

Interchange

Baltimore Yearly Meeting of the Religious Society of Friends

THE LANGUAGE OF FAITH

Betsy Meyer, Presiding Clerk

At a committee clerks' retreat last autumn, a Friend asked how a clerk might keep the committee centered while conducting the business. Without a thought, these words just popped out of my mouth: "Use centered language: discern rather than decide; consider prayerfully rather than think about. Even if you are not feeling particularly centered yourself, just fake it. Using centered language will help you center yourself." On the way home, it hit me: Did the Clerk of the Yearly Meeting really tell Friends to just fake it? Yes, I admit it!

In our busy lives, we often need assistance to bring us back to the center, that place where we meet the Divine. Slowing our speech to focus on our language, intentionally using the language of faith, helps us center. In so doing, we signal to ourselves our own intention to be faithful. You may not feel particularly prayerful when you begin to speak, but as you slow your pace and deliberately pronounce words like "Friends, let us consider this matter prayerfully, together seeking Divine guidance," you will feel yourself being drawn into the very discernment process you hope for. You will feel yourself letting go, opening yourself to receive Divine guidance. So go ahead and use the language of faith, even if it feels a bit like you are faking it when you begin. Try it as a holy experiment. Listen

to yourself as you participate in committee work or in meeting for worship with attention to business. Do your words convey your underlying faith? Do your words invite yourself and others into a deeper relationship with the Divine?

But what if our language begins to feel like just so many buzz words, like "synergy" in corporate speak? When the language of faith becomes merely habitual, then stop faking! This is the time to notice and step back. Perhaps we have lost the particular leading for the work we are doing. The Spirit may be preparing us for something new through a period of spiritual dryness. This may be a time to try a new spiritual practice or to seek help from a spiritual friend or a clearness committee. But don't give up on the language of faith. If some of the words feel worn out, ask the Spirit to help you find new, ever more faithful words.

By speaking in the language of faith, we become more faithful, and the faithfulness spreads to others. As we pay attention to our language, we become attuned to our spiritual state, able to recognize when we are in need of renewal, opening the way for us to become more faithful still.

HOW TO TALK TO YOUNG ADULT FRIENDS

Amrit Moore, Co-clerk of Young Adult Friends

Many Friends would value building stronger relationships with the Young Adult Friends of your community, but perhaps do not know where to begin. During our most recent conference we discussed at length our relationship to the Yearly Meeting, ways in which we could build positive relationships to each other, and the greater community. In our vast use of acronyms perhaps you do not know what a Young Adult Friend (aka YAF) is.

We identify as a group roughly between the ages of 18-38, a time in life with rapid change, growth, and perhaps even instability. (Please note we are quite different from the Young Friend community, whose participants are roughly 14-18 years old, aka YF's.) We find comfort in uniting together because frankly this period of life can be quite awkward to explain, even to our peers, and so we can be reclusive seeking comfort in forming close bonds to each other. I personally find it encouraging learning that being in your twenties is a time where I'm not expected to be perfectly stable, and hearing about others adventures is quite calming for me.



Amrit Moore, co-clerk of Young Adult Friends

As co-clerk of the YAFs, I want to share discussions we've had about how best older Friends may approach us. We understand that can be intimidating, since we're so hard to define, but we do love and value the strong bonds we have formed with the wider Yearly Meeting, and would like to encourage everyone to continue to reach out to us. Please understand I cannot speak for every voice in this community, and so speak with consideration and my own voice. My hope is to strengthen our presence within BYM, as we are not only a part of the future community, but a strong part of the current community.

Firstly I will address what has been reflected to me as uncomfortable attempts to build relationships. Please understand that between 18 and 38 we are on many varying paths. Some of us are in school, some of us are forming families, some of us are working, some of us are traveling, some of us are on vast spiritual journeys, and so on and so forth, we are all in different places, and all of these paths are ok to be on. We ask that you open your hearts and minds in accepting that we may be on varying journeys.

YAFs continued on page 5



WELCOME TO ANN VENABLE

Riley Robinson, General Secretary

We welcome Ann Venable as the new Development Director for Baltimore Yearly Meeting! Ann felt led to apply for the position for a number of reasons, saying, "The commitment that your organization makes to improve the lives of others is significant to me."

Ann has spent the last eight years working for Wilmington College, a Quaker liberal arts college in Ohio. She has said, "During my tenure at Wilmington, I have had the opportunity to more fully appreciate what it truly means to be a Friend." Ann has already travelled extensively in the Yearly Meeting area to meet with Wilmington alumni. Ann also has small-organization experience, both as the sole employee of the Wilmington Schools Foundation and serving on volunteer boards. Of her past work, she says, "I consider myself fortunate to have been able to help young people grow."

Ann is a Certified Fund Raising Executive (CFRE) with extensive experience in major gifts and planned giving. Ann says, "I understand the value of building strong personal relationships with a variety of constituents. My goals are to continue to work to improve the lives of others and to grow, learn, teach and understand."

In her personal life, camping and hiking have played a large role in her family activities. She also greatly values the experience she's had participating in the Outward Bound program. Her husband's job is based in the Washington, DC area. Her only regret is the depth of feeling she has as she says goodbye to the people she's worked with for many years. "I gained so very much from working with Wilmington's calm, thoughtful Friends." But of BYM, she says "What an extraordinary opportunity to work for such an organization!"

MAKING OUR WAY COUNT

Each year when the Yearly Meeting budget is approved at Annual Session for the following year, Friends make a pledge to themselves to support that budget. Perhaps the hardest line item to gauge is contributions - so necessary to fulfill the needs of the Yearly Meeting. In putting a budget together, we are trying to look forward some 17 months, and that can be a hard thing to do. Many things can interfere with a plan set so far in advance.

We faced particular challenges in meeting the contribution goal set for 2013. Several factors ultimately contributed to a good end-of-year outcome: Friends responded generously to a matching donation challenge, some additional substantial gifts came in, and there was a positive response to the December email appeal, particularly from younger, more tech-comfortable Friends. With your help, more than \$175,000 in donations were contributed in 2013. This exceeds what was raised in 2012, but it was less than our goal when the budget was approved nearly a year and a half earlier at the 2011 Annual Session.

With adjustments for unexpended operational costs, it appears the shortfall will have no ill effects on the results for 2013. We now have a new Development Director who will help us going forward.

The Camp Diversity Program should be noted as one of the bright stars of 2013. We received news of several grants the Program applied for and have received. These will be used to bring more diversity to our camps, enriching the adventure for existing campers and providing the joyous camp experience for campers who might not otherwise have been able to attend.

