
THE SPIRITUAL STATE OF THE MEETING REPORT
BALTIMORE YEARLY MEETING OF THE RELIGIOUS SOCIETY OF FRIENDS
REPORTED TO ANNUAL SESSION AT HARRISONBURG, VIRGINIA
3, 8TH MONTH, 2005

The spiritual state of Baltimore Yearly Meeting of the Religious Society of Friends largely depends on the spiritual conditions of the Monthly Meetings. Their vitality of spirit is the reflection of the energy, right relationships and the spiritual well-being of their individual members.

Communication among the monthly meetings is good. The dedicated Yearly Meeting staff is constantly at work, keeping information flowing. Hand-written epistles delivered by post and intervisitation of Friends traveling in love and concern have nearly been replaced by lightning fast electronic messaging. We keep in mind that the new forms of communication can never replace the spiritual experience of Friends meeting face to face to share how truth prospers among them.

Baltimore Yearly Meeting is growing! Friends are investing significant energy into “growing their Meetings” through outreach that includes interpreting Quakerism and the Meeting to the greater community, corporate witness, and in general, letting our lives preach. Many meetings report significant numbers of newcomers. Even younger people are finding us. With the influx of seekers, meetings recognize the need for immediate and sustained welcoming of newcomers and their responsibility to encourage, mentor, and provide education in Friends’ faith and practices. While growth has many pleasing dimensions, space issues face many Meetings. Some are considering additions to their buildings, some are renovating, and some are considering acquiring meetinghouses for the first time. In these matters there is always potential for growth as well as for conflict. Way will open if we strive to stay grounded in Truth and centered in the Spirit.

At the same time that Friends are joyful with the presence of so many new faces at meeting, we are saddened by the loss of seasoned Friends, some who have passed on, and others who have moved away. There are yet others who, due to the realities of aging, have decreased their participation. All of these Friends have sustained and guided our meetings. Their presence is felt and they are deeply missed.

The heart of each Meeting within the Yearly Meeting is Meeting for Worship. Together each week, Friends feel the presence of the Spirit and recognize more fully God’s presence over and within us all. The stillness ministers to us and we find comfort. We trust that we can know more of God’s will collectively than we can individually. In worship we listen to the calling of the Spirit that leads us to service. It is this same source that nourishes and strengthens us individually and corporately so that we may live more fully in the world.

Some Meetings struggle with various aspects of collective worship. Vocal ministry is blossoming in Meetings and Friends are challenged at times to address the diversity of messages offered in worship. There is need for a more clearly shared understanding of Friends' traditions and practices. There is also an ongoing need for Friends, new and seasoned, to understand the character, qualities and spiritual nature of vocal ministry. Here, seasoned Friends can provide spiritual guidance and support. Careful reflection on the words that are brought forth, and their effect on the listener, fosters rich and loving vocal ministry. Friends have found vocal ministry most appreciated when it is clearly spirit driven, distinctly audible, and followed by ample space for contemplation. Acceptance of and respect for the spiritual searching of others brings harmony and understanding to our worshipping communities. Spiritual investment in our Meetings engenders feelings of connection, belonging and love.

Baltimore Yearly Meeting reflects the diverse spiritual understandings and broad range of theological beliefs that are present in the whole of the Society of Friends. A few Friends ask, "Are we neglecting the Christian roots and heritage of Quakerism?" At least one Meeting recognizes that the source of Life, the Creative Force, was embodied in Jesus, as it is in each of us. Some express concern that our Quaker testimonies are being secularized and that a general lack of biblical knowledge distances us from many of our Quaker brothers and sisters. Not all meetings share this concern.

For many Friends, Meeting is central to their daily lives. Meetings are blessed with Friends who are deeply involved in the work and life of our faith. Each of us brings different talents and abilities for service to the Meeting community. Friends contribute to the life of the Meeting through committee work and other roles of responsibility. The entire Meeting benefits from each Friend's spiritual gifts and commitment. We have heard too often that Meeting and Friends' events and activities are not of utmost priority to some members. Attention to family and work responsibilities and social occasions has created busy lives and overfilled schedules. Nominating committees in many Meetings have great difficulty finding people to serve. Some Friends just want to attend worship with no other involvement. Decreased participation in the life of the Meeting brings decreased financial support. Some meetings find it challenging to meet fiscal obligations. The generous giving of a few carries many. Good stewardship directly affects the quality of community life, and so we are called to re-examine our individual commitments to Meeting in the face of our own expanded responsibilities and priorities.

