudent risk constraints.

**Spending Policy and How the Investment Objectives Relate to Spending Policy**

The Yearly Meeting has established a policy of appropriating for distribution each year an amount sufficient to support various programs. In establishing this policy, the Yearly Meeting considered the long-term expected return on its endowment. Accordingly, over the long-term, the Yearly Meeting expects the current spending policy to allow its endowment to grow annually. This is consistent with the Yearly Meeting objective to maintain its purchasing power of the endowment assets held in perpetuity or for a specified term as well as to provide additional real growth through new gifts and investment return.

**Baltimore Yearly Meeting of the Religious Society of Friends, Inc. and Affiliate**  
**Notes to Consolidated Financial Statements**  
**December 31, 2024 and 2023**

Changes in the endowment net assets for the year ended December 31, 2024 and 2023 are as follows:

	<b>With Donor Restrictions</b>	
	<b>Year Ending 12/31/24</b>	<b>Year Ending 12/31/23</b>
Endowment net assets, beginning of year	\$ 841,786	\$ 739,285
Contributions	1,165	16,970
Investment income, net	95,078	133,531
Appropriation of endowment assets for expenditure	(39,341)	(48,000)
Endowment net assets, end of year	<u>\$ 898,688</u>	<u>\$ 841,786</u>

From time to time, the fair value of assets associated with individual donor-restricted endowment funds may fall below the level that the donor requires the Yearly Meeting to retain as a fund of perpetual duration. There were no funds with deficiencies at December 31, 2024 and 2023. Yearly Meeting's policy permits spending from underwater endowments depending on the degree to which the fund is underwater, unless otherwise precluded by donor intent or relevant laws and regulations.

**9. RETIREMENT PLAN**

The Yearly Meeting has a 403(b) retirement plan. The Yearly Meeting contributes a discretionary amount, based on each eligible employee's pro-rata salary amount, regardless of the amount deferred by employees from their salaries into the plan. Retirement contributions for this plan totaled \$38,817 and \$31,676 for the years ended December 31, 2024 and 2023.

**10. LIQUIDITY AND AVAILABILITY OF RESOURCES**

The following reflects the Yearly Meeting and Affiliate's financial assets as of December 31, 2024 and 2023, which has been reduced by financial assets not available within one year.

	<b>2024</b>	<b>2023</b>
Cash	\$ 305,597	\$ 231,489
Contributions and grants receivable	47,388	125,170
Investments	<u>5,984,962</u>	<u>5,259,742</u>
Total financial statements	6,337,947	5,616,401
Less: Financial assets not available for general operations within one year		
Restricted by donor for specific purposes or periods	(648,426)	(495,596)
Restricted by donor to be maintained indefinitely	(898,688)	(841,786)
Board designated funds	<u>(3,894,479)</u>	<u>(3,192,733)</u>
Total financial assets available within one year	<u>\$ 896,354</u>	<u>\$ 1,086,286</u>

**Liquidity Management**

The Yearly Meeting and Affiliate regularly monitor liquidity required to meet their operating needs and other commitments, while also striving to maximize the investment of its available funds. The Yearly Meeting and Affiliate have various sources of liquidity at their disposal, including cash, equity securities, and lines of credit. See Note 6 for information about the Yearly Meeting's lines of credit.

**Baltimore Yearly Meeting of the Religious Society of Friends, Inc. and Affiliate**  
**Notes to Consolidated Financial Statements**  
**December 31, 2024 and 2023**

**11. ASSETS AND LIABILITIES MEASURED AT FAIR VALUE ON A RECURRING BASIS**

The following is a summary of assets and liabilities measured at fair value on a recurring basis and the valuation inputs used to value them:

	Balance December 31, 2024	Quoted Prices In Active Markets (Level 1)	Significant Other Observable Inputs (Level 2)	Significant Unobservable Inputs (Level 3)
<b>Assets</b>				
<b>Investments</b>				
Money market funds	\$ 91,666	\$ 91,666	\$ -	\$ -
Units in the Quaker Growth and Income Fund of Friends Fiduciary Corporation (a)	1,473,811	N/A	N/A	N/A
Corporate bonds	100,667	-	100,667	-
Equity exchange traded funds and mutual funds	487,839	487,839	-	-
Common stock	3,830,979	3,830,979	-	-
Total investments	<u>\$ 5,984,962</u>	<u>\$ 4,410,484</u>	<u>\$ 100,667</u>	<u>\$ -</u>
	Balance December 31, 2023	Quoted Prices In Active Markets (Level 1)	Significant Other Observable Inputs (Level 2)	Significant Unobservable Inputs (Level 3)
<b>Assets</b>				
<b>Investments</b>				
Money market funds	\$ 65,048	\$ 65,048	\$ -	\$ -
Units in the Quaker Growth and Income Fund of Friends Fiduciary Corporation (a)	1,508,751	N/A	N/A	N/A
Corporate bonds	98,667	-	98,667	-
Equity exchange traded funds and mutual funds	434,422	434,422	-	-
Common stock	3,152,854	3,152,854	-	-
Total investments	<u>\$ 5,259,742</u>	<u>\$ 3,652,324</u>	<u>\$ 98,667</u>	<u>\$ -</u>

(a) Certain investments that are measured at net asset value in accordance with the practical expedient have not been classified in the fair value hierarchy. These investments have been included in this table to permit reconciliation to the amounts presented in the consolidated statements of financial position.

**12. SUBSEQUENT EVENTS**

Management has evaluated subsequent events through January 28, 2026, the date on which the consolidated financial statements were available to be issued. No subsequent events have occurred that would require recognition or disclosure in the consolidated financial statements.

## **SUPPLEMENTARY INFORMATION**

**Baltimore Yearly Meeting of the Religious Society of Friends, Inc. and Affiliate**  
**Consolidating Statement of Financial Position**  
**December 31, 2024**

	<b>Yearly Meeting</b>	<b>Miles White Beneficial Society</b>	<b>Consolidated</b>
<b>Assets</b>			
Cash	\$ 305,597	\$ -	\$ 305,597
Contributions and grants receivable, net	47,388	-	47,388
Prepaid expenses and other assets	9,880	-	9,880
Investments	2,132,777	3,852,185	5,984,962
Property and equipment, net	<u>2,869,455</u>	<u>-</u>	<u>2,869,455</u>
Total assets	<u>\$ 5,365,097</u>	<u>\$ 3,852,185</u>	<u>\$ 9,217,282</u>
<b>Liabilities and Net Assets</b>			
<b>Liabilities</b>			
Accounts payable and accrued expenses	<u>\$ 140,161</u>	<u>\$ -</u>	<u>\$ 140,161</u>
<b>Net assets</b>			
<b>Without donor restrictions</b>			
Undesignated	766,073	-	766,073
Board designated	42,294	3,852,185	3,894,479
Property and equipment	<u>2,869,455</u>	<u>-</u>	<u>2,869,455</u>
	3,677,822	3,852,185	7,530,007
With donor restrictions	<u>1,547,114</u>	<u>-</u>	<u>1,547,114</u>
Total net assets	<u>5,224,936</u>	<u>3,852,185</u>	<u>9,077,121</u>
Total liabilities and net assets	<u>\$ 5,365,097</u>	<u>\$ 3,852,185</u>	<u>\$ 9,217,282</u>

See Independent Auditor's Report



**Baltimore Yearly Meeting of the Religious Society of Friends, Inc. and Affiliate**  
**Consolidating Statement of Activities**  
**Year Ended December 31, 2024**

	Yearly Meeting	Beneficial Society	Eliminations	Consolidated
<b>Revenue and support</b>				
Summer camp revenue	\$ 1,501,194	\$ -	\$ -	\$ 1,501,194
Contributions and grants	832,102	-	-	832,102
Apportionments	562,074	-	-	562,074
Annual session revenue	69,804	-	-	69,804
Youth and other program revenue	28,969	-	-	28,969
Other revenue	<u>67,666</u>	<u>-</u>	<u>-</u>	<u>67,666</u>
Total revenue and support	<u>3,061,809</u>	<u>-</u>	<u>-</u>	<u>3,061,809</u>
<b>Expenses</b>				
Program services				
Summer camp	2,243,223	-	-	2,243,223
Annual session	64,094	-	-	64,094
Other programs	<u>277,608</u>	<u>207,698</u>	<u>-</u>	<u>485,306</u>
Total program services	<u>2,584,925</u>	<u>207,698</u>	<u>-</u>	<u>2,792,623</u>
Supporting services				
Administration	479,165	15,709	-	494,874
Fundraising	<u>141,850</u>	<u>-</u>	<u>-</u>	<u>141,850</u>
Total supporting services	<u>621,015</u>	<u>15,709</u>	<u>-</u>	<u>636,724</u>
Total expenses	<u>3,205,940</u>	<u>223,407</u>	<u>-</u>	<u>3,429,347</u>
Change in net assets before other changes	(144,131)	(223,407)	-	(367,538)
<b>Other changes</b>				
Investment income, net	<u>246,681</u>	<u>902,418</u>	<u>-</u>	<u>1,149,099</u>
Change in net assets	102,550	679,011	-	781,561
<b>Net assets</b>				
Beginning of year	<u>5,122,386</u>	<u>3,173,174</u>	<u>-</u>	<u>8,295,560</u>
End of year	<u>\$ 5,224,936</u>	<u>\$ 3,852,185</u>	<u>\$ -</u>	<u>\$ 9,077,121</u>

See Independent Auditor's Report

**Baltimore Yearly Meeting of the Religious Society of Friends, Inc. and Affiliate**  
**Statement of Activities – Yearly Meeting Only**  
**Year Ended December 31, 2024**

	Without Donor Restrictions			With Donor Restrictions	Total
	Undesignated	Designated	Property and Equipment		
<b>Revenue and support</b>					
Summer camp revenue	\$ 1,501,194	\$ -	\$ -	\$ -	\$ 1,501,194
Contributions and grants	301,846	-	-	530,256	832,102
Apportionments	562,074	-	-	-	562,074
Annual session revenue	69,804	-	-	-	69,804
Youth and other program revenue	28,969	-	-	-	28,969
Other revenue	67,666	-	-	-	67,666
Net assets released from restrictions/designations	97,831	-	317,771	(415,602)	-
Total revenue and support	<u>2,629,384</u>	<u>-</u>	<u>317,771</u>	<u>114,654</u>	<u>3,061,809</u>
<b>Expenses</b>					
Program services					
Summer camp	2,081,713	-	161,510	-	2,243,223
Annual session	64,094	-	-	-	64,094
Other programs	<u>277,608</u>	<u>-</u>	<u>-</u>	<u>-</u>	<u>277,608</u>
Total program services	<u>2,423,415</u>	<u>-</u>	<u>161,510</u>	<u>-</u>	<u>2,584,925</u>
Supporting services					
Administration	470,115	-	9,050	-	479,165
Fundraising	<u>141,850</u>	<u>-</u>	<u>-</u>	<u>-</u>	<u>141,850</u>
Total supporting services	<u>611,965</u>	<u>-</u>	<u>9,050</u>	<u>-</u>	<u>621,015</u>
Total expenses	<u>3,035,380</u>	<u>-</u>	<u>170,560</u>	<u>-</u>	<u>3,205,940</u>
Change in net assets before other changes	(405,996)	-	147,211	114,654	(144,131)
<b>Other changes</b>					
Investment income, net	<u>128,868</u>	<u>22,735</u>	<u>-</u>	<u>95,078</u>	<u>246,681</u>
Change in net assets	(277,128)	22,735	147,211	209,732	102,550
<b>Net assets</b>					
Beginning of year	<u>1,043,201</u>	<u>19,559</u>	<u>2,722,244</u>	<u>1,337,382</u>	<u>5,122,386</u>
End of year	<u>\$ 766,073</u>	<u>\$ 42,294</u>	<u>\$ 2,869,455</u>	<u>\$ 1,547,114</u>	<u>\$ 5,224,936</u>

See Independent Auditor's Report.

## 2026 Apportionment Amounts

2026 BYM Budget Year Plan of Apportionment—Based on Reported 2024 Income. Numbers represent the estimated, proposed plan of apportionment developed by Stewardship & Finance based on Apportionment Questionnaires. Does not reflect actual apportionment received or adjustments requested by individual Meetings. As a reminder, Meetings are encouraged to discern their own ability to make Apportionment in light of other financial needs of the Meeting. Please contact Stewardship & Finance to adjust your Apportionment.

	2025	2026
Adelphi / Takoma Park	\$35,847	\$33,909
Alexandria	\$11,960	\$11,495
Annapolis	\$12,499	\$16,196
Baltimore - Stony Run	\$68,701	\$80,000
Bethesda	\$36,557	\$33,080
Blacksburg	\$2,900	\$5,875
Carlisle	\$5,471	\$6,187
Charlottesville	\$16,954	\$19,000
Deer Creek	\$6,698	\$6,698
Dunnings Creek	\$2,285	\$2,874
Floyd	\$756	\$756
Frederick	\$7,878	\$8,125
FMWashington	\$67,000	\$67,000
Gettysburg	\$465	\$950
Goose Creek	\$17,139	\$17,139
Gunpowder	\$19,129	\$19,032
Herndon	\$15,291	\$16,966
Homewood	\$25,563	\$25,359
Hopewell Centre	\$7,204	\$7,610

	2025	2026
Langley Hill	\$30,923	\$26,912
Little Britain	\$303	\$303
Little Falls	\$5,553	\$5,553
Mattaponi	\$826	\$826
Maury River	\$4,593	\$3,739
Menallen	\$2,414	\$2,389
Midlothian	\$1,200	\$1,200
Monongalia	\$1,500	\$1,644
Nottingham	\$1,495	\$1,495
Patapsco	\$8,753	\$7,202
Patuxent	\$6,558	\$6,558
Pipe Creek	\$1,325	\$1,325
Richmond	\$32,643	\$33,990
Roanoke / Lynchburg	\$9,435	\$9,526
Sandy Spring	\$59,816	\$63,000
Shepherdstown	\$3,386	\$3,386
State College	\$5,000	\$5,000
Valley and Augusta	\$3,124	\$3,124
Warrington	\$800	\$800
Williamsburg / Norfolk	\$0	\$1,050
York	\$4,039	\$6,735
<b>TOTALS</b>	<b>\$543,983</b>	<b>\$564,005</b>

# Manual of Procedure

*Updated Through August 2025*

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# The Spiritual Basis for Unity

(Adapted from the Report of August 1964)

The Committees appointed by the two Baltimore Yearly Meetings to study together the question of what in our religious experience would justify the union of the Yearly Meetings see that much spiritual basis for unity now exists among us. This is evident in the uniting of a number of local Meetings, so that at present almost half the membership of the two Yearly Meetings is in united Meetings; in our [adult] Young Friends movement; in the joint work of our committees; in our cooperative efforts of many kinds; and in many shared experiences of worship. All these joint activities obviously would not exist without some measure of unity of spirit.

Our Yearly Meeting has a wide, rich, and diverse heritage, chiefly from historic Christianity interpreted by Quakerism. We not only tolerate diversity, we encourage and cherish it. In every local Meeting we struggle, usually patiently, with the problems that arise from our divergent convictions; and we usually find ourselves richer for our differences. In most if not all of our Monthly Meetings will be found, successfully coexisting, persons as far apart in religious vocabulary and practice as there are anywhere in the Yearly Meeting. Yet these Friends worship together every Sunday, and share nourishment for their spiritual life. Such association is beneficial and even necessary.

Friends in our Yearly Meeting are clear on certain principles which are so basic and essential that we tend to take them for granted and forget that they are essential, and probably the only essentials. We all are clear that religion is a matter of inward, immediate experience. We all acknowledge the guidance of the Inner Light—the Christ within—God’s direct, continuing revelation. All our insights are subject to testing by the insight of the group, by history and tradition, and by the Bible and the whole literature of religion. All the Meetings for Worship of our Monthly Meetings aspire to openness to God’s communication directly with every person. Worship is primarily on the basis of expectant waiting upon the Spirit, a communion with God in which mediators or symbols are not necessary. We are all clear that faith is directly expressed in our daily living. We all seek to move towards goals of human welfare, equality, and peace.