The Development Committee thanks Alison Duncan for her diligent, smart, and helpful efforts in carrying out development tasks during the hiatus without a full-time Development Director.

COME BACK TO CAMP!

CAMPER ALUMNI, STAFF ALUMNI, AND FAMILIES INVITED TO FALL REUNIONS

CATOCTIN REUNION WEEKEND: AUGUST 22-24, 2014

SHILOH REUNION WEEKEND: SEPTEMBER 5-7, 2014

The Camp Program Committee is renewing its efforts to facilitate reunions of alumni from all of our camps. There is a group from Catoctin that have been meeting annually. They have enjoyed these opportunities to sing, play and work together. It is also a great way to introduce young children to the camps before they are old enough to attend our summer sessions. We are now trying to get together alumni from Shiloh to have a similar reunion experience this fall. In the near future we hope to do the same for Opequon Quaker Camp.

like to expand it with stories, memories, and photos from that era. 2014 marks the 57th year of camp at Catoctin. It would be great if we could make a concerted effort to get together for at least one day during the reunion event in August.

Please help us stay in touch with folks who have attended or worked at one of our camps. If you have not heard from us, please let us hear from YOU! Contact us by email at: catoctinreunion@bym-rsf.org, shilohreunion@bym-rsf.org, opequonreunion@bym-rsf.org, or by calling or writing the BYM office. If you know of others who we should contact, please let us know!

Our camping program remains a strong, vibrant experience for young people. For many of us camp was a positive and lasting experience in our lives. Strong alumni support helps to maintain this legacy of rich, meaningful outdoor experiences. Please join us as we seek continuing nourishment from our camps and share them with new generations.

Alumni of Camp Catoctin from the 1950s, 60s and 70s, we are looking for you! Recently we have uncovered some rosters from those years and would love to be in touch with you. Some work has been done on the history of the BYM camping program, and we would



Catoctin 50th Anniversary Reunion, 2008

YOUNG FRIENDS SHARE EXPERIENCE OF TRANS INCLUSION

Alison Duncan, Youth Programs Manager

Last summer, the Young Friends Coordinator from Pacific Yearly Meeting wrote to all the North American Yearly Meetings, asking what they do for trans* identified Young Friends in regard to sleeping areas at conferences. Pacific Yearly Meeting's specific questions were:

- How did you include parents/adults in your process?
- Did you discuss potential teens who may not conform to EITHER gender? How was this addressed?
- Did you consider adopting a non-gendered approach to sleeping spaces? (one giant sleeping space for example?)
- What are your current registration and sleeping arrangements for teens?
- Please describe, if possible, the conclusions you have come away with and how your current arrangements are working during your transition thus far.

BYM Young Friends decided to answer all of them in a generalized letter format. They used the word cisgendered, which is someone who identifies as the gender/sex they were assigned at birth. This is as opposed to transgender when a person's biology and gender identity are not the same. Trans* is an umbrella term that refers to all of the identities within the gender identity spectrum.

Greetings to the Young Friends of PYM,

We are the BYM Young Friends, and we would love to share our experiences with gender and gendering issues in the hopes that it speaks to your condition and aids your Way in opening.

When it comes to gendered spaces for sleeping, our community has no set spaces for each gender, allowing anyone to sleep where they wish. There is a [Friendly Adult Presence (or "FAP")] in each room where Young Friends are sleeping, but Friends of any gender can sleep in any room. When we discussed as a community how we felt about gendered sleeping spaces, many Friends shared feelings of discomfort with the idea of gendered spaces for sleeping. As a community of Friends, we feel uncomfortable with gendered sleeping spaces for a variety of reasons.

Some Young Friends expressed discomfort because we would feel distrusted by older Friends and parents if we were made to sleep in gendered spaces. The motivation for gendered spaces for sleeping is usually to prevent sexual activity. However, in our Statement on Sexual Activity (included after this letter), which was written and approved by Young Friends, we all agree and affirm as a community that we will not partake in sexual activity while at Young Friends conferences. We feel that when Young Friends say "no sex" we mean "no sex" and we do not need to take any further measure than our word. As Friends, we feel that gendered sleeping spaces do not do justice to our commitment to integrity.

Additionally, Young Friends recognizes the innate heterosexism that exists in gendered sleeping spaces. Gendered sleeping spaces carry the assumption that females sleeping in the same room as other females will not be sexually attracted to others in the room, and similarly with males. This is simply contrary to the reality of human identity. How can we claim to love and accept every Friend if we implement a policy that ignores their identity? We strive to not only accept but also love and honor the diverse identities, sexual or otherwise, that exist in our community. Gendered sleeping spaces are rooted in ideas of heterosexism and heteronormativity, and therefore Friends feel that they disregard our commitment to equality.

Friends are aware of the diverse gender identities and expressions that exist within our community. By having gendered sleeping spaces, we feel that we would not be inclusive to our trans* and gender non-conforming Young Friends, and therefore excluding those Friends who are not cisgendered. We recognize that some peoples' preferences and self-expression fall outside commonly

understood gender norms. To be a completely equal and welcoming community, it is essential to respect gender diversity as a normal part of human expression. We love and embrace our trans* and gender non-conforming Friends, and we strive to create an environment in which everyone feels included and accepted.

In an effort to create a community that is safe and nurturing to all identities, we have implemented the following policies, in addition to non-gendered sleeping spaces:

At the beginning of our first Meeting for Worship with a Concern for Business (or "Business Meeting"), we share our names along with our preferred gender pronouns. We engage in this practice because we realize as a community that someone's outward appearance is not always enough to infer their gender identity. For example, a Friend might introduce themselves as "Alex, she/her." Now, Friends will know to use "she" when talking about Alex in order to best respect her gender identity.

In our Young Friends Handbook, we use the gender-neutral pronoun "they/them." We find this both more efficient and more inclusive than writing "he/him" or "she/her."

In an effort to respect and love all Friends, we have moved forward with a commitment to implementing only policies that speak to the unique Light in each person.

Our community seeks to empower people to be true to themselves and their leading. Since we strive to be welcoming to all people, we aim to foster an environment in which all can pursue their spiritual journeys.