Faithful attendance at Meetings for Worship and Meetings for Worship with a Concern for Business are essential to the well-being of each Friends community. There is a recognized need to help Friends and attenders learn, understand and practice good Quaker process. *The Faith and Practice of Baltimore Yearly Meeting* is seen as a valued resource to educate new and not so new members in the ways of worship and conduct of business. Some Meetings find that read-

ing and responding to queries from *Faith and Practice* add spiritual richness to Monthly Meeting. With a desire to get things done and an eye to the hour, Friends sometime let the ways of the world creep into business meetings, forgetting that all things are accomplished in God's time. We work hard to build trust with each other through transparency, plainness and honesty. Light frequently illuminates Friends' decision-making, and love leads Friends to try harder to understand one another. However, there are times when we fall short of being willing to labor lovingly together. Acknowledging these difficulties, we earnestly look beyond ourselves and pressing issues to what might be God's will, while continually striving to maintain love and unity amongst ourselves. Disagreement fades, discernment rises and Friends rejoice in discovering way forward.

Opportunities to deepen our knowledge and love for one another abound. A wide variety of activities serve to build and strengthen our Meetings. Quaker communities participate in national protests and local pro-peace activities. Many Meetings engage in activities with other faith communities. Within some meetings, Bible study, retreats, Quaker studies programs, reading groups and various formats for sharing individual spiritual journeys greatly enrich both individual and corporate spiritual life. Vibrant First Day School programs are essential to the life of most Meetings. Religious Education nurtures and supports our children and teenagers, who bring great joy and vitality to our communities. Young Friends impress us with their strength and independent good works. Adult Religious Education programs also offer opportunities for growth of our spiritual lives. Many meetings search for ways to staff and support First Day School without over-stressing dedicated teachers. Simple meals after worship, potlucks or any occasion when the ministry of food is offered provide opportunities for Friends to deepen relationships and to get to know each other better.

Friends follow the Spirit's leadings that call them to be creative instruments for the care and building of their immediate community and the wider world. Friends sometime find it difficult to prioritize and embrace the many issues that are of critical importance. Many individuals carry the weight of a variety of social concerns that are not, at this time, supported by their Meeting. Meetings are aware they need to accept and respect these leadings and ministries and question how they might connect with and encourage these individuals' ministries.

The life of many Meetings has been quickened by contact and participation with the wider Quaker community and larger Quaker bodies. Some meetings recognize the importance of attending Quarterly and Yearly Meetings and maintaining association with Friends organizations. Through these connections, we can experience and value the diversity of views among us and gain new insight and understanding of our faith, traditions, processes and practices.

Friends are called, individually and collectively to strive to make a difference—to make our world a better place. Throughout the past year we have attended to some concerns that troubled us. We are working toward standards that will assure the safety and well-being of our children. The prevention of sexual abuse of our children and youth is a priority.

We have looked at racism among Friends and in our Meetings. The focus on racism has allowed us to look at this and other aspects and areas of diversity and discrimination that need our attention. We search for ways to attract and reach out to minorities and to younger than middle-aged people, ways in which we can develop and encourage more diverse communities.

We have given much prayer, meditation and time to discerning our relationship and future association with Friends United Meeting. We find objectionable the personnel policy that discriminates against and limits the participation of people who are in relationships outside the “traditional” bonds of marriage, and of those who support them. This stricture effectively disallows our gay and lesbian brothers and sisters participation in leadership roles. As a Yearly Meeting, we are clear that “our experience has been that spiritual gifts are not distributed with regard to sexual orientation or gender identity.” We are hopeful that loving and spirit-filled intervisitations with members of our fellow FUM yearly meetings, who struggle for understanding, will encourage and assist us all on our journeys.

Our joys, our grief, our ease and our discomfort are all gifts bestowed by the Spirit; some gifts have brought us together, some have pulled us apart; they have all brought us wisdom and maturity. We have grown from our experiences and encounters with the Divine. We are aware of the great resources at our disposal, that when applied in worship, indeed can change the world. We renew our commitment to enact our Quaker values that have the capacity to bring all of creation into harmony.