We have a profound, often-tested, durable respect for individuals' affirmation of their own religious experience which must be judged not only by their words but also by the lives they lead. From the stimulus of dissimilarity new insights often arise. Friends must each, as always, work out their own understanding of religion; and each Monthly Meeting must, as always, fit its practice to its own situation and the needs of its members.

## I. Introduction

The purpose of this Manual is to provide a basis for the good order of the Religious Society of Friends within Baltimore Yearly Meeting by describing the following:

- A. its relations to other Friends' bodies;
- B. the committee, officer, or staff person the Yearly Meeting has designated to carry out certain tasks;
- C. the parameters within which the committee, officer, or staff person should function;
- D. whether recommendations from the committee, officer, or staff person should ultimately go to Annual Session, to Interim Meeting, or elsewhere; and
- E. the rationale for the process or method.

Changes that alter the meaning of this manual (substantive changes) are approved by Yearly Meeting in Session as described in article X of this Manual.

This Manual is designed to assist the Yearly Meeting community to handle matters which are entrusted to it.

## II. Structure of Baltimore Yearly Meeting of the Religious Society of Friends

Baltimore Yearly Meeting of the Religious Society of Friends is an organization of the members of its constituent Monthly Meetings. The privileges and responsibilities of attendance at and participation in the sessions of Yearly Meeting and of service on its committees are open to all members of the Yearly Meeting.

Intermediate between Monthly Meetings and the Yearly Meeting there have customarily been bodies such as Quarterly Meetings and Half-Yearly Meetings. Throughout this Manual of Procedure the term “Quarterly Meeting(s)” will be used to refer to all such intermediate bodies whether meeting quarterly or in some other pattern.

The Yearly Meeting appoints officers and committees necessary to carry out its concerns effectively. The constitution and duties of the usual committees are provided for in this Manual, but nothing stated below is to be construed as requiring the Yearly Meeting to continue any committee beyond the period of its usefulness or as forbidding the establishment of other organs.

### Sessions

The Yearly Meeting meets at least once a year, at an appointed time and place and for a stated length of time.

### Functions

The functions of the Yearly Meeting are:

- to hear reports from Quarterly Meetings, Monthly Meetings, and the organs established by the Yearly Meeting, and to take action upon these as appropriate.
- to consider and to implement as proper the concerns of groups or of individual Friends.

- to nurture an atmosphere within the Society conducive to the strengthening of the spiritual life of Friends and of the Quarterly and Monthly Meetings, and to the wider dissemination of the principles and testimonies of the Religious Society of Friends.
- to receive and to dispatch epistles from and to other groups of Friends, to accept the minutes of visiting Friends, and to prepare or endorse minutes for its members desirous of visiting among Friends outside the Yearly Meeting.
- to make provision for participation in the work of wider Friends' organizations.
- to approve a budget and to make apportionments thereof to the Monthly Meetings.
- to maintain a central file of information concerning the affairs of the Society within the area of the Yearly Meeting for the use of committees or of individuals in the furtherance of the activities of the Yearly Meeting.
- to perform such other functions as from time to time shall appear proper to the carrying out of the activities of the Yearly Meeting.

## Officers

The Presiding Clerk of Yearly Meeting, Recording Clerk of Yearly Meeting, Clerk of Interim Meeting, and Recording Clerk of Interim Meeting are selected from members of Baltimore Yearly Meeting. They are appointed by the Yearly Meeting after nomination by the Interim Meeting and take office at the end of the Yearly Meeting Annual Session at which they are appointed, to serve for terms of two years, or until their successors are appointed. No officer should serve more than six consecutive years in a particular office.

### Presiding Clerk of Yearly Meeting

The Presiding Clerk serves as Clerk of all business Meetings of the Yearly Meeting and acts as Convener when special sessions are required. The Clerk attends Interim Meeting, and serves as an alternate to the Clerk of Interim Meeting. The Clerk also serves as a member of the Supervisory Committee, the Program Committee, the Trustees, and, in accordance with the provisions of Friends General Conference, is a member of the Central Committee of that body. Annually, the Clerk nominates and the Annual Session approves an ad hoc Epistle Committee to draft a general epistle to other Friends groups for the Yearly Meeting's review and approval. Reading Clerks are appointed by the

Presiding Clerk as needed at Annual Session. The Clerk reports to each regular session of the Interim Meeting on activities as Clerk during the intervening period.

A retiring Clerk continues to attend Interim Meeting for one year.

The Presiding Clerk and all former Presiding Clerks may be invited by a Quarterly or Monthly Meeting to serve as Listeners to help the Meeting find clearness on a particular concern, use Quaker process more effectively, and make better use of the resources of the Yearly Meeting. Any one or more of the Clerks may be asked to initiate this process.

## Clerk of Interim Meeting

The Clerk of Interim Meeting convenes and guides the sessions of that Meeting, serves as an alternate to the Presiding Clerk of Yearly Meeting, serves on the Supervisory Committee, and may clerk that Committee. The Clerk of Interim Meeting receives and expends the funds of the Yearly Meeting as directed whenever neither the Treasurer nor the Assistant Treasurer is able to do so.

## Recording Clerks

The Recording Clerk of Yearly Meeting provides for the orderly recording of the proceedings of the sessions of the Yearly Meeting and serves as an alternate to the Recording Clerk of Interim Meeting.

The Recording Clerk of Interim Meeting provides for the orderly recording of the proceedings of that Meeting and shares the work of recording the proceedings of Yearly Meeting sessions.

Assistants to these officers may be appointed when deemed necessary.

## Treasurers

The Treasurer and Assistant Treasurer are selected from among the members of Baltimore Yearly Meeting. They are nominated to the Yearly Meeting by the Interim Meeting and, when appointed by the Yearly Meeting in session, serve beginning January 1 (the beginning of the Yearly Meeting's fiscal year) following the close of the Annual

Session at which appointed, for terms of two years, or until their successors are appointed and qualified. As with other officers, it is preferred that the Treasurer and Assistant Treasurer serve no more than six consecutive years in a particular office. The Treasurer and Assistant Treasurer serve ex-officio as members of the Stewardship and Finance Committee.

The Treasurer monitors and expends the funds of the Yearly Meeting as directed, and maintains financial records and books as directed by the Stewardship and Finance Committee, setting forth the financial conditions and resources of the Yearly Meeting. The Treasurer attends Interim Meeting, and serves as an ex-officio member of the Trustees and the Supervisory Committee.

The Assistant Treasurer is expected to become familiar with the procedures of the Treasurer, assist the Treasurer and, whenever the Treasurer is unable to serve, serve as Treasurer. The Assistant Treasurer attends Interim Meeting.

## Trustees

The Trustees, like other committees of the Meeting, are selected by the Meeting and are expected to act for the whole Meeting in carrying out their responsibilities under the law. Thus, while Trustees must be conscious of their fiduciary obligation to preserve the assets of the Meeting, they must also be continuously sensitive to the spirit of the Meeting and its wish to fulfill the social testimonies of the Society of Friends. The Meeting, in turn, should be sensitive to the legal responsibilities of trustees which can, in certain circumstances, make them personally liable for actions taken in the name of the Meeting.

*Faith and Practice, 1988, III B, 4b*

Trustees and other financial officers should seek to be as responsive as possible, within the limits of legally imposed restrictions, to the considered judgment of the whole Meeting on matters of policy.

*Faith and Practice, 1988, Appendix I, 2b*

The Yearly Meeting appoints generally nine (but no fewer than four) Trustees in accordance with its corporate charter. Each Trustee shall be a member of a constituent Monthly Meeting. There are at present nine Trustees: the current Presiding Clerk and Treasurer of the Yearly Meeting plus seven persons nominated by the Nominating

Committee and appointed by the Yearly Meeting to serve for terms of three years, with the possibility of re-appointment for a second three-year term. A Trustee's term begins at the close of the Yearly Meeting or Interim Meeting Session at which they are appointed and ends at the close of the Annual Session during which their term ends. Normally one of these seven is from each Quarterly Meeting within the Yearly Meeting. The Trustees may not co-opt additional members.

The Trustees are the body authorized to act as the governing body of the Yearly Meeting with respect to legal matters. Either the Clerk of Trustees or Treasurer signs for the Yearly Meeting on forms, such as tax returns, to be filed with governmental entities. Trustees are responsible for obtaining and holding the title to real property owned by the Yearly Meeting, such as burying grounds and camps. Trustees arrange for investing the funds of the Yearly Meeting and, following the policy outlined in *Faith and Practice*, 1988, Appendix I, 3, Trustees ensure restricted funds are managed in accordance with intentions of the original donors. The Trustees arrange for a certified public accountant to audit the Yearly Meeting's books and records in accordance with Yearly Meeting policy, and receive and review the auditor's report (currently, an audit is done annually). To accomplish this, the Trustees meet at least annually and report annually to the Yearly Meeting.

Baltimore Yearly Meeting has adopted policies that govern the Trustees. These policies include the Whistleblower (Appendix B to this Manual), Conflict of Interest (Appendix C to this Manual), and Youth Safety (Appendix D to this Manual) Policies. Trustee review reinforces the Yearly Meeting's intention that all committee members and corporate practices uphold these policies.

It is the policy of Baltimore Yearly Meeting that the Trustees will keep contemporaneous minutes of all meetings. These minutes are to be sent to the Yearly Meeting Office in a timely fashion for retention.

The Youth Safety Policy Working Group (YSPWG) is under the care of the Trustees. The Working Group includes the following: General Secretary, Youth Programs Manager, Camp Program Manager, Strengthening Transformative Relationships in Diverse Environments (STRIDE) Coordinator, Presiding Clerk, Clerk of Supervisory Committee, Clerk of Trustees (or a designated member of Trustees), Clerk of Youth Programs Committee (or a designated member of that Committee), Clerk of Camping Program

Committee (or a designated member of that Committee), Clerk of Religious Education Committee (or a designated member of that Committee), Clerk of Junior Yearly Meeting Staff (or a designated member of JYM staff), STRIDE Coordinator, and others as needed. YSPWG meets at least once per year to review the current Youth Safety Policy, and to discuss any youth safety concerns that may have arisen. Trustees appoint a Trustee to serve as convener of the YSPWG. Throughout the year, the General Secretary keeps the members of YSPWG informed about best practices for youth safety, as information becomes available. YSPWG stands ready to address, in a timely manner, any youth safety policy issues that may arise.

The Clerk, or another designated Trustee, serves as a member of the Camp Property Management Committee. The Clerk, or another designated Trustee, serves as a member of the Development Committee.

Trustees, in cooperation with Camping Program Committee and Camp Property Management Committee, recommend to Nominating Committee, as appropriate, persons to be named to the board of Rolling Ridge Foundation.

### III. Interim Meeting

All members of Baltimore Yearly Meeting are members of Interim Meeting and are welcome to attend its meetings. Interim Meeting acts for the Yearly Meeting in the intervals between its sessions. It meets at least three times a year and on call as necessary.

In order to assure wide participation in Interim Meeting, each Monthly Meeting in the Yearly Meeting is requested to appoint one person to attend Interim Meetings. Ordinarily, no one serves consecutively as Monthly Meeting appointee for more than six years.

Others expected to participate in Interim Meeting are:

- the officers of the Yearly Meeting: the Presiding Clerk, the retiring Presiding Clerk (for one year following retirement), the Recording Clerk, the Treasurer and the Assistant Treasurer. The Presiding Clerk of Yearly Meeting serves as an alternate to the Clerk of Interim Meeting and the Recording Clerk of Yearly Meeting serves as an alternate to the Recording Clerk of Interim Meeting.
- the Clerk and the Recording Clerk of Interim Meeting.
- the clerks selected by each of the standing administrative and functional committees of the Yearly Meeting including the clerk of Trustees and the Clerks of Baltimore Yearly Meeting Young Friends Nuts and Bolts Committee and Young Adult Friends.
- Friends selected to serve on the Search Committee of Interim Meeting and on the Supervisory Committee.

The functions of Interim Meeting are:

- to consider recommendations from standing committees and working groups as needed between Annual Sessions.
- to define staffing needs, set staff compensation policies, and be the employer of record. Interim Meeting selects, employs, and defines the responsibilities of the General Secretary.
- to nominate for approval of Yearly Meeting in session persons to serve as Presiding Clerk, Recording Clerk, Clerk of Interim Meeting, Recording Clerk of



Interim Meeting, Treasurer, Assistant Treasurer, members of the Supervisory Committee, and members of the Nominating Committee.

- to appoint from the floor a Naming Committee of two Friends to nominate Friends for appointment to fill the vacancies on the Search Committee.
- to fill vacancies among Yearly Meeting or Interim Meeting officers, or on the Supervisory Committee or the Nominating Committee, when such occur between sessions of the Yearly Meeting.
- to conduct necessary correspondence in the name of the Yearly Meeting between sessions.
- to make sure that adjustments are made in the number of trustees of any corporation to comply with legal requirements.
- to re-examine the function and structure of any Yearly Meeting committee when necessary and make appropriate recommendations to the Yearly Meeting to enable the committee to carry out the concerns placed upon it.
- to consider proposed changes in the Manual of Procedure, report on its actions to those who initiated the proposal, and forward changes to the Yearly Meeting as approved.
- to carry out such other responsibilities as the Yearly Meeting may refer to it.

On Spring Yearly Meeting Day, Interim Meeting appoints from the floor a Naming Committee of two Friends to nominate Friends for appointment to fill the vacancies on the Search Committee. This Committee serves for one year or until a new Naming Committee is appointed. The Committee usually presents its recommendations to Interim Meeting on Summer Yearly Meeting Day. The Naming Committee will only nominate Friends to the Search Committee who will not concurrently serve on another standing committee of the Yearly Meeting or Interim Meeting. At any time the Committee may present to Interim Meeting nominations to fill vacancies on the Search Committee which occur during the year.

# Committees of Interim Meeting

## Search Committee

The Search Committee is composed of six persons, two appointed each year to serve a three-year term. They are nominated by an ad hoc Naming Committee and appointed by Interim Meeting. Their service begins immediately after the Annual Session of Baltimore Yearly Meeting. Search Committee members attend Interim Meeting. No person may serve for more than six consecutive years. The Committee may not co-opt additional members.

The Search Committee nominates persons to serve as Presiding Clerk, Recording Clerk, Clerk of Interim Meeting, Recording Clerk of Interim Meeting, Treasurer, Assistant Treasurer, members of the Supervisory Committee, and members of the Nominating Committee. In order to fill these positions with Friends well qualified to best serve the Yearly Meeting, the committee not only strives to consider each individual's experience and spiritual gifts, but also strives to draw these gifted Friends from diverse age groups, genders, racial identities, ethnicities, and geographical regions. These nominations are proposed to Interim Meeting and, if approved, are forwarded to the Yearly Meeting. The Search Committee usually presents these nominations on behalf of Interim Meeting at Annual Session.

The Search Committee usually reports to Interim Meeting on Summer Yearly Meeting Day. If the Search Committee is able to fill any remaining vacancies after Summer Yearly Meeting Day, it may bring these nominations directly to the Yearly Meeting sessions. At any time the Committee may present to Interim Meeting nominations to fill vacancies which occur during the year.

As with other nominating bodies, the Search Committee normally does not nominate any of its own members for other responsibilities. The Search Committee will only nominate Friends to Supervisory or Nominating Committee who will not concurrently serve on another Yearly Meeting standing committee.