Love and Light,
BYM Young Friends

**SPEND A WEEKEND
IMPROVING THE CAMPS!
FRIENDS SERVICE WEEKENDS
FOR SPRING 2014
MAY 3 - 4 CATOCTIN QUAKER CAMP
MAY 17 - 18 SHILOH QUAKER CAMP
MAY 31 - JUNE 1 OPEQUON QUAKER CAMP**

COMMITTEE AND ORGANIZATION NEWS

EDUCATION GRANTS COMMITTEE

The Educational Grants Committee of Baltimore Yearly Meeting will be awarding a limited number of modest grants for the school year 2014-2015. Grants will be made to enable members and regular attenders of Meetings associated with Baltimore Yearly Meeting (or their children) to pursue their educational goals,

Grants may be applied to expenses associated with undergraduate attendance at accredited post-secondary educational institutions such as universities, colleges, professional and vocational schools. Attendance may be either full- or part-time. Grants will be awarded on the basis of financial need and the Committee's assessment of an applicant's statement of purpose, including consistency with Friends' testimonies. Grants will not exceed \$2,000.00 per grantee per year. The sum of all grants to a grantee will not exceed \$8,000.00.

In determining the number and amounts of grants, the Committee will be guided by the twin goals of assisting as many applicants as possible with available funds and, insofar as possible, of assuring that amounts of individual grants are not insignificant in comparison with the grantee's needs.

Applications will be accepted until April 15, 2014. For further information or if you have questions, please contact the Baltimore Yearly Meeting Office at (301)774-7663 or online at bym-rsf.org.

UNITY WITH NATURE COMMITTEE

Unity with Nature would like to highlight the successful efforts of individual BYM Friends and/or their Meetings to live more simply and sustainably. The following report celebrates one such Meeting.

Long devoted to honoring the Quaker values of simplicity and stewardship for the earth, Annapolis Friends are taking a hands-on approach to creating a more sustainable world. A just completed 40-panel solar array now provides the Meeting House with all of its power needs. The array eliminates about the same amount of pollution and carbon as planting four acres of trees.

One Annapolis friend says going solar was a 'no-brainer' after a member-engineer outlined solar's long-term financial as well as environmental benefits. (See aprs.org/AFM-environment.html for details.) Annapolis Friends have also installed an electric car charging station; rain catch barrels; put up Switch off the Lights stickers; and are nurturing a native plant garden.

Attenders at the March 15 Interim Meeting at Annapolis will be able to peruse some of these innovations in person. BYM's Unity with Nature Committee invites Local Meetings and individuals to share their stories of creating a more sustainable world by contacting the committee at unitywithnature@bym-rsf.org.

WORKING GROUP ON RACISM

UPDATE ON THE BYM ONE-BOOK PROGRAM

Quite a few Meetings within BYM have formed study groups to study the book *The New Jim Crow: Mass Incarceration in the Age of Colorblindness*. Some groups have had one meeting, some as many as seven to discuss the introduction and the six chapters. Still others have discussed two chapters at each meeting.

In some cases, a Meeting has moved on to lobbying for change. Annapolis Friends Meeting's group, held in conjunction with St. Phillip's Episcopal Church, proposed a task force to study Maryland's entire criminal justice system and make proposals for reform to the 2015 General Assembly. Senator Joanne Benson from Prince George County has agreed to be lead sponsor for the bill. Maryland Friends are urged to support this proposed legislation, which would consider alternatives to incarceration as well as fair sentencing and other issues. All Friends are urged to consider what action could follow study of the book. The BYM Working Group on Racism is planning opportunities to consider next steps at Annual Session.

ORGANIZERS ARISE!!

The annual "White Privilege Conference" (WPC) is coming to the East in 2016 for the first time since its founding in 1999! Friends General Conference has invited the conference to Philadelphia in the spring of 2016. For the past few years, FGC has negotiated a discount for Quakers attending the conference. Now, they are helping to bring it closer to home. The 4-day event takes place between mid-March and mid-April—exact dates for 2016 to be determined. This year (2014) it will be March 26-29 in Madison, WI; see <http://www.whiteprivilegeconference.com>. FGC is seeking collaborating organizations and has contacted the Baltimore Yearly Meeting Working Group on Racism to invite BYM's collaboration. We need to determine whether anyone within BYM – an individual or a team – is available to organize this collaboration. For details on what collaboration both entails and offers, please contact Elizabeth DuVerlie at eduverlie@jhu.edu.

NATIONAL RELIGIOUS COALITION AGAINST TORTURE

INTERFAITH ACTION FOR HUMAN RIGHTS IS A MID-ATLANTIC NRCAT PARTNER

The National Religious Campaign Against Torture (NRCAT) has a mid-Atlantic regional partner you may not yet know: Interfaith Action for Human Rights (IAHR). IAHR serves Northern Virginia, Maryland and DC and includes Steering Committee members from the Religious Society of Friends, Jewish and Muslim faiths and other members from the Lutheran, Roman Catholic, Orthodox Christian, Episcopalian and Unitarian churches and the United Church of Christ.

The national focus is on releasing detainees from Guantanamo who have long been cleared for release, charging and trying in federal court the rest and closing Guantanamo. Additionally, the group joins the growing chorus calling for the publication of the Senate Intelligence Committee report on CIA interrogation practices. Maryland Senator Mikulski and Virginia Senator Warner both serve on the Intelligence Committee.

On the regional level the group supports ending the shackling of pregnant women in labor in prison and on ending the use of long term isolation of prisoners - often referred to as solitary confinement or segregation. Virginia has ended the shackling of women prisoners in labor; Maryland has two bills in this session to address both issues. Suzanne O'Hatnick, member of Stony Run Friends Meeting, Baltimore, and BYM representative to NRCAT, chairs IAHR and invites your participation and questions. She can be reached through the website www.interfaithactionhr.org.

GOOD NEWS ASSOCIATES

PILGRIMAGE TO IRELAND WITH MARGARET FRASER

Spend time in worship and conversation with Irish Quakers. Appreciate the rich history of Friends in Ireland, enter into the spiritual life of this diverse group as a guest at their Yearly Meeting sessions and visit some of their Meetings.

The pilgrimage will begin and end in Dublin, where we will join in Ireland Yearly Meeting's annual sessions. The Yearly Meeting is a microcosm of some of the theological and cultural diversity on the island. We will meet as a small group each evening to reflect on our learning. We will then move to Northern Ireland. From our tranquil base at Moyallon, we will get to know local Friends, visit Meeting Houses in villages and cities, hear about faithful work for

reconciliation over the years, and visit some of the places where Friends' testimonies are visible in community relations. Be prepared to drink many cups of tea as Ulster Friends welcome us, and expect to make lasting friendships.