Prepared by Ministry and Pastoral Care Committee
Don Gann and Miriam Green, Co-Clerks

BALTIMORE YEARLY MEETING EPISTLE

7 August 2005

“Ask and it will be given to you; seek and you will find; knock and the door will be opened to you.” Matthew 7:7

Greetings to Friends everywhere:

Baltimore Yearly Meeting of the Religious Society of Friends gathered in Harrisonburg, Virginia from 1 Eighth Month to 7 Eighth Month, 2005, for the 334th Annual Session, with the theme “Called to be Merciful.” We met in unity and in love with the Divine Light that we see everywhere in this hurting world. We came eager to inspire others to take up witness and put their faith into action, with love and mercy for our world. Presiding Clerk Lauri Perman conducted the Meetings for Worship with a Concern for Business with grace, humor and tactful efficiency. Her spiritual presence guided the community through the difficult discernments we labored over throughout the week. We met in friendship to listen to how Truth prospers among us, hopeful that wisdom, understanding, and faithfulness would flow through us all.

As Friends gathered for the retreat preceding the Annual Session, we sought deeper understanding of what Gospel Order means to our lives. From our exploration of the spiritual order of our lives and our relationship to Gospel Order, we came to a greater awareness of the Power dwelling deeply within our community. A Wellspring that is always present, this Power refreshes our sense of right relationship, good order, and the desire to better the world in which we live. The experience of the opening retreat set a tone of prayerfulness, spiritual expectation and loving-kindness as we moved forward to our Meeting for Worship with a Concern for Business.

Worship sharing each day, on the Annual Session theme “Called to be Merciful,” continually brought our spirits into the flow of Divine Love that creates Gospel Order. In responding to queries such as: How have we experienced mercy in our own lives? How have we been merciful? What are the roots of mercy? How has being merciful to others helped us to feel the presence of God in our lives? our spirits flowed together as we shared deeply of ourselves.

Throughout the week we were joined in love and friendship by many Friends from across our own country. Many of these Friends felt a call to be with us and journeyed from Friends United Meeting (FUM) and several different yearly meetings. Cecile Nyiramana from Rwanda, Edith and Samson Wekesa from Kenya, and visitors from the Middle Atlantic Region Office of the American Friends Service Committee, including the new director Clinton Pettus, joined us as well. We were enriched by Friends who offered workshops on a wide variety of topics, including Michael Gibson, from Woodbury Monthly Meeting, Philadel-

phia Yearly Meeting and Friends General Conference Religious Education Committee. We received and read minutes from Friends far and wide, including a letter from Ramallah Monthly Meeting, which declared, "...it is a privilege and a blessing to affirm all that is possible when we link hands and hearts and ministries."

In our Meetings for Worship with a Concern for Business, we found ourselves not just "Called to be Merciful," but called to take action as well. We were challenged to consider the deep need that our world has for communities and individuals to be willing to walk their principles into practice. We heard how important the need is, for each of us to look inward to discern our leadings, and then to turn outward to put our faith into movement. Reflecting that movement, in our first session we approved a Minute on the Torture and Abuse of Prisoners endorsing the call for a Quaker Conference to seek ways that Friends can work actively for an end to torture everywhere. Challenged by a Friend, we worshipped communally to renew our commitment to be a "People of Peace," rather than just groups of individuals with beliefs about peace.

In the opening lecture, Lorraine Stutzman Amstutz, director of the Office on Crime and Justice of Mennonite Central Committee, spoke to us about her work with Restorative Justice, an approach to the reconciliation of survivors of harm with those who have harmed them. An image emerged of the way in which the healing springs of this important work flow into the broad rivers of the criminal justice system, bringing new life to these often stagnant waters. Later in the week, Friend Cecile Nyiramana, a Tutsu survivor of the Rwanda genocide, presented her witness and testimony of restorative justice which brings together the wives of those who are suspected of participating in the genocide with the wives of the victims. Within the Session, examples of this flow of transformation emerged everywhere and often.

David Kaczynski, another of the guest speakers of this year's Annual Session, shared with us the way in which he was challenged by his deeply personal experiences to move outward into action against the death penalty. David's talk reinforced in us the importance of being a faith community of action, as well as of principle. Taking action in this way, under the guidance of God's Grace, we will not then find ourselves in the regrettable situation of having had the opportunity of preventing violence, but having done nothing. We can attest that now is the time to step forward for peace, living our witness as a merciful, loving and peaceful people, and thus encouraging others across the globe who are living in the futility of violence and war, to join us in this witness.