## Supervisory Committee

The Supervisory Committee is composed of the Clerk of Interim Meeting, the Presiding Clerk, the Treasurer of the Yearly Meeting, and four additional members of the Yearly Meeting nominated by the Interim Meeting for appointment by the Yearly Meeting. The Committee may not co-opt additional members. The Supervisory Committee is clerked by the Clerk of Interim Meeting or one of the four appointed members.

The four persons appointed by the Yearly Meeting also attend Interim Meeting. Two of these members are appointed annually for terms of two years. Generally, none of the members may serve on the Supervisory Committee for more than six consecutive years. An individual may again be appointed after a one-year break in service. Terms begin at the end of the Yearly Meeting sessions at which the appointment is made.

The General Secretary is responsible to this committee, specifically to its Clerk. The Committee as a whole guides and supports the work of the General Secretary. The Supervisory Committee writes a position description for the General Secretary to be approved by the Interim Meeting. The Supervisory Committee also ensures the support and nourishment of the staff.

The Supervisory Committee creates, reviews and updates written personnel policies. Supervisory Committee approves written position descriptions of all office staff. The Committee may delegate writing position descriptions to the General Secretary who will consult with appropriate committees and Supervisory Committee. Position descriptions changes that would affect the Yearly Meeting budget need the approval of the Interim Meeting.

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

The Committee will review and remain familiar with the content of the Youth Safety Policy (Appendix D to this Manual) in order to ensure that the practices of the Committee reflect the guidelines adopted to promote the safety of our youth and youth workers. The Committee will ensure that any necessary staff and volunteer training is

provided and that programs and events are carried out in compliance with policy guidelines.

The Supervisory Committee also oversees the maintenance of the office property and grounds and the acquisition and maintenance of office equipment and any other fixed assets. Authority for the expenditure of funds for normal maintenance up to a stated dollar amount may be delegated to the General Secretary.

The Supervisory Committee annually provides budget recommendations to the Stewardship and Finance Committee for office staff salaries and benefits and for the maintenance of building, equipment, and grounds. As appropriate, the Supervisory Committee will inform the Stewardship and Finance Committee of needed adjustments to the budget.

In addition, this Committee carries out such duties as the Interim Meeting specifically assigns to it, and, between meetings of the Interim Meeting, may act upon urgent matters not involving policy nor of such importance as to justify a special session of the Interim Meeting. When acting upon urgent matters between meetings of Interim Meeting, the Committee will confer with standing committees of the Yearly Meeting that hold a concern for the subject matter being considered and will make decisions with direct involvement of those committees. All such actions are to be reported to the Interim Meeting at its next session.

## IV. Staff

Interim Meeting selects, employs, and defines the responsibilities of the General Secretary. The General Secretary, with the guidance of the Supervisory Committee, may employ such staff as allowed in the budget approved by the Yearly Meeting in session. The Camp Directors, with the guidance of the Camping Program Committee, employ such staff as the budgets for the various camping programs allow.

Other Committees of the Yearly Meeting desiring staff need to develop a proposal and present it to Interim Meeting for approval. The proposal must include at least the following: 1) job description; 2) the Committee to which the staff is to report; 3) budget and compensation.

After approval of the proposal, the Committee interviews candidates and makes a recommendation to the General Secretary, who employs and directs the staff in accord with the proposal and general Yearly Meeting personnel policy. Interim Meeting may require Committees employing or directing staff to coordinate personnel policies.

## V. Committees of the Yearly Meeting

The Yearly Meeting establishes committees for the carrying out of its purposes. All committees are expected to meet at least once annually, either in person or using modern technology such as voice- or video-teleconferencing and are expected to report annually. Each committee reports both on its activities and on those matters that are seen as needing attention, with some analysis of the health of the committee. If a committee sees no way in which it can carry out the concerns placed upon it, its members should request the Interim Meeting to re-examine the function and structure of the committee and make appropriate recommendations to the Yearly Meeting. Failure of a committee to report is also an indication that a review process is needed.

Baltimore Yearly Meeting has adopted policies that govern all committees. These policies include Whistleblower (Appendix B to this Manual), Conflict of Interest (Appendix C to this Manual), and Youth Safety (Appendix D to this Manual) Policies. Committee review reinforces the Yearly Meeting's intention that all committee members and corporate practices uphold these policies.

It is the policy of Baltimore Yearly Meeting that all committees acting on its behalf, including standing and ad hoc committees, will keep contemporaneous minutes of all committee meetings. These minutes are expected to be sent to the Yearly Meeting Office in a timely fashion for retention.

Concerned individuals desiring to establish a new committee or ad hoc committee take their idea to Interim Meeting, either themselves directly, through their Monthly Meeting(s), or through an appropriate committee if one already exists. If, after due consideration, there is approval, Interim Meeting recommends to the Yearly Meeting that such a committee or ad hoc committee be established. If the Yearly Meeting approves, the committee or ad hoc committee is established.

Any report, action, or statement of a committee is to be approved in the manner of Friends at a meeting of the committee of which all the members of the committee were given reasonable notice.

Unless otherwise provided, nominations of persons to serve on the committees of the Yearly Meeting are made by the Nominating Committee. Nominations of persons to serve on the Nominating Committee, however, are made by the Interim Meeting. In general, Friends are expected to attempt to serve the Yearly Meeting on no more than one standing Committee at a time. However, the nomination of a particularly well qualified Friend as a representative to an outside body or as a member of an ad hoc Committee, after the Nominating Committee has given due consideration to other qualified Friends, is permitted. Nothing in this Manual is to be interpreted as barring any Friend from serving in a specific capacity when special circumstances warrant.

All appointments to committees are made by the Yearly Meeting in session, except that Interim Meeting may make appointments to fill vacancies or to meet other requirements arising between Yearly Meeting sessions.

The Yearly Meeting has a responsibility to reject unsuitable names as well as to approve those found acceptable.

Unless other terms are set, approximately one-third of the membership of each committee is appointed annually for terms of three years, such terms to begin at the end of the Yearly Meeting sessions at which the appointments are made. Generally, no one may serve on the same committee for more than six consecutive years, nor is it customary that Friends serve the Yearly Meeting on more than one standing committee at a time. An individual may again be appointed after a one-year break in service.

Any committee, except the Nominating Committee, may co-opt a limited number of Friends for membership for a period not extending beyond the following sessions of Yearly Meeting. Committees may invite other persons, Friends or non-Friends, to serve in a consultative capacity without becoming members of the committee.

Unless otherwise provided, each committee selects its own clerk. Committee clerks are selected from the members of Baltimore Yearly Meeting. Committees are encouraged to make careful provision for their ongoing work by selecting clerks in good time. Committee clerks usually take office at the close of Yearly Meeting's Annual Session, to serve for the coming year. Since it is usually desirable that a clerk have some experience with the particular committee before becoming its clerk, committees may, prior to Yearly Meeting sessions, provide for selecting a prospective clerk from among their

continuing members. Committees report the names of their clerks while the Yearly Meeting is still in session. Committee clerks attend Interim Meeting or delegate another member of the committee to attend.

Meetings of all Yearly Meeting committees, except the Nominating Committee, are open to all Friends. However, any committee reviewing sensitive matters may hold an executive session.

Yearly Meeting committees are empowered to raise or accept monies only with the prior approval of the Interim Meeting or the Yearly Meeting in session.

All administrative committees report their recommendations to the Yearly Meeting or to the Interim Meeting for approval, unless authority has previously been given to such committees to act on their own proposals.

Functional Committees may act and issue statements on behalf of the Yearly Meeting:

- when such actions or statements have the prior approval of the Yearly Meeting or the Interim Meeting.
- when such actions or statements are clearly in accord with the policy of the Yearly Meeting as enunciated in its minutes or adopted statements.

Other actions or statements not meeting these qualifications will be clearly identified as being the actions or statements of the committee issuing them and not of the Yearly Meeting.

It is the duty of the functional committees from time to time, as the occasion demands, and with the approval of the committee members, to prepare position papers on matters of current interest and concern within their fields of interest and to present these position papers before the Yearly Meeting or the Interim Meeting for approval. If possible, these papers will be distributed to members of the Yearly Meeting along with Yearly Meeting committee reports prior to Yearly Meeting sessions at which they will be considered. These papers, as adopted by the Yearly Meeting, will then form the main part of the background of policy on the basis of which the functional committee may act on behalf of the Yearly Meeting.



The scope of authority possessed by an ad hoc committee is to be included in the charge to the committee; if not included, the committee is governed by the above provisions depending upon whether it is primarily of an administrative or functional character.

As a general practice, the Nominating Committee does not nominate members of an ad hoc committee or working group; the members select themselves. The names of members and the dates of establishment of ad hoc committees and working groups are listed in the Yearbook after committee rosters.

When an ad hoc committee is established, a time limit is set for its duration. At the end of that time, a decision is made by the Yearly Meeting as to whether the ad hoc committee is to be continued for another specified period of time, made a standing committee, or laid down. If no decision is made by the Yearly Meeting, the ad hoc committee automatically is laid down when the time limit expires.

Any other groups recognized by the Yearly Meeting which are not standing committees or ad hoc committees are either special groups or working groups. As provided in Section VI below, the former groups report to the Yearly Meeting, the latter to a sponsoring committee of the Yearly Meeting.

The Committees of Baltimore Yearly Meeting are:

## Administrative Committees:

Camp Property Management Committee  
Faith and Practice Committee  
Manual of Procedure Committee  
Nominating Committee  
Program Committee  
Stewardship and Finance Committee

## Functional Committees:

Advancement and Outreach Committee  
Camping Program Committee

Development Committee  
Educational Grants Committee  
Growing Diverse Leadership Committee  
Indigenous Affairs Committee  
Ministry and Pastoral Care  
Peace and Social Concerns Committee  
Religious Education Committee  
Sue Thomas Turner Quaker Education Fund Committee  
Unity with Nature Committee  
Youth Programs Committee

## Advancement and Outreach Committee

The Advancement and Outreach Committee consists of approximately nine members nominated by the Nominating Committee and appointed by the Yearly Meeting with care to name Friends who are familiar with Monthly Meetings throughout the Yearly Meeting.

This Committee provides tools and resources to local Meetings looking for outreach ideas, for help starting new Meetings, and for ways to help those new to Friends learn about the Religious Society of Friends. The Committee is responsible for the dissemination of useful information about Baltimore Yearly Meeting, its local Meetings, and the Religious Society of Friends. This information is available from the Yearly Meeting website and other Yearly Meeting publications.

The Committee names one of its members to serve on the Sue Thomas Turner Quaker Education Fund Committee for a two-year term. The Working Group on Welcoming Trans and Nonbinary Friends is under the care of Advancement and Outreach.

## Camp Property Management Committee

The Camp Property Management Committee (CPMC) consists of at least eight members nominated by the Nominating Committee and appointed by the Yearly Meeting. In addition, either the clerk or another member of the Trustees, Camping Program

Committee, Stewardship and Finance Committee, and the Camp Property Manager are ex-officio members. The Committee may appoint subcommittees as needed, which may include members from outside the Committee.

The Committee will normally meet at least six to eight times a year. Members unable to meet face-to-face for committee meetings are encouraged to use other technologies. The committee works in coordination with the Camping Program Committee.

The Committee is a governing committee that oversees the management of the present and any future properties the Yearly Meeting uses for camping programs, retreats, and other similar activities. The Committee's purpose is threefold: (1) to plan ahead for the long term needs of the camp properties; (2) to work collaboratively with the Camp Property Manager in prioritizing short and long-term projects; (3) to support the Camping Program Manager with specific projects as needed. The Camp Property Management Committee, in cooperation with the Camping Program Committee, plans and executes Family Camp Weekends held in the spring and fall. On-site participation in camp activities or camp visits by committee members is an integral part of the work of the committee.

While the committee has full authority to carry out its tasks, the fiduciary responsibility for the Yearly Meeting properties rests with the Trustees. The Committee manages the camp properties as one financial entity and prepares its operating and capital budgets which are presented to the Stewardship and Finance Committee and incorporated into the Yearly Meeting operating and capital budgets. The committee is responsible for setting camp rental fees. All income generated by the camp properties (including camp property rental, sales of natural resources, gifts, and bequests) will be available for the operation and development of the camp properties.

The Committee reviews and remains familiar with the content of the Youth Safety Policy and other relevant Yearly Meeting policies in order to ensure that the practices of the Committee reflect the guidelines adopted by the Yearly Meeting. The Committee provides any necessary CPMC staff and volunteer training and ensures that programs and events are held in compliance with policy guidelines.

Camp Property Management Committee, in cooperation with Camping Program Committee and Trustees, recommends to Nominating Committee, as appropriate, persons to be named to the board of Rolling Ridge Foundation.

## Camping Program Committee

The Camping Program Committee consists of approximately 18 persons nominated by the Nominating Committee and appointed by the Yearly Meeting, plus the directors of the camping programs, the Camping Program Manager and the STRIDE Coordinator, ex-officio.

The Camping Program Committee oversees and coordinates the philosophy, policy, financing, and program emphasis of all Yearly Meeting endeavors in the field of outdoor religious education—seeking to provide for all the various ages and interests of our Yearly Meeting through a variety of camping styles. The Camping Program Manager is responsible for implementing goals, direction, and policy as set by the Camping Program Committee.

The Committee will review and remain familiar with the content of the Youth Safety Policy (Appendix D to this Manual) in order to ensure that the practices of the Committee reflect the guidelines adopted to promote the safety of our youth and youth workers. The Committee will provide any necessary staff and volunteer training and will ensure that programs and events are carried out in compliance with policy guidelines.

The Camping Program Committee advises the General Secretary on employment of camp directors and the Camping Program Manager. The Committee nurtures and supports the directors and staff in the implementation of the outdoor religious education programs and works to promote awareness of the programs within the wider Quaker community.

The Clerk or another member of the Camping Program Committee serves as a member of the Camp Property Management Committee, the Development Committee, the Growing Diverse Leadership Committee, the Strengthening Transformative Relationships in Diverse Environments Working Group (STRIDE), and the Youth Safety Policy Working Group.

Camping Program Committee, in cooperation with Camp Property Management Committee and Trustees, recommends to Nominating Committee, as appropriate, persons to be named to the board of Rolling Ridge Foundation.

## Development Committee

The Development Committee consists of five or more members nominated by the Nominating Committee and appointed by the Yearly Meeting. In addition, either the Clerk or another member of the Trustees, one member of Stewardship and Finance Committee, and one member of the Camping Program Committee are ex-officio members. Development Committee prepares, guides, and assists in the implementation of fund-raising plans. It is charged with: the creation and subsequent oversight of a comprehensive development plan for Baltimore Yearly Meeting that clarifies the role of Monthly Meeting apportionment; an annual giving program; development policies that address the acceptance and handling of both restricted and unrestricted contributions; and the appropriate uses of Yearly Meeting and Monthly Meeting communication avenues.

The Committee also reviews requests for exceptional, one-time release of the Yearly Meeting mailing list for purposes of financial solicitation and, if it approves, forwards such Manual of Procedure requests to the next Interim Meeting or Annual Session for final consideration. (Excepted from the Yearly Meeting's policy restricting such use of the mailing list, and thus from Development Committee review, are the affiliated Quaker organizations Friends General Conference, Friends United Meeting, and Friends World Committee for Consultation).

The Committee guides, supports, and assists the Development Director in the following ways: researching for the Yearly Meeting potential sources of financial support, including individuals and Monthly Meetings; cultivating and requesting support from major donors, including individuals, foundations, and other organizations; establishing regular contact with individuals and Monthly Meetings to promote increased giving to Yearly Meeting; creating curricula for supporting Monthly Meetings in their own fund-raising efforts; and promoting efforts to secure bequests and other deferred gifts. The Committee maintains appropriate consultation with the General Secretary and Supervisory Committee about shared supervision and personnel matters. If there is no

Development Director, the Committee undertakes these duties, and others ascribed to that position, as needed.