We will travel to areas where so-called "peace walls" keep communities segregated, visit places of loss and violence, but also look for signs of hope, and see some the work to bring members of different communities together, including the role of the arts in creating new paradigms and symbols. We will also have opportunities to relax and explore Dublin, Belfast and Derry/Londonderry, as well as visiting the Antrim coast and the Giant's Causeway. For full information, including registration, see their website at www.goodnewsassoc.org.

GETTING TO KNOW YOUNG ADULT FRIENDS IS EASY AND WORTHWHILE

YAFs continued from page 1

These paths involve difficult decisions along the way, and so we ask you kindly to not identify us just by those paths. Please consider not asking triggering questions such as, "Where are you in school now?", "How do you plan on supporting yourself?", "Are you romantically involved?", "How old are you now?", and the ever daunting "What are your plans for the future and life?" While these are just a few examples of questions I've heard, I can personally say I've felt deeply uncomfortable answering questions such as, "You're 16 right?", "Are you engaged yet?", "How many children do you have?", or "Have you finished school yet?" I promise you I have spent quite a great deal of time pondering my life-affecting choices, and that if we have a strong relationship I will confide in you. I cannot speak for others, but, based on our conversations, I imagine they feel similarly.

I ask that you take this guidance or feedback with kindness and consideration. Perhaps at this point you are feeling, "Well gosh Amrit, how on Earth can we become friends? Or any YAF and I for that matter?! I don't know how to relate without upsetting you!" Just as we are puzzled from time to time in building relationships outside of our age-based peers, we know you can be, too, Fear not! We are not so easily hurt, and we love you!

The point is that identifiers like age, education, relationship status, etc., are not who we are as people. For example, I live in New Orleans currently, but I am not like every other person living here. Knowing that is interesting, but it does not help you to know me better. There are many solutions. Firstly, we ask that you see the light of God that speaks from within us, as we will strive to do for you, and let that be your guide. I have such deep admiration for the strength Quakers place in equality, let us apply it to the relationships we build.

Coming from an understanding of equality, please remember I am not the child I once was, but am just as eager as always to participate in this community, perhaps even more fully now. Please seek relationships with us through the understanding that we are invested in a spiritual relationship with the greater Yearly Meeting. Consider asking us how the Light is moving within us. Or perhaps what query we are considering for the coming Meeting. Ask us more broadly about our lives. Consider, "How do you fill your time?", "What are you doing now that you enjoy?", "Is there a way the Meeting could support a stronger relationship to you, and other Young Adult

Friends?" We are in a rapidly developing period of life. While we do not need to be lectured or scorned for our choices, it is helpful to us to hear about challenges you have faced at a similar point in life, and what choices you made and why, if you are comfortable sharing. I respect if it is for you, as it is for some of us, a triggering memory you would not like to return to.

Perhaps these are intimidating ways for you to make a new friend, or become better friends with a YAF who grew up in your Meeting. In my experience we are a light-hearted bunch. (While I perhaps shouldn't admit this, we even tell the occasional joke in Meeting for Business) We love a good joke, a hug, an invitation to a game or gathering, and food is a huge motivator! You don't need to go to extravagant lengths to attract us. (I personally am quite a sucker for a cup of tea and a good conversation, a willing partner for Acrobatic Yoga, or a round of Bananagrams) Several YAF's shared with me that they love the Adult Friends in their Meetings, but that having grown up with them they fear they are viewed as the children they once were, and we realize we don't know you as an adult. We would love to get to know you, hear your stories, and be told about the spiritual paths you've taken.

So it is possible, and we love you, don't be scared reach out! It's a strange time in our lives and we understand that people make mistakes, especially in creating awkward first impressions. I cannot speak for all YAF's, but I can speak for me, and a few awkward first impressions I've made. I hope this guides you in building a relationship with the YAF's you hold dear, but may not yet be close to.



Young Adult Friends at Annual Session 2013 photo by Nony Dutton

LOCAL MEETINGS ON THE WEB

BEING A WELCOMING COMMUNITY ONLINE

Riley Robinson, General Secretary

Meetings are looking to attract new attenders, and with good reason. Electronic media can be key to this effort. Many people are seeking a religious community, but everyone is short on time, and many people are afraid of the discomfort of showing up at a place that doesn't work for them.

Having a web presence for your Meeting is far less expensive and far more manageable than it used to be. New opportunities include Friends General Conference's new cloud service, which provides an inexpensive and manageable way for Local Meetings to have their own web page. Roanoke, Frederick, and Maury River Meetings have already done this. You can take a look at www.fgcquaker.org/services/quaker-cloud. It helps for you to envision an attractive and useful website just the way you look at the entryway to your Meeting House. What will catch someone's eye? What invites people to see if you are the place they've been looking for? What helps them come back again later?

Focusing on Your Website:

Your web page is your public sign post, and more, for anyone to seek and see. In designing it, there are two main jobs that it needs to do: invite and welcome seekers and newcomers and help knit the Meeting community together. This means it has to answer the question "what would it be like if I visited this Meeting," and it has to say what is going on at the Meeting and how to contact people who can be helpful. It can also give basic information about Meeting practices.

- Does your web page look and feel like the Meeting you know and love?
- Do the colors reflect the warmth of your community?
- Do the messages say what you find is core to your Meeting experience?
- Does it introduce Quakerism in a manageable, accessible way?
- Does the site convey the culture of your Meeting? If you are an intentionally diverse community, does your website show that in an inviting, engaging way? If you have a major focus on a particular witness, do you invite potential visitors to ask about it?
- Say what the Meeting is ready to handle. Are you ready to have first day school for any visitors? What is your handicapped accessibility like? Do you offer transportation to Meeting for those who need it?

However, it is easy to overwhelm new visitors to your site. Don't accidentally make people feel like they have to pass a test on Quakerism if they visit. Instead, give some basics and acknowledge that Quakerism is wonderfully different. Make that difference inviting! Tell visitors whom to ask for more information if they come to visit. Also, don't give a limited view of Quakerism. In as simple terms as possible, explain the breadth and depth and richness of the religion as a whole in a way that invites diversity. True, your Meeting has its own culture, and needs to be clear about that, but Quakerism is for everybody, so once you've said clearly who you are, be ready to welcome whomever is led to walk in your door.

Make sure navigation is easy and obvious. All those little tabs and buttons may seem clear to you, but may not be as helpful to strangers. Consider a site map or at least some kind of wayfinding information. You can also make good use of links to other Quaker websites to help teach about Quakerism and to explain Quaker testimonies instead of repeating everything on your pages. However, rather than just tossing a bunch of links in one list, some organizational grouping and explanatory notes about each one is helpful.