Samson and Edith Wekesa from East Africa Yearly Meeting Church, provided us with a valuable, heartfelt and courageous account of the status of Gay, Lesbian, Bisexual, Transgender, and Queer (GLBTQ) Friends in Kenyan culture, adding that the cultural truths they described apply to the cultures of all African countries. They noted that these issues must presently be afforded less importance than such life threatening issues as the devastation of AIDS and the diffi-

culties of providing adequate care and resources for many of their country's people. Samson added at the end, "Please do not hate those of us who disagree with you on these issues" – yet another eloquent call for us all to be merciful to one other.

Vicki Cooley of New York Yearly Meeting shared her work with the Alternatives to Violence Program (AVP) both with our adult community during this year's Carey Memorial Lecture, and with our Young Friends in workshops during their program. Vicki called us to be merciful to ourselves as well as to others. She asked "Does walking in the Light reveal to us the goodness in ourselves?" Vicki shared with us deeply in her presentation of her work, teaching us that the uninhibited laughter of play "makes us available to Transforming Power."

The theme "Called to be Merciful" wove itself into and among our hearts and minds, and was reflected in every report of the programs and committees shared in our business sessions. One Friend spoke of a great witness among us, of the love and community which produces the beautiful children and young people that dwell in our presence. As we heard reports from the camp directors of our camping programs we came to see how each camp is an individual stream of love and friendship flowing into one program. Campers learned how to move from their differences into harmony, and to unite together to face challenges and celebrate friendships.

Junior Young Friends here at our Session discussed the Bible story about Jacob, Esau, and Isaac's blessing, while some adult Friends met daily with Friends Stan and Karen Bauer, Iowa (FUM) to grapple with parables from the Gospel of Matthew. We struggled to discern the presence of mercy and love within these stories.

Parent-child relationships delighted and enlightened us throughout our sessions, both in stories and in interactions among our members, reflecting back to us yet again the living waters of Divine Love that nourish our community. Our Friend Tom Fox traveled back from his work in Iraq working with Christian Peace-maker Teams to lead workshops for our community and to work with our Young Friends. Our Friends from Rwanda and Kenya shared stories of their experiences with their families during times of celebration as well as times of horror. We prayed over those still suffering, and rejoiced over small moments of mercy such as those a mother bestows on a child.

We were called to be merciful to our Quaker family. We heard from the representatives to the FUM Triennial as they described both the smoothness and roughness of the uneasy waters that divide us but at the same time provide a way for us to cross the divisive gulf. Their personal testaments helped us to see the places where they felt the waters flowed smoothly, as well as the places where the waters were rough and the journey uneasy. While we are aware that unity on the personnel policies of FUM may lie far ahead us, we step into action with

our planned intervisitation program with other FUM meetings. We experienced in our delegates' stories how we must ever remember to turn inward from our outward actions, seeking the One who mediates all differences, before we turn outward yet again to action.

Perhaps one of the most difficult yet most moving hours of the week was a Meeting for Listening on the topic of convicted sexual offenders and Friends Meetings. We listened as two Friends shared information and experiences to help us all engage in worship over this difficult issue. We felt new hope as this difficult problem was brought further into the Light. We continue to labor over both policies and right order, while we attend to the wounds felt by many. It is our hope that as we grow in understanding, we may be a resource to all of you, as many of you have been to us. We experienced the mercy of God's grace in the faithfulness of one Friend who traveled to be with us, following a mysterious leading, who found she had valuable knowledge to share with us around this issue.

Throughout our Annual Sessions, the power and presence of God's grace and mercy were affirmed to us. We needed only open our hearts to receive it. We will leave these sessions refreshed and infused with the energy and renewed resolve to act on our testimonies as a "People of Peace." We send this message to you in that spirit.

Yours in the Light,
Baltimore Yearly Meeting of the Religious Society of Friends

YOUNG ADULT FRIENDS EPISTLE

August 2005

Greetings Friends Everywhere,

We are joyous, Friends, for this year we can send the news of the revitalization of our program out into the world. We offer you this news with a great deal of pride and no small amount of trembling. This annual session there were upwards of 30 Young Adult Friends in attendance: a considerably larger number than we have been blessed with within recent memory, but a number that indicates that it will continue to increase in the fullness of time. When we first found ourselves contemplating the idea of writing an epistle we were unsure whether we had reached a point where such a course of action would be appropriate, but after some deliberation and silent worship, we found ourselves resounding with the idea that if we feared the response to these small steps, we would make no great strides.