The Development Committee has oversight of fund-raising efforts that other Yearly Meeting committees may initiate. It assists in the planning and implementation of such efforts and ensures that any fund-raising effort is consistent with the overall development plan. The Committee consults with Stewardship and Finance, Camping Program, Camp Property Management, and Youth Programs Committees on a regular basis to discuss the budgetary process and to promote giving. The Development Committee consults with Trustees for guidance on legal and Yearly Meeting policy issues.

## Educational Grants Committee

The Educational Grants Committee is composed of at least six members nominated by the Nominating Committee and appointed by the Yearly Meeting. The purpose of this committee is to help Friends pursue education by providing grants, which may be applied to undergraduate attendance at accredited post-secondary educational institutions such as universities, colleges, professional, and vocational schools, either full or part-time. Monies and income from the Educational Fund, the Education Endowment Income Fund, and the Fair Hill/Griest Fund, and such other funds as the Yearly Meeting deems appropriate are used to provide post-secondary grants.

Grants are awarded on the basis of financial need and the Committee's assessment of an applicant's statement of purpose, including consistency with Friends testimonies. The application process is expected to include comments on the applicant's involvement in the Monthly Meeting and any information that would be helpful in making a decision.

The Committee performs its work according to a policy statement approved by the Yearly Meeting.

Baltimore Yearly Meeting does not make loans to students.

The Committee meets in April to evaluate applications and award grants, and on other mutually convenient dates to discuss other business. The Educational Grants Committee

reports to the Yearly Meeting at least once a year on the state of the funds, grants made, and any other business conducted.

## Faith and Practice Committee

The Faith and Practice Committee consists of six to ten persons nominated by the Nominating Committee and appointed by the Yearly Meeting. This committee will benefit from having members with diverse perspectives of theology and Quaker practice, as well as members of diverse ages, races, and backgrounds, and from diverse regions.

The Faith and Practice Committee is charged with the care of our Faith and Practice and will regularly review it. The Committee engages with the constituents of the Yearly Meeting to explore and clarify our continually evolving experience with Quaker faith and practice and seeks to have the published Faith and Practice reflect this experience. The Faith and Practice Committee is expected to be in close communication with other committees, particularly the Ministry and Pastoral Care Committee. The Committee is responsible for printing, posting, and distribution of Faith and Practice or its revised sections, as needed.

*Faith and Practice* is a living document; changes to it are brought forward as needed. Seasoned changes to Faith and Practice may be proposed by:

- The Faith and Practice Committee itself
- Monthly Meetings, Preparative Meetings, and Worship Groups
- Worshiping communities, such as the camps, Young Friends, Young Adult Friends
- Baltimore Yearly Meeting Committees
- Quarterly Meetings

The Faith and Practice Committee will disseminate proposed changes to local Meetings and others as appropriate for their consideration and discernment. After considering feedback, the Committee will bring recommendations for change to Interim Meeting for a first reading and then to Annual Session. An individual with a proposed change is expected to work through one of the groups listed above. The Faith and Practice Committee is available to help with this process, working to ensure that all concerns are

seasoned at the appropriate level. In the interest of accuracy and clarity, the Faith and Practice Committee may copy-edit *Faith and Practice*.

The Faith and Practice Committee is charged with maintaining the Style Manual of the Yearly Meeting and is empowered to make changes as the Committee is led. The Style Manual will be made available to Friends through the Yearly Meeting website.

## Growing Diverse Leadership Committee

The Growing Diverse Leadership Committee is a standing committee that consists of ten people. It includes six nominated by the Nominating Committee and appointed by the Yearly Meeting, a person appointed by the Strengthening Transformative Relationships in Diverse Environments (STRIDE) Working Group, a person appointed by the Camping Program Committee, a person appointed by the Working Group on Racism, and a person appointed by the Young Adult Friends Special Group, plus the following, ex-officio: the Presiding Clerk of the Yearly Meeting, the Clerk of Interim Meeting, and the STRIDE Coordinator. The work of the Committee connects with these other committees of the Yearly Meeting and therefore encourages open communication with them: Advancement and Outreach, Indigenous Affairs, Ministry and Pastoral Care, Peace and Social Concerns, and also the Working Group on Civil and Human Rights of Transgender and Non-Binary People.

The Committee discerns ways that the Yearly Meeting's committees, local Meetings, and staff can welcome and encourage participation and leadership among all Friends. There is a focus on cooperating to promote equity, outreach, inclusion, friendship, and wholeness to all persons in order to build an anti-racism, multicultural faith community. This includes the encouragement and sustained participation of younger Friends and development of their leadership skills and experiences throughout BYM.

There is a Strengthening Transformative Relationships in Diverse Environments (STRIDE) Working Group which is under the care of the Committee. It comprises Core Groups, one for each of four cities within the area which the Yearly Meeting serves. They are composed of young adults and work to extend the camping program to people of diverse backgrounds who might not otherwise find it or participate in it.



## Indigenous Affairs Committee

The Indigenous Affairs Committee consists of approximately 12 members nominated by the Nominating Committee and appointed by the Yearly Meeting.

This Committee stimulates interest in and activity concerning American Indians. It cooperates with other Yearly Meetings and other Friends organizations in projects for the benefit of American Indians. It concerns itself with legislation on local, regional, and national levels involving Native American issues.

The ongoing work of the Indigenous Affairs Committee is inspired by its history. In 1795, Quakers in the northern Shenandoah Valley, following the model established by William Penn in Pennsylvania, set up a fund under the care of Baltimore Yearly Meeting to pay American Indians for lands Quakers had settled. Unable to locate survivors of the natives, the Indigenous Affairs Committee distributes the interest income from this endowment to organizations which assist and advocate for American Indians.

## Manual of Procedure Committee

The Manual of Procedure Committee, composed of not fewer than three persons nominated by the Nominating Committee and appointed by the Yearly Meeting, is responsible for continually updating the Manual by incorporating all changes in procedure adopted by the Yearly Meeting. The Committee may recommend changes in procedure deemed useful to the Yearly Meeting. Such changes are to be recommended in writing to the Interim Meeting for consideration and forwarded to the Yearly Meeting if approved. In the interest of accuracy and clarity, the Manual of Procedure Committee may copy edit the Manual of Procedure.

## Ministry and Pastoral Care Committee

The Committee is concerned with deepening the spiritual life of Baltimore Yearly Meeting and of its constituent Monthly Meetings. The Committee carries an active concern for calling forth and nurturing the gifts of the Spirit in the Yearly Meeting. The Committee encourages and supports Monthly Meetings as they recognize, publicly affirm, and practically support those individuals who exercise their gifts in faithful ministry and service.

The Committee assists the Yearly Meeting with programs, retreats, workshops at Annual Session, and during the year as needed. The Clerk of the Ministry and Pastoral Care Committee serves as a member of the Program Committee.

The Committee advises Monthly Meetings on the preparation of the Annual Report of the Spiritual State of the Monthly Meeting in accordance with the guidelines in our Faith and Practice. The Committee receives the approved reports and incorporates them, with concerns and information about events in the Yearly Meeting, into a Spiritual State of the Yearly Meeting Report to be presented for consideration and acceptance at Annual Session.

The Committee considers requests for Yearly Meeting endorsements of minutes of support for members traveling in the ministry outside our Yearly Meeting. Such minutes usually are prepared by the Monthly Meeting in which the Friends holds membership and then endorsed by the Yearly Meeting (See *Faith and Practice*, Part III, Section B, Sub-section 5, b Minutes for Spiritual Service and, c Endorsements). If there is clearness to proceed, the Committee brings a recommendation to the Yearly Meeting or Interim Meeting for this minute. Minutes endorsed by the Yearly Meeting are expected to be returned to the Yearly Meeting. Ordinarily, the endorsement is for one year.

The Committee maintains the Guidelines for Embracing the Ministry of Friends and supports Monthly Meeting working support groups for these Friends. The Committee maintains a current list of all recorded ministers within the Yearly Meeting.

The following working groups are under the care of Ministry and Pastoral Care:

- Addressing Conflict Working Group
- End of Life Working Group
- Pastoral Care Working Group
- Reparations Action Working Group
- Spiritual Formation Program Working Group
- Women's Retreat Working Group
- Working Group on Racism

## Nominating Committee

The Nominating Committee is composed of 12 persons, with at least one from each Quarterly Meeting. One-third of the Committee is nominated each year by the Interim Meeting for appointment by the Yearly Meeting. Quarterly Meetings may suggest the names of suitable persons from their membership to serve on the Nominating Committee.

The Committee recommends to the Yearly Meeting in session the names of persons to serve on committees and in other offices for which no other means of nomination has been herein provided. Unless otherwise specified, a three-year term is suggested for all committee members, one-third of the membership of a committee being appointed each year to serve from the close of the Yearly Meeting session at which they were appointed. Persons may be appointed to an office or committee for no more than six consecutive years, unless longer terms are specified.

Nominations may arise in the Nominating Committee, or may be suggested to the Committee by Quarterly or Monthly Meetings, by clerks or members of established committees, or by any member of the Yearly Meeting. Normally, persons eligible for nomination are members of Baltimore Yearly Meeting. However, the Nominating Committee may nominate Friends from other Yearly Meetings who are sojourning among us. On the recommendation of a Monthly Meeting, the Committee may nominate an active attender, except that appointments to other Friends organizations must be limited to members of the Society of Friends if the applicable bylaws so specify.

In general, committees charged with a nominating function do not nominate any of their own members; Friends serve the Yearly Meeting on no more than one standing committee at a time. Similarly, Friends serving on a committee of Interim Meeting should not serve concurrently on a Yearly Meeting standing committee. However, the nomination of a particularly well qualified Friend as a representative to an outside body or as a member of an ad hoc committee, after the Nominating Committee has given due consideration to other qualified Friends is permitted. Nothing in this Manual is to be interpreted as barring any Friend from serving in a specific capacity when special circumstances warrant.

Friends appointed to the Nominating Committee may complete a term already being served on another Committee; and a Nominating Committee member may be nominated for service on another committee immediately on rotation off the Nominating Committee.

In order for the business and concerns of the Yearly Meeting to be effectively carried forward, it is desirable for committees to be representative of various age groups and interests and for Friends to become acquainted with various aspects of Yearly Meeting affairs. It is the duty of the Nominating Committee to evaluate the qualifications of Friends for committee service and to endeavor to be informed about the functioning of Yearly Meeting Committees, in order to ascertain at what point a committee assignment or a change of assignment might benefit a Friend, the Yearly Meeting, or both.

## Peace and Social Concerns Committee

The Peace and Social Concerns Committee consists of approximately 12 members nominated by the Nominating Committee and appointed by the Yearly Meeting.

The Committee recognizes that an enduring peace requires social justice, and that the two are inextricably bound together. Friends' concerns for nonviolence in international affairs and in the alleviation of situations of tension in society are translated into education and action programs of the Yearly Meeting. The Committee stimulates and coordinates activities of Monthly Meeting Peace and Social Concerns Committees regarding those issues that affect the fabric of society and on which Quaker testimonies can be brought to bear. It serves as a resource to Baltimore Yearly Meeting and its constituent Meetings, gathering and disseminating information.

The Committee also works with Monthly Meetings to address these concerns. It may also bring to the attention of the Yearly Meeting other international and domestic concerns that affect relationships between the economically developed and less-developed countries or the relationship between people with greatly different economic means wherever they may live.

Friends are encouraged to record their personal statements of pacifism by sending signed and dated statements to their Monthly Meetings and to the Yearly Meeting. The

names of all persons filing such statements are to be listed in the Yearbook published following receipt of the documents.

The Peace and Social Concerns Committee acts as the conscience of the Yearly Meeting in issues relating to prison concerns and the death penalty. The Committee recommends to Nominating Committee, as appropriate, one person to be approved by the Board of Directors of Prisoner Visitation and Support for a three-year, once renewable term. The Board meets in Philadelphia two or three times a year.

As appropriate, Peace and Social Concerns recommends to Nominating Committee one person for a three-year, once-renewable appointment by the Yearly Meeting, to serve on the Board of Directors of Quaker House, which meets approximately eight times annually, including at least once or twice in person (usually in North Carolina) with a hybrid option.

As appropriate, Peace and Social Concerns recommends to Nominating Committee one person for a three-year, once-renewable appointment by the Yearly Meeting, to serve as a representative to the Interfaith Action for Human Rights (IAHR).

The Quaker Voice of Maryland Working Group, the Working Group on Friends Action on Firearms, the Reproductive Justice Working Group, the Working Group on Palestinian Israeli Peace, and the Working Group on U. S. Militarism and War are under the care of Peace and Social Concerns.

## Program Committee

The Program Committee consists of nine persons nominated by the Nominating Committee and appointed by the Yearly Meeting, plus the following, ex-officio: the Presiding Clerk of Yearly Meeting, the Clerk of Ministry and Pastoral Care Committee, the General Secretary and Youth Programs Manager of the Yearly Meeting, the Young Friends Annual Session Planners, the clerk of Junior Yearly Meeting staff, and a registrar appointed by the Committee.

The Program Committee has oversight of all program plans for Yearly Meeting sessions. This oversight includes negotiating each year a suitable site for the following year's Annual Session, Junior Yearly Meeting, the planning of the time schedule in detail,

assigning places for all meetings, selecting guest speakers and special program events or delegating the selection to appropriate groups, and caring for the book room.

The Committee will review and remain familiar with the content of the Youth Safety Policy (Appendix D) in order to ensure that the practices of the Committee reflect the guidelines adopted to promote the safety of our youth and youth workers. The Committee will ensure that any necessary staff and volunteer training is provided and that programs and events are carried out in compliance with policy guidelines.

## Religious Education Committee

The Religious Education Committee consists of approximately 12 persons nominated by the Nominating Committee and appointed by the Yearly Meeting, and the Clerks of the Religious Education Committees of all Monthly Meetings. The Committee is an avenue through which the Yearly Meeting exercises its responsibility for the spiritual nurture of its young people and adults.

The Committee supports Monthly Meeting Religious Education Committees and First Day School teachers in their work with all age groups. This is done through curriculum planning, resource information, and consultation with committee members, as well as through workshops, teacher preparation programs, and retreats.

The Committee names one of its members to serve on the Sue Thomas Turner Quaker Education Fund Committee for a two-year term.

## Stewardship and Finance Committee

The Stewardship and Finance Committee consists of 14 members nominated by the Nominating Committee and appointed by the Yearly Meeting, with careful attention to the special need of this Committee to be knowledgeable about the situation of all Monthly Meetings. Ideally, each Quarterly Meeting is represented. In addition, the Treasurer and Assistant Treasurer are ex-officio members of this Committee, and either the Treasurer or the Clerk of the Stewardship and Finance Committee from each local Meeting is a corresponding member.

Each year, the Committee prepares for Yearly Meeting consideration a budget and a plan of apportionment of the budget to the Monthly Meetings. It has oversight of the accounting methods used and the adequacy of the financial reports given by the Treasurer, and it makes adequate provision for preservation of all assets of the Yearly Meeting not specifically managed by the Trustees.

This Committee is also expected to keep all Monthly Meetings informed of the financial needs of the Yearly Meeting and aware of their responsibility to support adequately the activities of the Religious Society of Friends, including any special appeals from Friends General Conference and Friends United Meeting.

The Clerk or another member of the Stewardship and Finance Committee serves as a member of the Camp Property Management Committee. The Clerk or another member of the Stewardship and Finance Committee serves as a member of the Development Committee.

## Sue Thomas Turner Quaker Education Fund Committee

The Sue Thomas Turner Quaker Education Fund Committee consists of one member appointed by the Advancement and Outreach Committee and one appointed by the Religious Education Committee. Such appointments are for two-year terms. Members may not serve for more than six consecutive years. Other members may be co-opted as appropriate. In addition, Rosalind Turner Zuses will serve as convener without a term limit until such time as she is unable or unwilling to continue.