Be found! There may be someone in your Meeting or someone you know who can help with search engine optimization. If someone types of word "Quaker" and then the name of your town or city, you want to be one of the first things it comes up in the search. Also, be mobile. Websites can be formatted to work easily on cell phones and other mobile devices.

Give consideration to the long-term management issues as well. Consider having a communications committee to develop sensitive and useful policies and to inform the rest of the Meeting about those policies. It may also be best to have a committee that understands and maintains the website. There is some risk to having only one web manager who knows how anything works. Do you want to have a private side your website, accessible by password, where you can store essential information for the Meeting, such as committee minutes.

Using Social Media

Social media such as Facebook, Google+, and Pinterest can help members stay in touch with each other spontaneously and with enjoyment during the week and helps keeps a sense of connection with those who aren't able to make it to Meeting on First Day.

While there are many social media platforms available, it is helpful to focus on just a few and make good use of their specific benefits. Facebook or Google+ allow you to set up a main page easily and send out your latest message to Friends regularly. You can even start a discussion about something Quakers would like to talk about. Your friends can share it with their friends who then find out about you.

Twitter, Pinterest, and Instagram can be used to send quick messages and photos to friends and others about what's going on. Someone can say, "I'm going to the vigil. Does anyone want to go with me?" Or, "Here's a photo from our Strawberry Festival." These can be sent immediately to a network of friends. Anyone involved in the Meeting who has their own social media accounts can send messages that express something that they enjoy about their Meeting to personal friends or to their wider network.

Baltimore Yearly Meeting

of the Religious Society of Friends

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INTERVISITATION TRAVELERS' RETREAT ON MARCH 16

As the Intervisitation Working Group broadens its mission, we encourage all who are traveling, have traveled, or might want to travel among Friends to join us for this year's Travelers' Retreat. Everyone is welcome, including those visiting within BYM, those traveling with Friends World Committee for Consultation (FWCC), as well as within Friends United Meeting (FUM). This is an opportunity to share our leadings and experiences, provide mutual support, and share fellowship. Clearness and support committees for travelers are also encouraged to attend. It will be on the afternoon of 3/16/2014, the day after March Interim Meeting. In February, check intervisitation.bym-rsf.net/ for more details or contact us at bymintervisitation@gmail.com or 626-QUAKERS (626-782-5377).

If you would like to travel outside of BYM, especially to other Yearly Meetings this summer, now is the time to start working with your clearness committees and get your travel minutes in process. We can help. Let us know what visits you are considering. See our website for guidance and information. Special opportunities this

year include FWCC consultations, including one in North Carolina in April (<http://goo.gl/6HBPbR>), and the FUM Triennial in Indiana in June (<http://goo.gl/KOKios>). You do not need to be an appointed representative to attend these events.

Would your Meeting like to have visitors? Someone to lead a workshop? Someone from a BYM committee to learn about and discuss its work? Or are you someone who would like to visit other Meetings, whether as a committee member or as an individual, whether inside or outside of BYM? Could you lead a workshop for a Meeting? Please let us know.

The Intervisitation Working Group wants to help facilitate visits of all kinds among Friends. We are working on a new mission statement and exploring whether and how to expand our work to intervisitation within BYM and/or to intervisitation outside of BYM beyond Friends United Meeting (FUM). We seek input from you, and we especially seek new members for the working group with a concern for visiting within BYM or Friends with experience with Friends World Committee for Consultation (FWCC). Please let us know at the contact information above.

**COME TO
ANNUAL SESSION 2014!
MAKE SURE TO SAVE
AUGUST 5 TO 10
ON YOUR CALENDAR
SEE THE SPRING INTERCHANGE
FOR ALL THE DETAILS**



GIVING TO BYM EVERY MONTH A GREAT IDEA FOR 5 REASONS!

Still looking for a New Year's resolution? Try: "Monthly Giving".

Monthly Giving is just that. Simply set up an automatic monthly gift from your checking or savings account, or as a credit card charge. It's easy to do, easy on your wallet, and provides BYM with a regular, predictable cash flow all year long.

What's the difference between writing a one-a-year check for, say, \$120, versus giving \$10/month? Both add up to \$120. Are there good reasons to give monthly?

Yes: here are five reasons why monthly giving makes a difference.

1. *BYM runs more smoothly and effectively, offering better/improved programs, if donations are made throughout the year.* BYM operates all year, with regular expenses. Steady, predictable income helps cover costs as they occur. There is less teeth-gnashing over whether December donations will cover the year's expenses.

2. *Monthly giving can increase our sense of community.* BYM's diverse programs and activities evolve and grow; this is the work

we choose and create together, hoping it will strengthen and spread Quaker values in our live and others. Volunteer time, energy and wisdom are needed for this—but financial gifts are equally necessary.

3. *With monthly giving, you guarantee your gift—while "spreading out" your donation over time.* Many of us carry a dollar figure in our heads for yearly giving. But life intervenes; we don't always gift as planned. Set up monthly giving and rest content: your gift is made. Automatically, and paced to fit your schedule and budget.

4. *Monthly giving is easy.* Just go to BYM's website, or call the BYM office. We'll happily explain monthly giving to you.

5. *Still tax-deductible, but one less stress at year-end.* No more worrying about gifting by December 31 when you're busy with the holidays. With monthly giving, it's all taken care of.

So consider Monthly Giving. For it's your gifts, aid, and caring help ... that help make BYM *your* Yearly Meeting.

SARA BRIGHAM JOINS OPEQUON AS CO-DIRECTOR

Sara has been involved in the BYM Camping Program her entire life. She has been working in the program for 15 years, first at Catoctin then Opequon and has served as an Assistant Director at Opequon for the past 8 years. Sara is also a working artist and art educator. Until she and her husband Damon Cory-Watson, also a BYM camp loyalist, moved to North Carolina a couple of years ago to pursue new opportunities, she worked at Sandy Spring Friends



Daya Jessee (left) and Sara Brigham

School, first as Director of Upper School Admissions then as an Upper School Art Teacher.

Sara feels deeply spiritually connected to camp and finds it the place where she is able to best live her purpose and passion for young people, community, social justice, art and creativity. After so many years in the Camping Program, she is ready and excited to step into a

new leadership role and to continue to create a safe and supportive space where young people feel empowered. Sara is eager to apply her skills and expertise gathered from camp, teaching, admissions, and art to furthering the mission of Opequon, year round.