Our difficulties over the past few years have been wide-ranging, however, we find ourselves growing and flourishing as a community – because our foundations are set in a deep, spiritual love and trust, and a well-developed sense of fun.

The caring that has been exhibited for each person of the community, both in business meeting and out, has been and is remarkable. There has also been evidenced a great willingness to step up and contribute, both new ideas and to the ideas of others. In this annual session alone, we have worked on developing a Minute of Purpose, planning and offering a fishbowl on sexuality and spirituality for the greater Yearly Meeting community, determining our Quaker process, and of course writing this epistle.

We have found that focusing on our identity has drawn us together and revitalized our community. Which is not to say that there have not been bumps in the road. Questions that have come up include what ages and what stages of life are appropriate for our community, whether or not the young children of participants are welcome at community events, and how exactly business meeting ought to be conducted. Many of these issues remain unresolved, but nevertheless—friends, we rejoice!

Love and light,
Baltimore Yearly Meeting Young Adult Friends

YOUNG FRIENDS EPISTLE

August 2005

Dear Friends,

This was an exceptional year for Young Friends. Since last BYM, we have struggled to establish unity and our identity as a community by looking into our own souls for guidance.

Last BYM, Young Friends sought to expand spiritual and cultural horizons. We enjoyed workshops on Tai Chi, a Japanese Tea ceremony and a visit from a Mennonite who spoke on peace and the connections between Friends and Mennonites. We started the tradition of Dorm Tag with the Tiny Young Friends (TYFs) and practiced mindful eating at designated meals. Young Friends also wrestled with weighty issues which were met with love and concern and which resulted in processes that would continue for months to come.

In September we gathered at Nottingham Meeting in Oxford, Pennsylvania and treated our muscles and minds in a massage workshop. We played group trust-and-cooperation games to get to know each other—this was much needed due to the high volume of new attenders. We took a late-night run to a local ice cream stand where we indulged our collective sweet tooth after a late dinner of Ramen Noodles. This conference was particularly relaxed and helped to integrate the new Young Friends into the community as well as build ties in the group as a whole.

November conference was held at Stony Run Meeting in Baltimore. Lamar Matthew spoke to us about boundaries and the controversial loss of a member of our community. The ever-lovely Rachel Stacy led us in a workshop concerning the diversity of Friends throughout the nation and the world and led us in a worship sharing on faith. Later that evening we held a candle-light peace vigil on Charles street followed by a discussion on peace led by two members of Jonah House, a Catholic worker community in Baltimore. In our attempt to have a simple meal, we discovered that beans and rice can become ridiculously complex and frightening even for the strong-hearted. However, we learned a thing or two about food planning in the process. This conference we found ourselves looking inside for ways to find peace in ourselves, amongst Friends, in our home communities and in the world.

The dubious nature of the food at November conference inspired us to have a Wellness-themed conference at Sandy Spring Meeting in February. There was no smoking and lots of healthy food available. While the no-smoking rule proved controversial in planning, it inspired some Young Friends to try quitting at least for the weekend and did not cause much trouble in the end. Our workshop was on element-based energy walking which grounded us all very well and prepared us for the debut of the amazing Art Box, compliments of Amrit Moore. A plethora of board games filled our free time with hungry hippos and word-bending Scrabble. We partook in the budding tradition of a Valentine's Day Love Feast in which we could not feed ourselves but were more than welcome to paint each other with vegan chocolate fudge. This conference promoted a balance of mental, physical and spiritual wellness that enriched the gathering.

In April we took our bus trip to State College, Pennsylvania. The spontaneous dancing in the rain, ultimate frisbee, dinner dates and admiration of an unearthly large bunny proved that the spirit leads us to explore the inner child in us all. Our workshop was on spiritual movement and led us to ground our energy together.

The June conference, which was actually held in May at Adelphi, was a mellow and appropriate close to the conference year. We approved new members for our executive committee. This gathering was particularly musical and we enjoyed YF talent on guitar and percussion instruments. Our workshop consisted of camp games which built friendships and trust amongst YFs and the weekend was full of Frazzlyram. We sent our seniors off with a word blast and lots of love.