The fund was established in Baltimore Yearly Meeting in 1996 by Howard and Rosalind Turner Zuses in recognition of Sue Thomas Turner's long support of Quaker education and Quaker values in public education. Its purpose is to support the understanding and practice of Quaker faith in schools and to support the growth of a life lived in the Spirit by members of the school communities. School community members include students, faculty, staff, administration, trustees, and parents. The fund is targeted for, but not limited to, Friends schools under the care of a Friends Meeting.

The fund is intended to be used for materials, lectures and consultants, workshops and retreats, and programs and activities which help to explain Quaker faith and practice to members of the school communities, to be brought into the schools for individuals or

groups from the school communities to attend workshops, classes, or retreats on Quaker faith and practice and spiritual development, and for the creation and distribution of materials related to these issues by members of the school communities. The fund would be limited to uses which are in addition to those already funded by a school or committee budget, or to augment funds to enable a use which exceeds ordinary funding.

Applications from schools, meetings, committees, Friends agencies, or individuals for a specific project must be received by March 1. In general, the Committee meets once a year, usually at Spring Interim Meeting Day. The amount of money distributed is a percentage, adjusted as the Committee determines is appropriate, of the value of the Fund at the time of distribution.

## Unity with Nature Committee

The Unity with Nature Committee consists of approximately 12 persons nominated by the Nominating Committee and appointed by the Yearly Meeting. Monthly Meetings not represented on the Committee are invited to select representatives to the Committee.

Recognizing that the entire world is an interconnected manifestation of God, the Unity with Nature Committee seeks to work into the beliefs and practices of the Yearly Meeting the twin principles that God's Creation is to be respected, protected, and held in reverence, and that human aspirations for peace and justice depend upon restoring the Earth's ecological integrity. The Committee promotes these principles by example, by communication, and by providing spiritual and material support to those engaged in transforming our relationship with the Earth. It serves as a resource for Unity with Nature concerns and activities of individuals and of Monthly Meetings.

As appropriate, the Unity with Nature Committee recommends one person as a representative and one person as an alternative representative to the Nominating Committee for a three-year, once renewable appointment by the Yearly Meeting to the Steering Committee of Quaker Earthcare Witness. Unity with Nature recommends to Nominating one person for a three-year, once renewable appointment by the Yearly Meeting, to serve on the Board of Directors of the Friends Wilderness Center.



The Working Group on Right Relationship with Animals is under Unity with Nature's care.

## Youth Programs Committee

The Youth Program Committee consists of 16 adults nominated by the Nominating Committee and appointed by the Yearly Meeting, as well as the Youth Programs Manager, the Young Friends Clerks, and Young Friends appointed by the Young Friends Business Meeting.

The Committee will review and remain familiar with the content of the Youth Safety Policy (Appendix D) in order to ensure that the practices of the Committee reflect the guidelines adopted to promote the safety of our youth and youth workers. The Committee will provide any necessary staff and volunteer training and will ensure that programs and events are carried out in compliance with policy guidelines.

The Youth Programs Committee oversees and coordinates all Yearly Meeting youth programs for junior high/middle school and high school youth, with the exception of the Camping Program and Junior Yearly Meeting. It provides advice and support for the Youth Programs Manager. To this end the Committee does the following: provides a Designated Friendly Adult Mentor (FAM) for every Young Friends and Junior Young Friends conference; recruits, trains, evaluates, and mentors adults in the Yearly Meeting who have a leading to work with our programs; supports the Youth Programs Manager in coordinating and communicating with Junior Yearly Meeting and other Yearly Meeting committees involved in youth programs; and provides the Yearly Meeting with access to the approved Junior Young Friends Handbook and Young Friends Handbook and ensures that Yearly Meeting is notified of major revisions.

The Young Friends Yearly Meeting Planners serve on the Program Committee. The Young Friends Nuts and Bolts Committee is nominated and appointed by the Young Friends Business Meeting. To encourage youth to take an active part in the affairs of the Yearly Meeting, the Young Friends Nuts and Bolts Committee Clerk is expected to participate in Interim Meeting. Details of the procedures of the Young Friends Nuts and Bolts Committee and Young Friends Conferences can be found in the Young Friends Handbook, available from Baltimore Yearly Meeting.

## VI. Special Groups and Working Groups

### Special Groups

Concerned individuals desiring to establish a new Special Group bring their idea to Interim Meeting, either themselves directly, or through a Monthly Meeting, or through a standing committee of the Yearly Meeting. If, after due consideration, there is general support and approval, Interim Meeting recommends to the Yearly Meeting that such a Special Group be established. If the Yearly Meeting approves, the group is established.

Some groups organize themselves while some others consist of ex-officio members. The description of each group explains its concerns, organization, and membership. Unless otherwise provided, each group selects its own clerk.

Each group is expected to report annually to the Yearly Meeting. Any report, action, or statement of a special group is expected to be approved in the manner of Friends at a meeting of the group of which all the members of the group were given reasonable notice. Special groups are empowered to raise or accept monies only with the prior approval of the Interim Meeting or the Yearly Meeting in session.

Current Special Groups (there is just one at this time): Young Adult Friends.

### Young Adult Friends

Baltimore Yearly Meeting Young Adult Friends, constituted in 1986, is a group of women and men aged approximately 18 to 40 years. It is open to other adults who may be interested in the group's activities. It chooses its own officers, term lengths, meeting times, and goals. Its Clerk attends Interim Meeting.

The general purpose of the group is to let young adult Quakers and attenders share their spiritual journeys with others. It provides fellowship for people from widely scattered Meetings and includes those who may feel isolated because there are few of their age in their Meetings.

The group meets at Yearly Meeting and reports to Yearly Meeting. The group holds several retreats a year. These include worship, meetings for business, workshops, service projects, cooking and cleaning together, and social time.

## Working Groups

Any standing committee or the Trustees, with the concurrence of Interim Meeting, may establish a Working Group. The Working Group need not have members of the sponsoring committee among its members, but reports to and through that committee. Unless otherwise provided, each Working Group selects its own clerk. Each Working Group is expected to report in writing annually to the Yearly Meeting. Any report, action, or statement of a Working Group is expected to be approved in the manner of Friends at a meeting of the Group of which all members of the Group were given reasonable notice. Working Groups are empowered to raise or accept monies only with the prior approval of the Interim Meeting and in coordination with the Development Committee. The minute establishing the Working Group specifies whether a member of the Working Group or the clerk of the sponsoring committee will authorize disbursements. When the Working Group's activities are complete or it is no longer active, the sponsoring committee or Interim Meeting lays it down.

## Working Groups as of 2025 (and sponsoring committee):

Addressing Conflict Working Group (Ministry and Pastoral Care)  
End of Life Working Group (Ministry and Pastoral Care)  
Pastoral Care Working Group (Ministry and Pastoral Care)  
Quaker Voice of Maryland Working Group (Peace and Social Concerns)  
Reparations Action Working Group (Ministry and Pastoral Care)  
Reproductive Justice Working Group (Peace and Social Concerns)  
Spiritual Formation Program Working Group (Ministry and Pastoral Care)  
STRIDE Working Group (Growing Diverse Leadership)  
Women's Retreat Working Group (Ministry and Pastoral Care)  
Working Group on Friends Action on Firearms (Peace and Social Concerns)  
Working Group on Palestinian Israeli Peace and Justice (Peace and Social Concerns)  
Working Group on Racism (Ministry and Pastoral Care)

Working Group on Right Relationship with Animals (Unity with Nature)  
Working Group on U. S. Militarism and War (Peace and Social Concerns)  
Working Group on Welcoming Trans and Nonbinary Friends (Advancement and Outreach)  
Youth Safety Policy Working Group (Trustees)

## VII. Affiliation with Friends General Conference, Friends United Meeting, and Friends World Committee for Consultation

Baltimore Yearly Meeting is affiliated with three larger bodies of Friends: Friends General Conference (FGC), Friends United Meeting (FGC), and Friends World Committee for Consultation (FWCC). Any member of Baltimore Yearly Meeting may be considered for appointment to the various agencies of each of these organizations. Appointments of the appropriate number of persons are made annually to serve three-year terms as members of the Central Committee of Friends General Conference and as representatives to Friends World Committee for Consultation Section of the Americas. Appointments of the appropriate number of representatives and alternates to Friends United Meeting are made every three years at the Yearly Meeting sessions immediately preceding the Friends United Meeting Triennial sessions. Appointments to such responsibilities are made by the Yearly Meeting, upon nomination by the Nominating Committee, in accordance with the procedures and requests of the respective bodies.

### Friends General Conference

Friends General Conference, established in 1900, is an association of 15 Yearly Meetings and 12 Monthly Meetings as of 2015. Its coordinating body is its Central Committee, to which member groups make appointments in proportion to the number of persons in their fellowship.

Central Committee members are expected to participate in one long weekend annually, and to serve on one of the program or administrative committees. This may involve several other meetings annually. In addition they are expected to communicate to Friends General Conference the needs and hopes of their parent bodies, and to interpret to their own groups the needs and programs of Friends General Conference.

All Friends are encouraged to attend the annual week-long Friends General Conference Gathering of Friends each summer. Information about FGC resources can be found on their website, [www.FGCQuaker.org](http://www.FGCQuaker.org). Details of the procedures of Friends General Conference can be found in the Friends General Conference Organizational Blue Book

available from Friends General Conference, 1216 Arch Street, 2B, Philadelphia Pennsylvania 19107.

## Friends United Meeting

Friends United Meeting was formed in 1902 as the Five Years Meeting of Friends, changing its name to Friends United Meeting in 1960. As of 2015, it is composed of 12 North American Yearly Meetings, and 22 Yearly Meetings from the Caribbean, East Africa, and the Middle East. It meets triennially and publishes a complete record of its proceedings. It has jurisdiction over matters delegated to it by the constituent Yearly Meetings. Friends United Meeting may provide Yearly Meetings with advice and counsel.

Each Yearly Meeting in Friends United Meeting is entitled to appoint five representatives to the Triennial Sessions, plus one additional representative for each 1,000 members or major fraction thereof. (According to FUM procedures, if an appointed representative does not attend the Triennial, those representatives present may select a replacement representative from those members of Baltimore Yearly Meeting attending the Triennial. This is to be reported to the Yearly Meeting in session.) Representatives form the Representative Body. Major matters and proposals are considered by the Representative Body and the plenary sessions. Routine procedural matters may be acted upon by the Representative Body and reported to the Plenary Session which reserves the right to approve, disapprove, or reconsider.

At the time representatives are nominated, each Yearly Meeting names one of its representatives to serve on the Triennial Nominating Committee and another to serve on the Triennial New Business Committee. Baltimore Yearly Meeting's representatives, including those persons named to the General Board, serve also for the three years following the Triennial sessions to which they were appointed as a support group for the relationship between Baltimore Yearly Meeting and Friends United Meeting.

Between Triennial Sessions, the General Board is the responsible body and legal representative of Friends United Meeting. Each Yearly Meeting makes appointments to the General Board during the year preceding the Triennial Sessions. The formula for determining the number of appointments is: membership of 3,000 or less, maximum of 2 appointees; 3,001 to 10,000, maximum of 3 appointees; 10,001 and over, maximum of

4 appointees. One of the General Board members is designated to serve on the General Board Nominating Committee.

The General Board has four regular administrative Committees: Executive Committee, Finance Committee, Nominating Committee, and Program Coordinating and Priorities Committee. The Nominating Committee of the General Board includes one appointee from each Yearly Meeting, designated by the Yearly Meeting, from among those who are its General Board representatives. The General Board also appoints from its members such program committees as are necessary to give continuity and support to the work of Friends United Meeting. Every member of the General Board serves on at least one of its committees.

Practice has been for each Yearly Meeting to name one representative to the Triennial Planning Committee for the upcoming Triennial.

Yearly Meetings contribute to a travel pool, administered by the General Board, to cover expenses of the designated number of representatives traveling to and from the Triennial sessions.

All Friends are encouraged to attend the Friends United Meeting Triennial sessions. Information about Friends United Meeting resources can be found on their website, [www.fum.org](http://www.fum.org).

Details of the procedures of Friends United Meeting can be found in the pamphlet, *Friends United Meeting Organization and Procedure*, 1996, available from Friends United Meeting, 101 Quaker Hill Drive, Richmond Indiana 47374.

## Friends World Committee for Consultation

Friends World Committee for Consultation, formed in 1937, is a worldwide association of Yearly Meetings and affiliated groups. It is a consultative body whose purpose is to provide links among Friends who may be separated by geography, culture, or practices that emphasize different aspects of Quakerism. It aims: to facilitate loving understanding of diversity among Friends; to discover together, with God's help, our common spiritual ground; and to facilitate full expression of Friends' testimonies in the world.

All Yearly Meetings and groups affiliated with FWCC worldwide meet together once every three years. In an effort to keep these gatherings to a workable size, attendance is restricted to Yearly Meeting representatives and other appointed delegates and observers. Representation of Yearly Meetings at the triennial sessions is based on a formula of two persons for any Yearly Meeting or group, three persons for Yearly Meetings with between 1,001 and 3,000 members, four representatives for Yearly Meetings with between 3,001 and 5,000 members, and one additional representative for each additional 5,000 members or fraction thereof. The Yearly Meeting's representatives are selected by the Interim Meeting from among the representatives to the Section of the Americas. Those attending the FWCC triennial sessions are encouraged to report to as many groups within the Yearly Meeting as possible.

Friends World Committee for Consultation is organized into four geographical sections. Baltimore Yearly Meeting is in the Section of the Americas, which covers the entire western hemisphere. The Section, in turn, is divided into smaller geographical regions, of which Baltimore Yearly Meeting is in the Southeastern region. Some activities of the Section of the Americas are the Quaker Youth Pilgrimage (in collaboration with the Europe and Middle East Section), Wider Quaker Fellowship, and Comité de los Amigos Latinamericanos (Committee of Latin American Friends). The principal function of the regions within the Section is to provide opportunities for as many Friends as possible within a particular geographical region to come to know Friends outside of their own Yearly Meeting.

Each Yearly Meeting in the Section appoints representatives to the Section based on a formula of four persons for the first 1,000 members of the Yearly Meeting and one for each additional 2,500 members or fraction thereof. Baltimore Yearly Meeting representatives are nominated by the Nominating Committee and appointed by the Yearly Meeting for terms of three years, not all representatives being appointed in the same year. As with other Yearly Meeting appointments, service as a representative will generally not exceed six consecutive years. The representatives are expected to be committed to openness and learning from Friends representing other traditions of worship, theology, and culture.

These representatives attend Sectional and regional meetings (usually an annual meeting for each) and are eligible to serve on the various committees of the Section. All



Friends are welcome at Sectional and regional meetings. The representatives help keep the Yearly Meeting informed about the activities of the organization.

## **VIII. Corporations Affiliated with Baltimore Yearly Meeting**

### **Friends House Retirement Community**

Friends House, Inc. and Friends Nursing Home, Inc. were merged into Friends House Retirement Community (“Friends House”) in July 2017. Friends House provides housing, health care services, and other services to persons 62 years of age or older. Friends House is governed by a self-appointed 14 to 19 member Board of Directors. At least 60 percent of the Directors must be members of the Religious Society of Friends.

Baltimore Yearly Meeting (BYM) is invited to nominate three persons to be approved by the Friends House Board of Directors. Beginning in 2017, BYM may nominate one person each year for a three-year, once renewable term. A renewed term counts as that year’s nomination. No more than three directors will be BYM nominees at any one time. BYM nominees will be named at the Spring Interim Meeting. If approved by the Friends House Board, the approved Director would begin their term the following September.

BYM will not consider current Friends House Board Directors for nomination in 2017, 2018, and 2019.

Directors attend regular meetings of the Board, participate in Board committees, and help keep the Yearly Meeting informed of the work of the Board in operating a Continuing Care Retirement Community (CCRC) in Sandy Spring, Maryland.