After 20 consecutive summers working for the BYM camping program for the entire summer each year and arranging her life to do so, Elaine won't be able to be at camp for the full summer this year. This current arrangement is not necessarily permanent. We are grateful to be able to share the role in this exciting new way during this year and time of transition. Sara will be at Opequon for the whole summer, which we are delighted about! Sara will be especially available for the year-round work and communications.

One of the many areas of focus in Elaine's directorship has been to build, support and sustain a strong, collaborative, diverse, effective, creative, and spirit-led community and staff of counselors and G-staff. While we strive and are deeply committed to camp being a positive, affirming, engaging, and even life-changing experience for campers, working together to create this environment for the young people we serve and are in spiritual community with is often a profound and life-altering experience for counselors and staff. At Opequon, our commitment to leadership development in the context of camp's vision and mission means that while Sara and Elaine are the current Co-Directors, we are a community and staff of leaders. This year as we all transition into a new leadership structure we are excited about the possibilities that it holds.

The staff (both counselors and G-staff) for next year is already shaping up to be absolutely fantastic, with many familiar faces! In fact, almost every member of last year's G-staff is already committed to return including Assistant Director Jules Skloot who is excited to return for his 6th summer in this role.

VISION IMPLEMENTATION— WE WANT TO HEAR FROM YOU!

You are invited to attend discussions about areas of major concern to BYM Friends this spring as the ad hoc Vision Implementation Committee works to develop their suggestions about priorities for the Yearly Meeting. The gatherings so far have been rich. Please join us!

March 1 – Retreat on Ministry and Pastoral Care at Langley Hill Friends Meeting:

Ministry and Pastoral Care is at the heart of Friends' life together. How can we cultivate worship in a way that brings for the Spirit for all of us? How does our caring community enliven our responsiveness to each other and our witness in the world? This retreat will include queries about our work and conversations on effective ministry and pastoral care. Please come for a day of renewal on Saturday, March 1, at Langley Hill Friends Meeting from 10 am until 3 pm. This event is planned for Baltimore Yearly Meeting's Committee on Ministry and Pastoral Care. Members of Local Meeting committees involved in Ministry and Worship, Pastoral Care, Care and Clearness, or any expression of spiritual life and care are encouraged to come. Please bring a lunch; we will provide snacks on arrival and fruit and drinks to share. The day is being facilitated by BYM's ad hoc Vision Implementation Committee. It will help us if you will RSVP to Wayne Finegar at the Yearly Meeting Office.

April 5 – BYM's Witness in the Wider World:

All members of Peace and Social Concerns Committees, all those working on issues of social justice and faith, all those employed in Quaker service organizations, and everyone interested in the way BYM expresses our faith beyond BYM are invited to attend a day of sharing, reflection, renewal, and rededication. Mary Lord will be our keynote speaker. Everyone is invited to share about the work you are doing. How can Friends work together to bring more love and peace into the world? How can we speak our truth and build bonds between people? How can we discern what work is ours to do, and then how to do this work? How do we can follow the guidance of the Spirit and be nourished by the Spirit in everything we do? From BYM's Vision Statement: *We seek to serve others in love, to share our gifts and resources, to reach out to those in need, both friends and strangers, and to witness in the world to our shared experience of the infinite love of God.*

April 26 – Apportionment Meeting at Adelphi Friends Meeting:

Find out more about the money your Meeting sends to Baltimore Yearly Meeting! Please come, listen, give feedback, and make sure your Meeting sends a representative. Hear about how other Meetings are handling their finances and about Yearly Meeting's progress. The Stewardship and Finance Committee hosts this annual meeting to consider issues of apportionment – that is, financial support of BYM. It is a time for sharing and consideration of important issues. **Special presentation this year: What is the Vision Implementation Committee finding out about BYM?** You'll learn something to share your Meeting! Questions or for more information, contact Clerk Claudia Hernandez.

ANNAPOLIS FRIENDS MEETING

In accordance with BYM's One-Book Program, Annapolis Friends Meeting formed a group with St. Phillip's Episcopal Church, a mostly African American congregation, to study the book *The New Jim Crow: Mass Incarceration in the Age of Colorblindness*. Naming ourselves the Interfaith Coalition Against Mass Incarceration, we attended a Public Priorities Hearing held by the Anne Arundel delegation to the General Assembly in November and used our five minutes to request that they introduce a bill to form a task force to study mass incarceration and report back to the 2015 General Assembly. More recently, Senator Joanne Benson of Prince George County has agreed to sponsor the bill. Our group has now formed a larger coalition in support of this bill. We urge other meetings in Maryland that have studied the book to follow this bill and support it among their senators and delegates, and we urge all Friends to look for opportunities for coalition and for lobbying.

The theme for our 2014 First Day School program is sustainability and stewardship. We have had Adult education programs on the Quaker clearness process, our 2014 budget, "Experiment with Light," advent Christmas carols, and mass incarceration.

We have newly installed solar panels at the Meeting House. To show them and our two charging stations for electric cars to the larger community, we hosted a breakfast meeting for the Chesapeake Interfaith Environmental Group in early February. We held our annual Christmas Market in December. We have become famous for the soups we sell for shoppers as well as the baked goods, crafts, bulbs, and gently used, gift-quality white elephant items we sell. A large part of the proceeds went to two homeless programs.

BALTIMORE MONTHLY MEETING, STONY RUN

In January, Stony Run held a discussion called, "Aligning Our Invested Assets with Our Values" to talk about the fossil fuel divestment campaign. The Baltimore Quaker Peace & Justice Committee sponsored the session. Also in January, some members and attendees held a silent vigil protesting the timing of the Sons of Confederate Veterans celebration of the lives of Confederate Generals Lee and Jackson, which did not occur prior to the proclamation of the Martin Luther King federal holiday. We vigiled across the street from the war statue where the Confederate Sons held their commemoration.



Baltimore Quaker Peace and Justice Committee Paul Jones co-clerk with 7-year-old Ra-Kiera Gibbs at the Bully Prevention Awareness peace rally.

Really 'big' news is that Stony Run and Friends School of Baltimore are hosting the 20th Anniversary Celebration of Friends Peace Teams from June 20-22, 2014. The opening event speaker is Karl Wilkens. In 1993 during the Rwandan genocide, he was the only American to stay in Kigali, trying to help people to survive. Saturday and Sunday will be workshops in peace-making and creating ideas and programs to more effectively bring peace to our planet. Please go to our web site: www.peacequest2014.org for more information, to register, or to offer a workshop.