The year was very productive spiritually for the community and brought much joy to us all, but we experienced one great tragedy. We are deeply saddened by the passing of a Young Friend, Caitlin Dunbar, in December. Her death was a shock and very painful for all of us, whether we knew her well or not. In February we had a worship sharing to honor the joy of her life, hold her family in the light, and search for healing in a time of enormous loss. Even in sadness, and maybe especially in sadness, Young Friends came together as one for Caitlin and for each other.

For our ups and downs, our joys and our losses, Young Friends are strong and look forward to a great year. We will grow and share and nurture each other, always keeping in mind that we never know what may happen, and we can never say “I love you” too many times.

In love and light,
The Baltimore Yearly Meeting Young Friends

JUNIOR YOUNG FRIENDS EPISTLE

Dear Friends,

Our time spent this week was varied between many experiences that were spiritual as well as exciting and fun. Some of these fun activities included making plaster masks and a variety of fifes and flutes out of pvc pipe. We had many accessible materials to make all of the arts and crafts we wanted, which was nice.

We went to two lectures on Restorative Justice and the death penalty regarding mentally ill convicts. The second lecture was given by David Kaczynski. We had discussions on each topic after each presentation. We also had a Bible study session based on our theme, “Called to be merciful.” Two Young Friends presented us with a workshop on alternatives to violence. Last, we had a discussion on Gospel Order.

One of the first things we did during the week was choose a clerk. It took two sessions, but eventually we chose Jacob. Friday night we had an overnight in the JYF room. We watched “A Far Off Place,” and “Finding Forester.” Most of us fell asleep during the first movie. We also had lots of food, ice cream and soda.

For our service project we made a treasure hunt as a family activity for the younger kids. Another activity we helped with was the “All Age Celebration.” Throughout the week we enjoyed playing with Friends of all ages, like during the capture the flag extravaganza.

We had a great week and hope everyone else did too.

Yours in the light,

Jacob Giampaolo Keener, clerk; Callen Rain; Erica Messenger; Daniel Gillespie; Pam Luckenbaugh; Dylan Philips; Alex Shulman; Nigel Buchanan-Wollaston; Sterling Trail; and others

MINUTES OF BALTIMORE YEARLY MEETING INTERIM MEETING

TENTH MONTH 30, 2004

GOOSE CREEK MONTHLY MEETING

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

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

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

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

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

CLERK’S REPORT TO INTERIM MEETING

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

During the past few months, we have encountered a challenging problem as a yearly meeting. To work on this problem, we now have a committee in place operating in the Light, open to guidance from the Spirit. In the long run, I think both the Yearly Meeting and the individual

concerned will be in a stronger place than before. After I describe the problem we encountered, I will describe our newly developed process, which builds on prior work in the Yearly Meeting, and I will name the committee members for you so that you can ask them your questions as they arise.

For some of you, what I am about to say will be new and perhaps uncomfortable for you to hear; it may raise questions that I will not be able to answer. For others, you may be impatiently awaiting what I can say that can put your already troubled heart at rest that we are following proper Friendly practice. Some of you have heard something that troubled you during these past months and you have experienced anger, concern, frustration, and impatience. For all of us, there is no doubt that we have been through a very tough time and that difficulties still lie ahead. Patience will be needed.

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

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

On July 6, 2004, a group of about ten Friends met confidentially to discuss their concerns about the FAP's behavior. Because staff were involved, Michael Cronin, Clerk of Supervisory Committee, was among the participants at this meeting. Neither Lamar Matthew, as then Presiding Clerk, nor I, as the incoming Presiding Clerk, were present at the meeting, nor did we hear of the meeting. Lamar has expressed amazement and gratitude to learn that Friends could meet so confidentially

since, in his six years as clerk, it was his impression that he usually got wind of everything that happened. At this meeting, the group decided that it was time to draw a safety line. A second meeting of this group took place at Yearly Meeting Sessions.

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

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

The same evening that the FAP was informed of the decision, the FAP informed the Young Friends community of the decision via a Live Journal, publicly accessible on the Internet, reporting that the FAP was "devastated" to learn that the FAP would no longer be able to participate at Young Friends programs. Almost immediately some Young Friends and some parents mobilized on behalf of the dismissed FAP with all the energy and passion that youth can bring to perceived injustice. The FAP also, and appropriately in my opinion, sought the counsel of our Ministry and Pastoral Care Committee for advice on how to appeal what the FAP perceived as an unfair action.