Friends House, Inc. and Friends House Nursing Home, Inc. were originally established in 1966 and 1968, respectively.

### **Friends Meeting School, Inc.**

Friends Meeting School, Inc., established in 1997, is governed by a Board of Trustees consisting of between 4 and 21 persons: two named by the Yearly Meeting for approval by the Friends Meeting School Board of Trustees, the remainder by the Board itself. The School is located in Ijamsville (Frederick County), Maryland. Trustees must be at least 21

years of age. Terms normally begin on July 1 and run for three years. No Trustee may serve more than three consecutive terms.

The Board of Trustees meets once a month, normally on Sunday afternoon. Each member of the Board is expected to participate on a Board committee. Representatives of Baltimore Yearly Meeting serving on the Board are expected to keep Baltimore Yearly Meeting informed about the programs and spiritual condition of the school, including submitting an annual written report.

Friends Meeting School was formerly under the spiritual care of Seneca Valley Preparative Meeting and in 2009 also came under the spiritual care of Baltimore Yearly Meeting. Seneca Valley Preparative Meeting was laid down in 2013. The “spiritual care of Friends Meeting School” involves everyone associated with the school—including all of Baltimore Yearly Meeting, the teachers, staff, parents, alumni, and even the students themselves—caring for the school in the same manner as Isaac Pennington defined a Friends community nearly 350 years ago: “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” (1667).

## Miles White Beneficial Society of Baltimore City

The Miles White Beneficial Society (MWBS) of Baltimore City was founded and incorporated in 1874 to administer a testamentary trust under the will of Miles White, a member of the meeting in Baltimore Yearly Meeting of Friends (Orthodox) currently named Baltimore Monthly Meeting, Homewood. The MWBS awards scholarships to college students, grants to Quaker schools and other organizations with connections to the Quaker community, and grants to charitable organizations in the greater Baltimore area. Upon the consolidation of the two Baltimore Yearly Meetings in 1968, oversight of the MWBS passed to the Yearly Meeting. In 2011, the Yearly Meeting agreed that the MWBS should become a “supporting organization” for the Yearly Meeting, and the Yearly Meeting has since then appointed or reappointed the trustees of the MWBS.

The trust is administered by the trustees of the Society, and the organization annually makes a written report to the Baltimore Yearly Meeting. There are seven to ten trustees, nominated by the Nominating Committee and appointed by the Yearly

Meeting, during its Annual Session, to serve a three-year term which commences after the Miles White Beneficial Society’s annual meeting in October. Appointees may serve three consecutive three-year terms. Trustees typically meet monthly.

## Rolling Ridge Foundation, Inc, d/b/a Rolling Ridge Conservancy

### Board representation

Rolling Ridge Foundation, Inc., d/b/a Rolling Ridge Conservancy (RRC) is governed by an all-volunteer Board of Trustees comprised of a combination of Lease Trustees and At-Large Trustees. Each of the three Lessee organizations and RRC appoint the same number of trustees, numbering from a minimum of two to a maximum of four each. Presently each entity appoints three trustees to the RRC Board of Trustees.

### BYM Appointees to the RRC Board of Trustees

The term of each BYM Board member runs from the end of Annual Session for three years to the end of the third year's Annual Session, renewable for a second term of three years. In 2024, the first term of one present BYM RRC Trustee will end with the end of BYM's 2024 Annual Session. The term of a second initial BYM RRC Board member will end at the end of BYM's 2025 Annual Session and after that, it is expected that the term of one BYM RRC Trustee will end each year. BYM’s Trustees and members of its Camping Program Committee and Camp Property Management Committee will recommend board candidates to BYM Nominating Committee. Nominating Committee will then include the nominee in nominations made at annual session or at the next opportunity.

## **IX. Representatives to Other Organizations**

Representatives to organizations not part of the Yearly Meeting but to which the Yearly Meeting regularly nominates, appoints, or sends representatives, are nominated by the Nominating Committee and appointed by the Yearly Meeting in accordance with the procedures of the organizations to which they are named.

### **American Friends Service Committee**

The American Friends Service Committee (AFSC) carries out service, development, social justice, and peace programs throughout the world. It was founded by Quakers in 1917 to provide conscientious objectors with an opportunity to aid civilian war victims. Attracting the support and partnership of people of many races, religions, and cultures, AFSC's work is based on the Quaker belief in the worth of every person and faith in the power of love to overcome violence and injustice.

AFSC is directed by the American Friends Service Committee Corporation, through a Board of Directors elected by the Corporation from among its members. Corporation members all must be members of the Religious Society of Friends.

Baltimore Yearly Meeting may appoint five persons to the Corporation. These persons, nominated by the Nominating Committee and appointed by the Yearly Meeting in staggered three-year terms, are expected to participate in the annual meeting of the Corporation, usually held in Philadelphia.

These representatives are selected from those interested in projects of the American Friends Service Committee. They attempt to interest other persons in contributing to, working for, and being concerned about the American Friends Service Committee.

### **Friends Committee on National Legislation**

The Friends Committee on National Legislation (FCNL) is a public interest lobby founded in 1943 by members of the Religious Society of Friends. FCNL seeks to bring the concerns, experiences, and testimonies of Friends to bear on policy decisions in the nation's capital. People of many religious backgrounds participate in this work. FCNL's

staff and volunteers work with a nationwide network of thousands to advocate social and economic justice, peace, and good government.

FCNL is governed by a General Committee of 240 Friends, two-thirds of whom are appointed by 26 of the U.S. Yearly Meetings and seven national Friends organizations; the other third is appointed by the General Committee itself. All members of the General Committee must be members of the Religious Society of Friends and U. S. citizens. The General Committee meets each November to conduct business that includes establishing legislative policy and priorities. Between these Annual Meetings an Executive Committee and several other Committees guide the program and administration of FCNL. Further information is available at the FCNL website, [fcnl.org](http://fcnl.org).

The six Baltimore Yearly Meeting representatives to the FCNL are nominated by the Nominating Committee and appointed by the Yearly Meeting, two each year for three-year terms.

These representatives are selected from those interested in the work of the Friends Committee on National Legislation and are expected to participate in its meetings. They attempt to educate other persons concerning the purposes of the Friends Committee on National Legislation in the area of civic action in matters of concern to Friends and to interest others in contributing to and working for this organization.

Friends Committee on National Legislation Education Fund (FCNLEF) assumed responsibility for the governance and management of William Penn House on September 1, 2019. William Penn House will remain a separate 501(c)(3) charitable organization, but Yearly Meetings no longer appoint representatives to the consultative committee. When the building re-opens after renovation, the house will strengthen and expand the Quaker presence on Capitol Hill by providing accommodation in four dormitory rooms and three private bedrooms, as well as daytime rentals of the conference room accommodating 30 people. For more information, e-mail [wph@fcnl.org](mailto:wph@fcnl.org). In 2021, the William Penn House was renamed Friends Place on Capitol Hill.

Friends Place on Capitol Hill is an independent 501(c)(3) charitable nonprofit subsidiary of the FCNL Education Fund and affiliated with Friends Committee on National Legislation. These are Quaker nonprofit

and nonpartisan organizations working together to advance peace, justice, and environmental stewardship.

## Friends Peace Teams

Friends Peace Teams, Inc. (FPT), is a not-for-profit corporation initiated in 1995 by Friends from several U.S. Yearly Meetings. It seeks to promote social welfare, peace-building, healing, and reconciliation through its work to develop long-term relationships with communities in conflict around the world.

FPT activities overall are conducted under the auspices of the FPT Council, a governing board of representatives appointed by Friends Yearly Meetings and other interested members appointed at large. For more information on FPT staffing and peace work initiatives around the world, see their website, [www.FriendsPeaceTeams.org](http://www.FriendsPeaceTeams.org). The Council meets annually at one in-person business meeting (called “Face to Face”) and monthly by phone and internet.

Baltimore Yearly Meeting may appoint one representative and one alternate to the FPT Council, each for three-year terms, upon nomination by the Nominating Committee and appointment by the Yearly Meeting.

## Friends Wilderness Center

The Friends Wilderness Center provides a place for meditation and spiritual nourishment in a rustic environment within Rolling Ridge Foundation property in Jefferson County, West Virginia. Its mission includes preserving this natural sanctuary and hosting a variety of events. The Board of Directors consists of six to fifteen members, a majority of whom must be members of the Society of Friends. Unity with Nature recommends to Nominating Committee one person for a three-year, once renewable, appointment by the Yearly Meeting, to serve on the Board of Directors.

## Interfaith Action for Human Rights

Interfaith Action for Human Rights (IAHR) is composed of persons in Maryland, Virginia, and Washington, D.C., for the purpose of educating, advocating, and lobbying to end human rights abuses within their states. There is action towards eliminating solitary confinement, as well as improving prison conditions and supporting those affected. Quakers are involved at all levels.

Baltimore Yearly Meeting suggests a person to serve on the board of directors for a three year term, not to exceed two terms. Persons suggested by Baltimore Yearly Meeting are then interviewed by the board of directors, and nominated to serve. Board members are expected to participate in a committee, attend monthly board meetings, and support IAHR financially.

## Prisoner Visitation and Support

Prisoner Visitation and Support is an interfaith visitation program that is authorized to visit all federal and military prisons in the U.S. Its visitors are volunteers who meet monthly with prisoners who have requested visits. Priority is given to those who are in solitary confinement, are on death row, are serving long sentences, or who do not receive other visits. The organization is nonprofit and separate from official prison structures.

The Peace and Social Concerns Committee recommends to Nominating Committee, as appropriate, one person to be approved by the Board of Directors of Prisoner Visitation and Support for a three-year, once renewable term. The Board meets in Philadelphia two or three times a year.

## Quaker Earthcare Witness

The Quaker Earthcare Witness is an organization of North American Quakers seeking ways to integrate their concern for the environment with Friends' long-standing testimonies for simplicity, peace, and equality. It has a policy-making Steering Committee to which Yearly Meetings name representatives.



The Unity with Nature Committee suggests names, as appropriate, to the Nominating Committee for appointment by the Yearly Meeting of a representative and an alternate representative for a three-year, once renewable appointment to the Steering Committee of Quaker Earthcare Witness.

## Quaker House, Fayetteville, North Carolina

Established in 1969, Quaker House is an incorporated organization with representatives appointed by three yearly meetings and about a dozen Monthly Meetings. It provides assistance to military personnel, their families, and those contemplating military service. Quaker House offers information about service-related issues that may involve conscience or unfair treatment, as well as free counseling about domestic violence and sexual assault within the military. They also provide education about topics such as torture and moral injury, and work to promote peace and build relationships between the military and the public. As appropriate, Peace and Social Concerns Committee recommends to Nominating one person for a three-year term, once renewable, for appointment by the Yearly Meeting, to serve on the Board of Directors of Quaker House. The board meets approximately eight times annually, including at least once or twice in person (usually in North Carolina) with a hybrid option.

## Quaker Religious Education Collaborative

Quaker Religious Education Collaborative (QREC) is a network of Quakers from all branches of the Religious Society of Friends, who share a commitment to support Quaker faith development across all ages. QREC began in 2015 and since that time both the number of participants and initiatives continue to expand. Currently they offer online conversations, a searchable database of resources, and a partnership to preserve Quaker history in Africa. To learn more about QREC and access their resources, visit their website: <https://www.quakers4re.org/> BYM appoints one representative to QREC for a term of three years and provides financial support.

## Right Sharing of World Resources

Right Sharing of World Resources (RSWR) is a Quaker non-profit organized to address the burdens of materialism and poverty, and celebrate the practice of stewardship of

resources. They cultivate partnerships with marginalized women in several developing countries and make small grants to help improve their communities in a sustainable and self-determined way. RSWR is currently working with organizations in Kenya, India, and Sierra Leone. It is governed by a Board of Trustees.

BYM appoints one person to serve a three year term as a liaison between RSWR and Baltimore Yearly Meeting. Baltimore Yearly Meeting may appoint one person as representative and one alternate to the National Consultative Committee for a term of three years. Nominations are made by the Nominating Committee and approved by the Yearly Meeting in session.

## **X. Changes in the Manual of Procedure**

Changes in the Manual of Procedure may be initiated by Interim Meeting or by any member or any committee of the Yearly Meeting. Ideally, the proposal is first presented in writing to the Interim Meeting. The Interim Meeting will consider the proposal at its next meeting. If considered appropriate as presented or revised, the proposal will be forwarded to the Yearly Meeting at its next session, except that changes presented by the Manual of Procedure Committee implementing a policy adopted at the last Annual Session do not have to be forwarded. Where substantive changes have been made (that is, changes that alter the meaning of the Manual, for example, adding a new committee or laying down an existing one), the changes are forwarded. The Yearly Meeting in session receives proposed changes and may approve, reject, postpone, or return the proposed change to the Interim Meeting for further consideration. In any case, a written report of the action of the Interim Meeting is to be sent to those initiating the item, who may then, if so led, take the matter directly to a Yearly Meeting session.

The Manual of Procedure Committee incorporates into the Manual changes in procedure adopted by the Yearly Meeting and recommends changes in procedure deemed useful to the Yearly Meeting. When proposing changes, Yearly Meeting members or committees may find it helpful to work with the Manual of Procedure Committee. In the interest of accuracy and clarity, the Manual of Procedure Committee may copy-edit the Manual of Procedure. The Manual of Procedure Committee is not responsible for making changes to entries appendices.

# XI. Appendices

## Appendix A: Articles Of Consolidation

Baltimore Yearly Meeting of Friends, Stony Run Baltimore Yearly Meeting of Friends (Orthodox)

First: Baltimore Yearly Meeting of Friends, Stony Run, and Baltimore Yearly Meeting of Friends (Orthodox) agree that such corporations shall consolidate and thereby form a new corporation. The terms and conditions of the consolidation and the mode of carrying the same into effect are hereby set forth in these Articles of Consolidation.

Second: The new corporation shall be formed under the laws of the State of Maryland

Third: The consolidating corporations are Baltimore Yearly Meeting of Friends, Stony Run, and Baltimore Yearly Meeting of Friends (Orthodox) both of which are corporations organized and existing under the laws of the State of Maryland.

Fourth: The matters and facts required to be stated in Articles of Incorporation other than provisions with respect to incorporators are:

The name of the corporation is: Baltimore Yearly Meeting of the Religious Society of Friends.

2. Baltimore Yearly Meeting of the Religious Society of Friends is composed of the members of Monthly Meetings formerly affiliated with Baltimore Yearly Meeting of Friends, Stony Run, and Baltimore Yearly Meeting (Orthodox) (sometimes through intermediate bodies such as Quarterly Meetings) together with all those persons who may hereafter become members thereof, located in Maryland, Pennsylvania, Virginia, the District of Columbia and other adjacent areas.

The purposes for which the corporation is formed are:

To continue without interruption the work of Baltimore Yearly Meeting of Friends, Stony Run, and Baltimore Yearly Meeting of Friends (Orthodox) and to have all their powers, duties, and obligations.

To promote the religious interests and welfare of its members and its constituent Monthly Meetings, together with the boards, committees, institutions and instrumentalities affiliated with the Religious Society of Friends, as well as to maintain

relations with other religious fellowships to the end that mutual understanding and cooperation may be advanced.

To acquire by purchase, gift, devise, bequest, or otherwise, and to own, invest, reinvest, or dispose of property, both real and personal, for such religious, educational, philanthropic and other related work as the Yearly Meeting may undertake; to purchase, own, receive, sell, assign, care for, rent, lease, mortgage, or otherwise encumber, sell, assign, transfer and convey such property for the general purposes of the Yearly Meeting; to receive and hold in trust both real and personal property for Monthly or Quarterly Meetings, boards, institutions and instrumentalities of the Religious Society of Friends, or agencies affiliated with the Religious Society of Friends and to invest and reinvest the same; and to make any contracts for promoting the objects and purposes of the Yearly Meeting.