A second event at Stony Run is the Advanced Training and Facilitators training in Healing and rebuilding Our Communities (HROC). Here is an opportunity to learn to be a HROC facilitator, and help put HROC methods to work in US and other communities. Please call us for dates! 443-7023-2591.

CHARLOTTESVILLE FRIENDS MEETING

Charlottesville Friends Meeting, once again, hosted the PACEM women's shelter for two weeks in November. We had lots of support from other groups including meal support from Tandem Friends School and several other local churches. It took a community of people to make the shelter work: cooks, bed makers, toilet scrubbers, dishwashers, shoppers, set-up and take-down crews, menders, knitters, musicians, luggers and organizers of stuff, children who made decorations, and people who held us in prayer.

December again was the time for our traditional holiday gatherings. Our festive pot luck and carol sing was attended by an overflow crowd, and we enjoyed meeting and greeting friends, old and new. The children, led by our Religious Education Committee, enhanced our holiday experience with a selection of First Day school children and Young Friends performing "A Gift of Peace," the younger children staging a performance of "The Friendly Beasts," and the Young Friends performing an original skit on peace and non-violence. The season was complete with two Meetings for Worship on Christmas Eve.

We look forward to two events coming soon to the Charlottesville Friends Meeting House. On January 25, George Schaefer of Philadelphia Yearly Meeting, will be the speaker for a day-long retreat titled "What Love Requires." On the first Saturday in April, CFM will host a BYM all-day sing, and we are hoping that there will be a good turn-out of visitors from all over the yearly meeting to enjoy a full day of singing together.

FREDERICK MONTHLY MEETING

We hope that you in the Yearly Meeting will be able to visit us at some point or another. Those of us in Frederick Monthly Meeting always enjoy visitors, and we hope that you can join us.

In the past few months our ad-hoc Communications committee has transitioned us from a list serve to using the Quaker Cloud digital site to communicate to the world and amongst ourselves in a different way. Some of us have jumped in whole-heartedly and others of us may be a bit slower to "get with it" but no one can deny the grace and integrity with which the committee has worked.

Individually, and also out of the Peace and Social Justice Committee, many of us are working on various social action items, or find that our work moves us to serve in these ways. We continue to

develop relationships in our community around social justice issues. Our Peace and Social Concerns Committee once again sponsored a Beloved Community Potluck in honor of Martin Luther King, Jr.

We wrestle with the questions that face many smaller Meetings, yet know that we are still one of the biggest Meetings in our Quarter. We look forward to our retreat this Spring to which we are inviting the Quarter, and which has been billed as the Second Annual Warrington Quarter Retreat. In January we had a record attendance at a Meeting for Worship with a Concern for Business! Of course we hope the trend continues!

HOPEWELL CENTRE MONTHLY MEETING

In October, Hopewell Centre Meeting hosted BYM's Interim Meeting, welcoming 120 attendees at Hopewell Meeting House. Everyone was pleased with and grateful for the space and nourishment we provided and we ourselves feel it was a great success. We thank Clear Brook Presbyterian Church for assisting us with additional meeting space.

Happily we can now report that the extensive renovations of our bathrooms have been completed and we continue, with the help of generous donations, to care for our much-loved Meeting Houses, caretaker's home, and graveyards.

Member Jim Riley has been leading us in a series of fruitful First Day discussions on "What We Believe as Quakers." Everyone is reviewing Faith & Practice in order to share our thoughts on key questions, including "Why were we attracted to Quakerism?" and "What values are at the center of our Quaker faith?"

We were most happy to see Clerk Betsy Meyer not just once, but twice in the past few months. The first time was at Interim Meeting when she stayed over to worship with us on First Day. The next was in January she came to discuss BYM's Vision Statement with us. The general response of those in attendance was that the statement rings true and expresses simply but deeply, our feelings as a Meeting under BYM's umbrella. We also talked about implementing the vision statement and what it means to be a worshiping community.

Recently, we've embarked on a new Children's RE program, spearheaded by Kristin Adams and Martha Hanley. Working in two-person rotating teams, we plan to focus each month on a different Quaker belief or concern from Simplicity and Peace to the Bible and the Natural World. The challenge is to teach our young ones (ages one to six) the Quaker way—through reading and wondering; music; and arts & crafts.

We are all experiencing great sadness as some of our members face serious illnesses. Please hold them, their loved ones, and our entire Meeting in the Light as we seek to support and care for them.

MIDLOTHIAN FRIENDS MEETING

Midlothian Friends Meeting continues our quest to simplify the operation of our Meeting. We are content to allow the Spirit to show us the way forward in love and gentleness. In keeping with our 2012 Spiritual State of the Meeting report, we are heeding our communal leading to stop asking Friends to do things: to be on this committee or that, to meet a particular financial goal, to sign-up to teach First Day School.

Instead, at the end of 2013 we hired First Day School teachers, so parents are able to be present in worship. We began 2014 by putting a "freeze" on filling our committees in order to give the Spirit a chance to take us where it would have us go. We met the challenge of financial shortfalls during 2013 by just sitting together in silence. We trust that if we simply provide a place of spiritual nurture and refreshment, way will open.



REGISTRATION FOR BYM CAMPS IS NOW OPEN!

With the busyness of our Meeting purposely laid aside, way is indeed opening in a number of respects. For example, due to a long-time Friend's leading, we have reinstated our *Meeting for Nurture*. It gathers once a month after worship, where for one hour Friends discuss various practices and issues related to Quakerism. We are actively doing outreach for these monthly sessions by utilizing our Meeting's two thrift stores to invite the public. Between Friends from Meeting and friends from the public, we are attracting nearly two dozen participants. Quite a lot for our small Meeting! Finally, our spiritual sharing (called *Circle of Friends*) continues every Sunday for 30 minutes before commencement of Meeting for Worship. Circle of Friends started early in 2013, and is well attended every First Day by the adults in Meeting. Further, we have received a generous grant of \$3,000 from the FGC's Friends Meeting House Fund to assist us in financing our Meetinghouse's Handicap Accessibility Project. We also are accumulating funds for our roof replacement, which may be assisted by the removal of several diseased trees that endanger the security of our Meeting House should they fall during a storm or other natural event.

