

**Annual Report to 2021 Spring BYM Interim Meeting
March 6, 2021
From BYM Supervisory Committee**

Committee Members: Adrian Bishop and Ramona Buck, Co-Clerks; Guli Fager, Rosemary Davis, Jim Riley, BYM Treasurer; Meg Meyer, BYM Interim Meeting Clerk; Stephanie Bean, BYM Presiding Clerk.

As we have noted in the past, the essence of the Supervisory Committee's (SC) work is direct stewardship of BYM's paid human resources by way of oversight of the General Secretary. This includes responsibility both for appropriate expenditure of BYM's human resources budget and for nurturing the synergy among the staff to carry out the vision of BYM as a whole, as well as overseeing the care of the BYM office building.

There have been many challenges this year. The year started with the realization of BYM's likely income shortfall and then the onset of the Corona virus which caused BYM camps to be halted and Annual Session to be virtual, among other consequences. Ned Stowe resigned as General Secretary, in part to reduce our expenses, and Wayne Finegar stepped forward to take on the position of Acting General Secretary, leaving the position of Associate General Secretary vacant. There was the accompanying challenge of lack of income from the camps. These events were followed by the resignations of two long time staff members, Margo Lehman, the Comptroller; and Jane Megginson, Camp Programs Manager, both of whom have served BYM faithfully for many years. (Another resignation, Jossie Dowling, Youth Programs Manager also occurred, though this had been planned earlier). Though we were able to sustain staff for months with two government grants, eventually we made some staff time reductions, including the lay-off of the Administrative Assistant for monetary reasons. From March through June SC sometimes met more than monthly as we struggled to support the GS making decisions caused by events out of our control. We also met once as the YM Executive Committee, provided for in the Manual of Procedure, but rarely invoked. Decisions made there were affirmed by the next Interim Meeting. This came as BYM worked to learn how to make decisions virtually. This was a year of continuing challenges.

SC recently completed the annual evaluation for Wayne Finegar, the Acting General Secretary, after interviewing staff and receiving a self-evaluation from Wayne. Wayne had agreed to serve until the end of March but we are now extending this time, with his agreement, for another quarter, to the end of June, because the General Secretary Search needs more time.

At an Interim Meeting, SC was told by some that we are not totally trusted, which hurt. Further, GDL sent us a letter indicating concerns about racism in Baltimore Yearly Meeting, for which it appeared to us, they felt we were accountable. We, however, think that all of us are responsible. We are committed to transforming our community to be anti-racist. We appreciate the concerns that people have raised up and invite collaboration from other committees to grow a new culture within BYM and beyond.

We have continued to focus on our own growth in the area of promoting diversity and inclusion in the Yearly Meeting We continue to include the anti-racist queries at each of our meetings both by listing them in our agenda and by measuring decisions against them:

- How does this decision support the declaration of our Yearly Meeting that we are an anti-racist organization?
- 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?

We read our goals for the committee at each meeting as a reminder and are in the process of revising them for the coming year. Currently, the goals of the Supervisory Committee are:

- Continuing to support the General Secretary, one of our main tasks
- Continuing to promote healing from any past happenings
- Continuing the review of the documents (Supervisory Committee Manual, Employee Handbook, and coordination with the Camping Committee on the camping employee handbook)
- Responding to the diversity needs of the Yearly Meeting and reviewing the anti-racism queries for each decision
- Creating a safe space for different perspectives to be expressed, and responding to any discomfort or conflict as it occurs

Supervisory did not have its customary day long retreat in September to consider issues more deeply and to set goals for the year. We are instead setting goals as part of the agenda at our monthly meetings. We were unable to take out the staff for lunch either, which we normally do twice per year. This year, in lieu of that, we sent gift cards to the staff to try to express our appreciation for their continuing work.

Because of the work that the committee needs to do, and because three of our members already hold many responsibilities (the Yearly Meeting Clerk, the Interim Meeting Clerk, and the Treasurer), we are requesting two additional people to serve on the Supervisory Committee.

2021 Budget and Human Resources Costs

Salaries	\$507,934.00
FICA Taxes	\$38,853.00
Benefits	\$154,367.00
Employee Contribution to Health Insurance	(-\$17,785.44)
Retirement	\$30,264.00
Total	\$713,633.00

This is for 9 year-round staff: six full time, one 0.75 FTE, one 0.5 FTE, one unfilled 0.5 FTE. Of this, \$214,000.00 (30%) is for two administrative staff who support administration, programs and development, and \$499,633 (70%) is for four program staff and one development staff.

Respectfully submitted,

Adrian Bishop (Baltimore, Stony Run) and Ramona Buck (Patapsco) Co-Clerks, Supervisory Committee