In general to exercise any, all and every power which has heretofore been exercised by Baltimore Yearly Meeting of Friends, Stony Run, and by Baltimore Yearly Meeting of Friends (Orthodox) and which any non-profit religious and charitable corporation can be authorized to exercise, but no other power.

The post office address of the principal office of the corporation in Maryland is 5116 North Charles Street, Baltimore, Maryland 21210. The name of the Resident Agent of the corporation in Maryland is Theodore H. Mattheiss and the post office address of the Resident Agent is 5116 North Charles Street, Baltimore, Maryland 21210. Said Resident Agent is a citizen of the State of Maryland and actually resides therein.

The membership of the corporation entitled to participate in its activities and meetings shall consist of the members of the Monthly Meeting congregations affiliated with the Yearly Meeting.

6. The number of the Trustees of the corporation shall be nine (9), which number may be increased or decreased pursuant to a "Manual of Procedure for Baltimore Yearly Meeting of the Religious Society of Friends," but shall never be less than four (4). The names of the Trustees who shall act initially until their successors are chosen and qualify are: James D. Peacock, William J. Evans, F. Hooper Bond.

The Yearly Meeting shall not be authorized to issue capital stock.

The duration of the corporation shall be perpetual.

Fifth: (A) The principal offices of Baltimore Yearly Meeting of Friends, Stony Run, and Baltimore Yearly Meeting of Friends (Orthodox) are both located in the City of Baltimore, State of Maryland.

(B) Baltimore Yearly Meeting of Friends, Stony Run, owns real property in Frederick County and Cecil County in the State of Maryland, the title to which could be affected by the recording of an instrument among the land record.

(C) Baltimore Yearly Meeting of Friends (Orthodox) owns no real property in the State of Maryland, title to which could be affected by the recording of an instrument among the land records.

Sixth: These Articles of Consolidation were advised by the Executive Committee of Baltimore Yearly Meeting of Friends, Stony Run, and by the Executive Council of Baltimore Yearly Meeting of Friends (Orthodox) on April 1, 1967 by the adoption of a Minute declaring that the proposed consolidation provided herein was advisable substantially upon the terms and provisions set forth in these Articles of Consolidation and directing that the proposed Articles of Consolidation be submitted for action thereon at the regular annual sessions of the respective Yearly Meetings. Thereafter these Articles of Consolidation were approved by the respective regular annual sessions of the Baltimore Yearly Meeting of Friends, Stony Run, and Baltimore Yearly Meeting of Friends (Orthodox) according to the manner of Friends, without dissent, at said sessions both of which were held on Saturday, August 5th, at 2:00 P.M. as provided by the Laws of Maryland and the Charters of the respective corporations.

Seventh: Both Baltimore Yearly Meeting of Friends, Stony Run, and Baltimore Yearly Meeting of Friends (Orthodox) agree to execute, deliver and file any and all instruments or documents necessary or appropriate to accomplish the objective above stated.

IN WITNESS WHEREOF, Baltimore Yearly Meeting of Friends, Stony Run, and Baltimore Yearly Meeting of Friends (Orthodox) have caused these Articles of Consolidation to be signed in their respective corporate names and on their behalf by their respective officers and their respective corporate seals to be hereunto affixed and attested as of this fifth day of August, 1967. Attest: BALTIMORE YEARLY MEETING OF FRIENDS, STONY RUN

Mary S. Farquhar Harry S. Scott, Jr.

Recording Clerk Presiding

Attest: BALTIMORE YEARLY MEETING OF FRIENDS (ORTHODOX)

Lucy G. Wellons Alfred H. Mikesell

Recording Clerk Acting Alternate Presiding Clerk

## Revisions to the Articles of Consolidation

Approved by Baltimore Yearly Meeting Representative Meeting, October 28, 1995 (R95-57) Recorded: Department of Assessments and Taxation of the State of Maryland, December 4, 1995

### Fourth:

2. "Baltimore Yearly Meeting of the Religious Society of Friends is composed of the members of Monthly Meetings located in Maryland, Pennsylvania, Virginia, the District of Columbia and other adjacent areas formerly affiliated with Baltimore Yearly Meeting of Friends, Stony Run, and Baltimore Yearly Meeting (Orthodox), together with all those persons who may hereafter become members of existing or newly created Monthly Meetings."

3. (B) First sentence. "The corporation is organized exclusively to promote the religious, charitable, and educational interests of its members and its constituent Monthly Meetings, together with the boards, committees, institutions and instrumentalities affiliated with the Religious Society of Friends."

Sentence added: "For the above purposes the corporation may make distributions to organizations under Section 501(c)(3) of the Internal Revenue Code (or the corresponding section of any future Federal tax code)."

(C) First sentence. "To acquire by purchase, gift, devise, bequest, or otherwise, and to own, invest, reinvest, or dispose of property, both real and personal, for religious, charitable and educational purposes and other related work as the Yearly Meeting may undertake:..."

(D) Second sentence added. "Notwithstanding any other provision of these articles, the corporation shall not carry on any activity not permitted to be carried on (a) by a corporation exempt from Federal income tax under Section 501 (c)(3) of the Internal Revenue Code (or corresponding section of any future Federal tax code) or by a corporation, contributions to which are deductible under Section 170(c)(2) of the Internal Revenue Code (or corresponding section of any future Federal tax code)."

4. First and second sentences. "The post office address of the principal office of the corporation in Maryland is 17100 Quaker Lane, Sandy Spring, Maryland 20860. The name of the Resident Agent of the corporation in Maryland is Frank Massey and the post office address of the Resident Agent is 17100 Quaker Lane, Sandy Spring, Maryland 20860." [NOTE: The present Resident Agent is Karen A. Treber and the post office address of the Resident Agent is 240 Armstrong Avenue, Frostburg, Maryland 21532.]

6. Third and fourth sentences added. "Each Trustee shall be a member of a Monthly Meeting which is constituent of the Baltimore Yearly Meeting. The trustee shall be appointed at the annual meeting of the Baltimore Yearly Meeting, usually held in August of each year, for a term as designated in the Manual of Procedure of the Baltimore Yearly Meeting."

8. Second sentence added. "However, should the corporation be dissolved the assets shall be distributed for one or more exempt purposes within the meaning of Section 501(c)(3) of the Internal Revenue Code, or corresponding section of any future tax code, or shall be distributed to the Federal government, or to a state or local government for a public purpose."

9. New paragraph added. "9. No part of the net earnings of the corporation shall inure to the benefit of, or be distributable to its members, trustees, directors, officers or other private persons, except that the corporation shall be authorized and empowered to pay reasonable compensation for services rendered and to make payments and distributions in furtherance of Section 501(c)(3) purposes. No substantial part of the activities of the corporation shall be the carrying on of propaganda, or otherwise attempting to influence legislation, and the corporation shall not participate in, or intervene in (including the publishing and issuing of statements) any political campaign on behalf of, or in opposition to, any candidate for public office."

#### Revision to the Articles of Consolidation

Recorded with the State of Maryland: September 5, 1996 Fourth: 1. "The name of the Corporation is: Baltimore Yearly Meeting of the Religious Society of Friends, Inc."



## Appendix B: 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 wrongful 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.

## Appendix C: 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. Further, all Friends are expected to act in the best interest of Baltimore Yearly Meeting when fulfilling their duties as staff members or as volunteers.

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, an entity associated with 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, associated entity, 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, associated entity, or relative has a significant ownership in a firm with which BYM does business, but also when a Friend, associated business, or relative receives any kickback, bribe, substantial gift, or special consideration as a result of any transaction or business dealings involving BYM.

The intent of this policy is to uphold the high standards of transparency and integrity that BYM always has expected of Friends. Nevertheless, the policy should be interpreted

with a standard of reasonableness. Thus, failure to disclose conflicts involving very small amounts of money or failure to make formal disclosure of relationships that are well known to all parties involved will not be deemed to be violations of this policy.

## Appendix D: Youth Safety Policy

Originally Approved October 17, 2009

*Updated June 15, 2013; March 17, 2018; January 2026*

The updated Youth Safety Policy was under final revision at time of publication. Please see the BYM website or 2026 Yearbook for the current BYM Youth Safety Policy.

# Appendix E: Guidelines for Embracing the Ministry of Friends

Approved October 19, 2013

## Background

These guidelines offer information to Friends who may ask to have a ministry embraced by their Monthly Meeting and/or Baltimore Yearly Meeting (BYM). A summary of the steps to be followed appears at the end of this section.

The term “embracing” is defined as “taking or receiving gladly or eagerly.” In these guidelines “embraced” and/or “embracing” mean affirmation and support provided by BYM to Friends; and, as a “minister” is defined as a “servant,” “ministry” may be defined as “service.”

The Committee on Nurture and Recognition of Ministry (CNRM) chose the term “embraced” at the March 1999 Representative Meeting, and was reaffirmed in a retreat for members of CNRM and the BYM Ministry and Counsel Committee, who met on May 20, 2000 to revise these guidelines.

“Embraced” was selected for its positive connotations. The Committees also felt the term “embraced” is less likely to be misinterpreted, as such terms as “affirmed,” “recorded,” and “recognized” that have a history of use by Friends in other contexts might be. Beyond the immediate condition of having one’s specific ministry embraced for a specific period, the term “embraced ministry” confers no special or lasting status.

In 2001, the Committee on Nurture and Recognition of Ministry was merged with the Ministry and Counsel Committee to form the Ministry and Pastoral Care Committee (M&PC). In October 2011, M&PC affirmed this understanding of embraced ministry. In 2013 these guidelines were updated.

## Key role of Monthly Meetings

Friends seeking to have their ministry embraced should begin with individual discernment, by asking their Monthly Meetings for assistance in describing and understanding their ministry.

Some Monthly Meetings have undertaken to release Friends for particular ministries by providing financial and other support for that ministry. “Released” has traditionally meant, “to be released from external concerns to concentrate on the specifics of the work of the ministry.” Examples of support may include providing housing, transportation, or funds to release a Friend from the need to earn all or part of their support while undertaking a ministry.

## Embraced ministry

1. Friends may seek to have their ministry embraced by BYM. Being so embraced means BYM, at its Annual Session or Interim Meeting:
2. Has prayerfully studied and considered the ministry.
3. Unites with the ministry and feels that it is led by the Spirit.
4. Undertakes to provide care and spiritual accountability through M&PC.
5. Undertakes to endorse travel minutes, if needed.
6. Undertakes to facilitate awareness of the embraced ministry by making known the Yearly Meeting’s affirmation of the ministry as Spirit-guided work.

BYM’s act of embracing a particular ministry carries with it no expectation the ministry will be supported financially by BYM. However, if the ministry is embraced, it will be considered a program of BYM, under the care of a standing committee (either M&PC or its designated Sponsoring Committee).

Monthly Meetings may have their own guidelines for embracing the ministry of Friends or for releasing Friends to follow a leading. The guidelines and process expressed here specifically addresses ministries seeking to be embraced by BYM.

## Nature of the ministry to be embraced

Ministries can involve gifts of speaking, teaching, discerning God’s word, or service, such as healing or peacemaking. If rightly led and ordered, these gifts have as their wellspring God’s Spirit. The test for an embraced ministry is whether a Monthly Meeting and/or BYM concur it is rightly ordered and can unite with it.

The Religious Society of Friends has been described as a “priesthood of all believers” from which the laity, not the ministers, have been eliminated. Among Friends, each and every Friend is called to exercise appropriate ministry. Friends have a long history of discerning and supporting individuals’ ministries.

These guidelines speak to a covenant made with God, and clarified through individual and corporate discernment. At the heart of the covenant is the experience of being called forth to perform God’s service, and responding to this call with faith, love, and truth. Prayerful consideration, including both individual and corporate discernment, is required to test whether an individual is rightly led.

## Discerning and embracing a ministry—overview

The process of discerning, seasoning, and embracing a ministry may be considered as a sequence of distinct steps. The process includes:

1. Individual discernment.
2. Corporate discernment: the clearness process.
3. The role of BYM and its committees.
4. Sponsoring Committee.
5. Working Support Committee.

## Individual discernment

A Friend’s ministry begins with a leading. Friends are urged to study examples of leadings and how they have been tested, from the writings of Friends such as John Woolman and Lucretia Mott. A Friend must seek the still, quiet center and see what the Spirit teaches, and then assess whether and how these actions are in accord with Scripture and the testimonies of Friends.

If the sense of being led to a ministry persists, a Friend may further test the leading through corporate discernment.

### Corporate discernment: the clearness process

Corporate discernment regarding a leading or ministry begins when a Friend asks for a Clearness Committee from his or her Monthly Meeting.

The Clearness Committee explores with the Friend what he or she feels called to do, probing to ascertain the spiritual roots of the leading, its depth and clarity, and whether there are considerations that might weigh against pursuing it. Clearness Committee questions might focus on:

- 1) The nature of the Friend's gift.
- 2) The Friend's understanding of what he or she is called to do.
- 3) How the leading fits with Friends testimonies, values, and practices.
- 4) Resources available to the Friend.
- 5) Resources needed to carry out the leading.
- 6) The amount of support likely to be available from the Monthly Meeting, other organizations, host communities, and/or interested individuals.

Historically, the clearness process has often taken years. It is important to take all the time necessary to discern clearly whether the Friend is ready to move forward with the proposed ministry, or whether further seasoning is needed.

If the Clearness Committee feels that the ministry merits the support of the Monthly Meeting, the Committee should bring its recommendation to a meeting for worship with concern for business and ask the Monthly Meeting to embrace the Friend's ministry and to minute its support of it. If the Clearness Committee and the Monthly Meeting discern that the ministry will involve the interests of BYM, or is important enough to merit consideration by BYM, the Monthly Meeting should forward this minute of support to BYM, asking the ministry be embraced by BYM.

Whether the ministry is supported within the Monthly Meeting, or embraced by BYM, the Monthly Meeting will take responsibility for receiving donations and disbursing funds needed to support the embraced ministry financially. This responsibility may be delegated to another organization, as appropriate.



If a ministry is embraced by BYM, all fund-raising activity within BYM must be coordinated with BYM's Development Committee. The Monthly Meeting should prayerfully consider whether it has the capacity to manage the administration of these financial matters.

## The role of BYM and its committees

When a Monthly Meeting asks BYM to embrace the ministry of a particular Friend, BYM should take the following steps:

- 1) Refer the Monthly Meeting's request to M&PC.
- 2) M&PC should ascertain how the proposed ministry expresses Quaker values, practices, or beliefs, and how it relates to the work of BYM.
- 3) M&PC should determine whether the scope and nature of the ministry's work truly justify embracing the ministry at the Yearly Meeting level.
- 4) M&PC should decide whether to take responsibility for supporting the embraced ministry or to ask another BYM standing committee to do so.
- 5) The appropriate BYM committee presents a minute to BYM asking it to embrace the ministry.
- 6) If the minute is approved, either M&PC or another BYM committee will convene (nominate) two committees to support the embraced ministry:
  - a) a Sponsoring Committee and
  - b) a Working Support Committee

## Sponsoring Committee

M&PC will normally serve as the Sponsoring Committee, given its primary responsibility for ministry. When deemed appropriate, however, another BYM committee may serve as the Sponsoring Committee. To assure accountability to BYM the Sponsoring Committee will bring a minute to Annual Session or Interim Meeting asking BYM to embrace the proposed ministry. If the minute is approved, the Sponsoring Committee will also:

- 1) Ensure the ministry is carried out in good order, in accord with Friends testimonies and practices.
- 2) Assure compliance with general standards of satisfactory financial management, including relevant insurance and tax matters.
- 3) Verify the resources supporting the ministry are well-used and accounted for.

- 4) Review and present travel minutes to BYM for endorsement.
- 5) Meet with the Friend and members of the Working Support Committee often enough to maintain good communication.
- 6) Receive and review periodic reports submitted by the Working Support Committee.
- 7) Bring recommendations for major changes in the ministry to BYM for approval.