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

September. The next day Michael, Frank, and I met with the Young Friends Executive Committee to inform them of the worshipful meeting with the FAP and to hear their concerns.

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

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

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

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

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

I am serving as clerk of the committee. Yesterday the Clearness and Support Committee had its first meeting with the FAP. We are proceeding in God's time and will move forward until Way opens. The prohibi-

tions against the FAP's participation in programs where youth are present will remain in effect pending completion of the process. No Baltimore Yearly Meeting staff members are involved in the process, but our committee is keeping them informed of our work.

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

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

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

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

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

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

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

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

Of course, we have in this case gone beyond saying that someone cannot work with children; we have said that this FAP cannot be present at programs where children are present. I assure you that all the members of the Clearness and Support Committee recognize this difference and that is why the work of the Spirit and your prayers are needed. How can someone remain a full member of the Yearly Meeting if prohibited from participating in programs where youth are present? We trust Way will open and we will be guided to an answer.

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

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

We are guided by the words of Isaac Penington:

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

We ask Friends to hold this concern in the Light.

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

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

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

ASSIGNMENTS	RESIGNED	NOMINATED
FUM Triennial	Susan Walters	Ken Stockbridge [formerly an alternate]
	Betsy Meyer	J E McNeil [formerly an alternate]
	Lauri Perman	
Friends House	Betsy Meyer	
FWCC	Betsy Meyer	

Friends *APPROVED* this part of the report.

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

I2004-30 *Friends United Meeting.* Howard Fullerton, one of our representatives to FUM, gave the report from the meeting of the FUM Executive Committee 10/1/04. Board members had expressed appreciation for BYM's response to their overtures at our summer annual sessions. They especially welcomed the idea of intervisitation, and hoped to reciprocate with both hospitality and visiting. Howard also mentioned that FUM continues to face financial challenges.

REPORT OF THE FUM EXECUTIVE COMMITTEE

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

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

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

Because of this, (1) we are greatly heartened by Baltimore Yearly Meeting's considerations and movements toward intervisitation between Baltimore Yearly Meeting and other yearly meetings. (2) We would encourage all yearly meetings in Friends United Meeting to accept their visits and (3) to reciprocate. There are many important issues causing concerns among Friends, gender issues being one of them. Because of the seriousness of the issues, including Minute 88-GB-52, we realize that a resolution, if there is one, may be long in coming. It is only through seeking God's will together that we hope to find a place to stand. We realize the difficulty of cultural, economic, geographic, etc., differences.

However, we remind ourselves as the General Board and we remind you, our constituents, that each member yearly meeting in North America, Africa, the Caribbean, as well as the monthly meeting in Ramallah, hears the voice of God. As Friends we seek to hear the totality of God's word. (4) We encourage Baltimore Yearly Meeting and other yearly meetings who become active in intervisitation to inform the Executive Committee through their representatives.

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

12004-31 *Friends World Committee for Consultation.* Flossie Fullerton reported first on a talk given by Margaret Fraser, Executive Secretary of FWCC's Section of the Americas, at Chesapeake Quarterly Meeting in September. The topic was 'What unites us as Friends today?' The answer she offered was that it is not style of worship, belief, nationality, language, or culture. Rather, it occurs as we come together to worship the living God, meeting at the center, whether in worship based on silence or on praise.

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

12004-32 *Friends General Conference.* Don Gann, Co-Clerk of Ministry and Pastoral Care, announced the third consultation sponsored by the FGC Traveling Ministries Program, to be held 11/12-14/04 near Pittsburgh, PA. The topic

will be “Nurturing Faithful Ministry in Our Monthly and Yearly Meetings.” The Yearly Meeting may send two delegates, and Ministry and Pastoral Care Committee hoped for two Friends to express interest.