With the decrease in the number of "standing" committees, we have found the Spirit leading us to utilize the whole meeting community to address the spiritual, communal, and financial issues that arise. We believe that this more "committee of the whole" Quaker process resembles the process used by very early Friends and works quite well for our small Meeting. After an individual Friend brings forth a leading or concern, our Meeting Clerk uses Quaker process to guide us toward a unified way forward. Consequently, we are finding during our Meetings for Business that silence is more consistently utilized as an essential part of our Quaker process. Once a sense of Meeting emerges, Friends are eager to offer their talents to Meeting. Such offers may be in the form of an individual Friend taking action with Meeting's approval; or it may be several Friends offering to serve on an ad-hoc committee with the result being brought back to Meeting for Business with a proposal for Meeting's consideration.

Participation in Worship has more than doubled over the last few months, and Meeting for Business is now well attended. We feel that the spiritual and physical growth of our Meeting is rebounding and are hopeful that it will continue. Perhaps Friends are more aware that each individual's participation is very important to our Meeting's viability and that Meeting is evolving into a place of Worship with no strings attached; a community where spiritual refreshment and listening to the Spirit are at our core.

RICHMOND FRIENDS MEETING

For four First Days in Second and Third Months, Friends will be reading and discussing Michelle Alexander's book, The New Jim Crow, with the session beginning with two speakers from the Witness to Innocence program. These sessions are co-sponsored by our Peace and Social Concerns and Adult Spiritual Education Committees.

For the past three years, Richmond Friends Meeting has been questioning its involvement in legal marriage in Virginia, specifically if it wants to continue the practice of signing legal documents for heterosexual couples being married in our Meeting when this same privilege is denied same-sex couples in our Meeting who want to legally marry in Virginia. Over the years, several listening circles have been sponsored by Ministry & Worship in an effort to discern what steps we will take. Our most recent session offered those immediately affected by Virginia's inequality marriage laws to share their stories. Appreciation and gratitude was expressed by those attending and it was felt this session was beneficial in understanding and dealing with the pain felt by those involved.

While the Richmond Meeting still struggles with its involvement in legal marriage in Virginia, we are rejoicing in the legal marriage of two same-sex couples in our Meeting. One marriage occurred in New York City and the other couple married in Washington, DC.



Annual Session 2013 photo by Nony Dutton as well as work-

This is exciting and joyful news in our community.

Richmond Friends Meeting and Friends from 13 Virginia Monthly Meetings have a joint membership in Virginia Interfaith Center for Public Policy. During the current 2014 session of the General Assembly, several Friends from our Meeting will be meeting with their State legislators to encourage that budget cuts not impact the poor,

ing for Medicaid Expansion, immigration reform, eliminating the "gun show loophole" in Virginia gun sale regulations, and keeping the ban on uranium mining in Virginia. Friends will gather with other VICPP members from throughout the state on January 21 to discuss these issues with their State legislators.



Annual Session 2013 photo by Nony Dutton

VALLEY FRIENDS MEETING

Nearly 50 individuals attended our annual corn roast hosted by Sam and Bev Moore on the banks of North River. Following a period of silent worship we recognized those who had graduated and enjoyed a potluck meal and lots of fresh corn on the cob. In addition to boating and kayaking we enjoyed a range of games and fellowship.

Our connections to camp are varied. Shiloh was again the site of our 5th annual retreat. When we arrived we examined the trees we had planted around the pond the previous spring. The steady rain all day Saturday forced our fire circle indoors but spirits were bright despite the restriction. Another smaller group participated in the Shiloh service weekend in October and two devoted Friends serve on the BYM camping board.

Not being able to meet our annual budget ending in August led us into a long process of exploring who we are, what we are about and how the responses to these queries inform our budget and our financial practices. Through discussions, worship sharing and Meetings for Business, we are attempting to come to terms with the expenses and resources of our old building, the loss of several families who have moved from the area, the strengths of our Meeting and the opportunities to share what we have with the wider community.

Our winter candlelight worship and celebration was begun with a scene of a table set with a tea pot and cups, a dim lamp, shoes of many sizes and children dressed from the period when shoemakers played a prominent role among trades people. Martin, the shoemaker awaited the most important guest of Christmas Eve only to be visited by a street sweeper, restless street boys and a poor woman and her shoeless child. Each is welcomed by Martin and treated with dignity and kindness. Each of the various roles were played by one of the Meeting children.

As twilight faded to darkness on the outside, the candles added to the table one-by-one brought a warm, yellow light to the faces of all in attendance. The messages shared were poignant and heartfelt containing reflections of hope, sadness, wisdom, joy, and humor. We closed with the singing of carols followed by refreshments. As children enjoyed the food they were presented with an ornament created especially for each of them by an older member of the Meeting.

Baltimore Yearly Meeting
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BALTIMORE YEARLY MEETING UPCOMING EVENTS

SEE THE YEARLY MEETING WEBSITE FOR DETAILS AND OTHER EVENTS (BYM-RSF.ORG)

FEBRUARY

- 14-16 – Young Friends Conference at Langley Hill Friends Meeting
- 16 – Warrington Quarterly Meeting at York Friends Meeting
- 22 – Leadership and Clerkship Training at Annapolis Friends Meeting

MARCH

- 1 – Friendly Adult Presence (FAP) Training at Goose Creek Friends Meeting
- 1 – Retreat on Ministry and Pastoral Care at Langley Hill Friends Meeting
- 2 – Nottingham Quarterly Meeting at Oxford Meeting House
- 8-9 – Junior Young Friends Conference at Charlottesville Friends Meeting
- 9 – Chesapeake Quarterly Meeting at Homewood Friends Meeting
- 15 – Third Month Interim Meeting at Annapolis Friends Meeting
- 24 – Deadline for submissions for Spring *Interchange*

APRIL

- 5 – BYM's Witness in the Wider World
- 5 – Friendly Sing at Charlottesville Friends Meeting
- 26 – Apportionment Meeting at Adelphi Friends Meeting

MAY

- 3-4 – Friends Service Weekend at Catoctin Quaker Camp
- 17-18 – Friends Service Weekend at Shiloh Quaker Camp
- 31-June 1 – Friends Service Weekend at Opequon Quaker Camp

STAFF AND OFFICERS OF BALTIMORE YEARLY MEETING

Elizabeth "Betsy" Meyer	Presiding Clerk ymclerk@bym-rsf.org	Jane Megginson	Camp Program Manager janemegginson@bym-rsf.org
Riley Robinson	General Secretary gensec@bym-rsf.org	David Hunter	Camp Property Manager davidhunter@bym-rsf.org
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Tom Hill	Treasurer treasurer@bym-rsf.org	Alison Duncan	Youth Programs Manager youthprograms@bym-rsf.org
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