## Working Support Committee

The Sponsoring Committee names three to six Friends to a Working Support Committee, whose purpose is to assist an embraced Friend in carrying forward their ministry. These Friends ought to have relevant experience, spiritual depth, and a leading to support the proposed ministry. Members of the Working Support Committee customarily serve three- year terms. During their term of service they will:

- 1) Encourage the embraced Friend to maintain a daily spiritual practice.
- 2) Help the Friend with discernment and use of his or her leading, skills, and judgment.
- 3) Work to develop needed resources, including identifying possible contributors, helping with mailings and letter writing, and making personal solicitations, consistent with Friends' testimonies and practices.
- 4) Engage with other organizations, host communities, or individuals to explore their understanding and expectations about the work being undertaken, recognizing that in some cases the embraced ministry of Friends will place them within other accountability structures that will of necessity take supervisory precedence.
- 5) Help the Friend in handling adversity.
- 6) Serve as traveling companions to the embraced Friend whenever possible.
- 7) Identify others with similar leadings.
- 8) Report annually or more frequently on program progress. Reports should be forwarded to the Sponsoring committee and the Monthly Meeting.
- 9) Discern when it may be appropriate to lay down the embraced ministry, or discontinue BYM's embrace of it, and discuss with the Sponsoring Committee.

The Working Support Committee may call on the Sponsoring Committee for counsel and assistance in the face of any difficulty experienced with the program.

## Steps to be taken by BYM Friends considering an “embraced ministry.”

- 1) Pray for greater clarity regarding your ministry.
- 2) Read and prayerfully consider the resources available to you.
- 3) If your Monthly Meeting is unsure how to proceed, ask for assistance from BYM’s M&PC.
- 4) Ask your Monthly Meeting to convene a Clearness Committee to help in the discernment of your ministry and its spiritual foundation.
- 5) Meet with your Clearness Committee to explore your ministry and consider the resources it might require.
- 6) If your Clearness Committee unites with your ministry, it should bring a recommendation to its meeting for business asking that the Monthly Meeting:
  - a) Minute its support of your ministry, including in the minute a description of the work you are led to do.
  - b) Appoint a support committee to help you plan and do the work.
  - c) If your ministry involves travel among Friends, provide you with a travel minute describing your relationship to the meeting and the nature of your ministry.
- 7) If the Monthly Meeting agrees to take these steps, explore with your support committee the organizational and financial requirements of the work you are led to do.
- 8) If necessary, with the help of your support committee, reach out to individuals and organizations outside the Monthly Meeting whose help is needed to undertake the work you are led to do. Make sure they understand your ministry, as well as the testimonies and practices of Friends.
- 9) With the help of your support committee assess realistically the resources needed to carry out your ministry and resources available from your meeting. Identify and access additional resources as needed.
- 10) If your ministry or its impact extends well beyond the boundaries of your Monthly Meeting, your support committee may recommend to the Monthly Meeting that it ask BYM to embrace the ministry.
- 11) If the Monthly Meeting agrees BYM should be asked to embrace your ministry, it will send a request to BYM and the request will be referred to BYM’s M&PC.
- 12) M&PC will explore whether it would be appropriate for BYM to embrace your ministry. M&PC may ask you to provide a full explanation of your ministry, the names of

other persons or groups who may participate in it, cost estimates, and a copy of any of your travel minutes.

13) If it decides to recommend BYM embrace your ministry, M&PC Committee will decide which BYM committee will serve as a Sponsoring Committee for it.

14) The Sponsoring Committee is responsible for recommending to BYM that your ministry be embraced by BYM.

15) The Sponsoring Committee confers with you and your Monthly Meeting to identify Friends to serve on a Working Support Committee.

16) Meet frequently with the Working Support Committee and provide an annual report to the Sponsoring Committee.

17) Continue your spiritual practices and prayerful discernment.

18) As you may feel led, be prepared to discuss with your Working Support Committee when it would be appropriate to transform or lay down the ministry.

19) Share the fruits of your experience with your ministry with other Friends.

# Appendix F: Grants Application and Management Policy

Approved at Tenth Month 11th 2014 Interim Meeting

Baltimore Yearly Meeting nourishes Friends' ways of worship and service and supports and upholds Quaker values. It offers its constituent Monthly Meetings a wide range of services and support through its programs. To accomplish this, the Yearly Meeting relies on the financial resources provided through the apportionment process, through gifts from individuals and Monthly Meetings and through fees from its programs and activities. Where appropriate, it also seeks grants from outside sources, both Quaker and non-Quaker, whose mission and values are aligned with Baltimore Yearly Meeting. The Development Program is charged with oversight of all funding requests made to foundations and other outside organizations. This grants policy details the research, application, approval and acceptance, and management policies to be followed with regard to any such grants.

(NOTE: For grants awarded by BYM, see Educational Grants Committee and Sue Thomas Turner Quaker Education Fund Committee.)

## Overview

The use of grants to fund BYM programs or activities may be considered as a sequence of distinct phases:

Grant Research. When and how is it appropriate to seek a grant for a program or activity? This section of the policy identifies issues for discernment.

Grant Application. When it discerns that grant funding is appropriate, a BYM standing committee (referred to herein as a program committee) prepares a grant application based, in part, on the response to a series of considerations, with assistance from the Development Program.

Grant Approval and Acceptance. This is a quality assurance phase designed to ensure that BYM submits complete, high-quality grant applications and can comply with the terms and conditions of grant awards. The Development Program reviews each grant application. After the Development Director and General Secretary approve the application, it is submitted to the granting organization. If the grant is awarded, the

Development Director reviews the final terms and conditions with others as appropriate before the General Secretary accepts the award on behalf of BYM.

BYM Consultation Process. This process draws on the knowledge and experience of bodies of the Yearly Meeting that have responsibilities related to a grant.

Grant Management. The program committee and staff and volunteers identified in the grant application carry out the program or activity, with assistance from other BYM staff, as appropriate.

### Grant Research

The Development Program is responsible for seeing that assistance is available to Yearly Meeting grant seekers as needed and, along with the General Secretary and possibly others, for determining the appropriateness of grant sources. All parties must be responsive to the time sensitivities of any grant processes.

- The Development Program maintains a grantor criteria document and a list of previous grantors to BYM. Grantors must have priorities and policies that are in harmony with BYM Faith and Practice.
- The Development Director identifies grants resources that could be helpful for the Yearly Meeting and serves as a resource to BYM on these issues.
- From time to time the Director may make recommendations to BYM programs about possible opportunities.
- Anyone seriously considering applying for a grant notifies the Development Director about this as soon as possible.
- The Development Director keeps the Development Committee and General Secretary informed of potential applications.

### Grant Application

A program committee, in consultation with the Development Program (the Development Director and the Development Committee), may initiate grant applications for a proposed program or activity of the committee that is already under its charge. During this phase, the Development Program considers how the proposal relates to other current or anticipated fund-raising activities.

This program committee, with the assistance of the Development Director, drafts the grant application. In preparing the request, this committee needs to consider the information and questions below.

### Grant requests

- Proposed program or activity description and reason for the grant request.
- Why is this program or activity needed?
- What individual(s) or group(s) would benefit?
- Is any Quaker testimony or concern addressed by this proposal? Which one(s)?
- List of events and activities planned, with timetable for implementation and completion.
- Expected duration of the proposed program or activity.
- List of key staff /volunteers involved and their roles, qualifications and BYM committee or meeting membership where applicable.
- Explanation of interactions with other organizations, if relevant.
- Description of the grant for which BYM is applying, including grant purpose and conditions.
- Whether the mission and values of the granting organization are aligned with those of BYM.
- Does acceptance of the grant create any conflict of interest or appearance of conflict of interest for BYM?
- Are there considerations that might weigh against pursuing the particular grant?
- Which BYM individuals or committees have been consulted, and what is their feedback?

### Evaluation

- If this grant is awarded, how will the use of the funds be defined as successful in the short term?
- How will the use of funds be defined as successful over the long term?
- By what measures will the funds use be gauged in a final report?

### Finances

- A budget for the proposed program or activity project with all potential or actual funding sources indicated, including a list of all sources applied to, amount requested, and status (pending, granted or refused).
- The dollar amount of funds for the proposed program or activity in the BYM budget. Why is this project not fully covered by the BYM budget?
- Does the program committee have any existing funds that can support the proposed program or activity? Please explain.
- Are there any matching requirements? If yes, how will they be addressed?
- Are there any ongoing budget commitments? If yes, how will they be addressed? BYM Consultation Process

- Any committees that have responsibility for specific grant-related activities must approve of the grant application before it goes forward.
- Trustees must be informed of any grant applications before they go forward and may review them for potential legal, fiduciary, safety or other concerns.
- The Treasurer, Comptroller, and Stewardship and Finance Committee must be notified of the likely financial management requirements before the grant application can go forward.
- If the grant involves possible staff changes, Supervisory Committee must be notified of this possibility before the grant application goes forward.

### Grant Approval and Acceptance

The Development Program and General Secretary approve the submission of the grant application if the above questions and considerations have been fully addressed and the proposal meets the criteria of the granting organization. If the grant is awarded, the Development Director approves acceptance of the funds and determines whether BYM is able to comply with the reporting requirements and final terms and conditions of the award. All grants are made in BYM's corporate name, Baltimore Yearly Meeting of the Religious Society of Friends. The signature of the General Secretary is required on grant submissions and award acceptances.

### Grant Management

Under the direction of the responsible program committee, the BYM staff and volunteers identified in the grant application carry out the program or activity funded by the grant, with assistance from other BYM staff as appropriate. BYM is responsible for:

- Assuring that the funds awarded are spent in accordance with the goals and objectives as stated in the grant proposal.
- Maintaining adequate records for the funded program or activity, including records of the evaluation measures specified in the grant proposal.
- Maintaining adequate accounting records for the grant funds.

The Development Director will review any required report(s) prepared by the relevant program committee and submit the report to the granting organization.

Once the grant has been awarded, if any unforeseen significant adjustments in expenditures appear to be required for the funded project, then the responsible



program committee must immediately notify the Development Director, who will consult as needed with the granting organization and any responsible parties as named in the consultative application process to address the changes.

At the conclusion of any grant, those in BYM responsible for the grant write a report to the Meeting for Business on issues, outcomes and lessons learned. This may be included as part of an annual committee or staff report.

The Development Director provides the Development Committee with a report on the status of all current grants once a year at a time designated by the Committee.

## Appendix G: Declaration by Baltimore Yearly Meeting as an Anti-Racist Faith Community

In struggling with how to ensure that our Yearly Meeting is an anti-racist faith community, we have come to some convictions.

### We Aspire To Recognize And Affirm Diversity As A Means To Truth

We Friends are of many skin colors, ethnicities, socio-economic backgrounds, gender identities, sexual orientations, abilities, stages of life, and socially constructed racial identities. We are all seeking the Spirit's presence in our lives, and in our life together. We recognize that some of us have experienced oppression and marginalization in ways that others have not. We aspire to live as members of the blessed community, which is one of liberation, equity, and great diversity across all differences.<sup>1</sup>

### We Approach Racism As A Virus To Be Healed

Simply "addressing" racism is too weak. Believing that we can simply end racism is too optimistic. Our response to racism must be to challenge it, to confront it, to correct it, and to heal this societal infection.<sup>2</sup>

### We Are Committed To Becoming More Inclusive And Welcoming To All

We are committed to discerning how our Meetings at all levels can be more inclusive and welcoming to all, can encourage participation and leadership among all Friends, and can build an anti-racist, multicultural community.<sup>3</sup>

### We Strive To Do More To Build And Maintain Trust

We will focus upon being more authentic (sharing the real me), logical (being rigorous in my thinking), and empathic (my being in it for others).<sup>4</sup>

## We Seek to Ensure That We Do Not Benefit Some at the Expense of Others

We are encouraged by a practice that was adopted by the Board of Trustees at Pendle Hill Conference and Retreat Center several years ago to vet each decision using the following queries:

- How might this decision affect people from other cultures or those within the same culture who have different experiences, perceptions, belief systems, and perspectives from our own?
- To what degree have privilege, class, stereotypes, assumptions, and our ability to include other perspectives affected this decision?
- Will this decision promote inclusiveness, allow equal access, and welcome those we perceive as different from ourselves?
- How might this decision advance Pendle Hill's goals of promoting diversity, fostering justice, and creating the Beloved Community for all people?

## A Major Step Toward Becoming More Anti-Racist is To Test Decisions We Make

Using queries to examine how our decisions may promote inclusiveness, allow equal access, and welcome those we perceive as different from ourselves could, we believe, guide us in our deliberations. It will also make us more accountable for our actions and less likely to be satisfied with a statement that sounds laudatory, but proves empty or even harmful. In that regard, we seek to always be able to answer the following queries:

- How could this decision affect those who have been harmed by racist behavior?
- To what degree have privilege, class, stereotypes, assumptions, and our ability to include other perspectives affected this decision?
- Will this decision promote equity, diversity, and inclusiveness?
- Will it enable us to be more friendly and whole? How will we provide opportunities for those most likely to be directly affected by our decision to influence that decision?
- How does this decision support the declaration of our Yearly Meeting that we are an anti-racist faith community?

## In Love and Peace, We Can Live as Friends

We will reach out to and welcome others we do not yet know, but who are God’s children, as we are. This must be done with warmth, compassion, love, and truth so it is rightly ordered (has integrity) and reciprocated in love and peace.

Further, we will include friends-to-be in our activities and welcome their questions and differences in understanding and action so as to develop friendships and become a whole community, richer due both to our more diverse composition, perspectives, and strengths and to the truth and love we have grown and used in the process.

—

1 Baltimore Yearly Meeting Statement of Vision (2016, adopted as revised)

2 Baltimore Yearly Meeting Epistle (2017 Annual Session)

3 Baltimore Yearly Meeting Epistle (2018 Annual Session)

4 Pettus, C. (2018). A Descriptive Analysis of the Views of People of Color Regarding Building a Bigger and Better Worship Community (A report submitted to the Growing Diverse Leadership Committee of the Baltimore Yearly Meeting)



## Appendix H: Policy on BYM Representative Travel

Approved 6/8/2024

The BYM Nominating Committee nominates persons to serve as BYM representatives to a number of organizations. BYM policy is to pay as funds allow for travel costs of BYM representatives for these purposes:

- To serve on Friends General Conference's governing body, the FGC Central Committee
- To participate as a BYM representative at meetings of Friend United Meeting (FUM)
- To participate as a BYM representative at meetings of Friends World Committee for Consultation (FWCC)
- To serve as nominated representatives to other outside organizations

There is a line item in the Operating Budget for Representative Travel. This line item is funded every year based on expected travel costs for the year. The Nominating Committee will advise the Stewardship & Finance Committee when a year's total travel costs for all representatives are expected to exceed \$5,000, such as in a year where BYM representatives will participate in an overseas meeting.

When BYM representatives plan travel for the above purposes:

- Representatives should submit their travel budgets as soon as possible to the General Secretary. This will allow for adequate planning and budgeting for the travel fund.
- Funds will be given based on several factors, including cost of travel, applicant's financial need, type of gathering, and access to non-BYM funding.
- Pilot this approach and re-evaluate the policy in 2 years. It is not certain how much travel will cost each year and travel costs will vary year-to-year.

Payment of travel costs should not be an obstacle for service. The goal is to cover the full cost of representative travel as the budget allows. Here are the policies for reimbursement from the Yearly Meeting:

- Representative Travel expenses include registration, lodging, transportation, and food. Representatives are invited to seek modest arrangements.

Conferences often offer housing options or suggestions that could serve as a guide for reasonable costs.

- Friends are also encouraged to ask for support from their local meetings and other sources.
- The policy will be implemented by the General Secretary.