I2004-33 *Ad hoc Committee on Gender and Sexual Diversity Concerns.*

- 1) Clerk Aron Teel mentioned the availability of the document “Minutes and Other Actions on Same Gender Marriage and Other Gender and Sexual Diversity Concerns in BYM Monthly Meetings, Quarterly Meetings, and Young Friends.” A \$3.00 contribution will cover the cost of printing, and a \$5.00 contribution will further the work of the committee. He asked that Friends let the committee know of any needed updates.
- 2) Aron read a proposed minute in opposition to the Federal Marriage Act. Friends heard the minute, offered some changes of phrasing, and were able to unite with the substance of the minute. A Friend suggested amending the beginning to read, “Quakers of Baltimore Yearly Meeting of the Religious Society of Friends hold the tenet...” Friends AGREED to proceed by distributing the minute to Monthly Meetings for discussion before consideration at the next Interim Meeting.

PROPOSED MINUTE ON THE FEDERAL MARRIAGE AMENDMENT

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

She spoke first of the BYM FAPs, whose charge is to provide for the Young Friends (YFs) and Junior Young Friends (JYFs) a safe environment, logistical support, and spiritual guidance during their gatherings. BYM youth gather for conferences and programs ten times annually, YFs meet six times and JYFs meet four times. Observing that the number of FAP volunteers is currently too small and that BYM needs excited, strong, funny, diverse, and well-rested Friends to serve as FAPs, Hope asked Friends to consider their passion, how way opens and their souls are fed, and whether they might use their gifts to support BYM young people in this way.

Hope noted the staff is in the process of developing a Manual of Policies and Procedures for Health and Safety for Our Youth. This Manual has been vetted by Supervisory Committee, and is now under consideration by the Youth Program Committee, for implementation by the end of 2005. BYM is using as a guide a document developed by Philadelphia, New York and New England Yearly Meetings. Those affected by the policies and procedures outlined in the Manual include Friends involved in the religious education, camping, and youth programs.

Our insurance company has been a driving force behind the development of the document. In January, the Young Friends executive committee will consider the document, in March, an open meeting for orientation, with a representative from the insurance company will occur, and Youth Worker trainings are scheduled in April as well as several times at Annual Sessions. A Friend asked for maximum possible involvement of Young Friends, considering their strong tradition of self-governance.

I2004-38 *Camp Property Manager*, David Hunter. My first full year as Camp Property Manager at Baltimore Yearly Meeting has been a wonderful and exciting one. It is always challenging to be the first in a newly created position and I have enjoyed meeting the challenge of finding balance among the many tasks that call for my attention. In 2002 it was decided that the Camp Property Manager position should be created to handle some responsibilities of the Camping Program Secretary. Patti Nesbitt worked as manager for some projects in the spring of 2003 and I became Camp Property Manager in July. [David's full report is at the end of these minutes.]

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

LONG RANGE PROPERTY PLANNING COMMITTEE RECOMMENDATIONS

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

Camp Property Management Committee:

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

Camping Program Committee:

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

Ministry and Pastoral Care Committee:

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

Supervisory Committee:

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

Interim Meeting/Yearly Meeting in session:

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

Expressing gratitude for the recommendations and the full report, Interim Meeting **APPROVED** the request of a Friend to hold consideration of the recommendations over until the next Interim Meeting.

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

Friends arose to gather again at Sandy Spring Meeting, 2 April, 2005. .

Michael Cronin, presiding

Frances Preston Schutz, recording

CAMPING PROGRAM STATISTICS FROM THE 2004

Enrollment - totals

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

Opequon

- Of the 149 campers accepted, 84 (56%) were returning, 65 (44%) were new.
- Of the 65 new campers, 34 were BYM Quakers, 6 were other Quakers and 25 were non-Quakers.
- Of the returning campers, 52 were BYM Quakers, 8 were other Quakers, and 24 were non-Quakers.

- Overall religious affiliation was: 86 BYM Quakers, 14 Other Quakers, and 49 Non-Quakers. That's 58% BYM Quakers, 9% Other Quakers, and 33% Non-Quakers. Everyone who applied to camp was accepted.

Catoctin

- There were 158 total campers. Of these, 120 or 68% of the campers were returning; 46 or 29% were first-time applicants.
- Of the new campers accepted to Catoctin, 30 were BYM Quakers, 1 was a non-BYM Quaker and 15 were non-Quakers.
- Of the returning campers, 87 were BYM Quakers, 7 were other Quakers and 26 were Non-Quakers.
- Overall religious affiliation was: 110 BYM Quakers, 8 Other Quakers, and 40 Non-Quakers. That's 70% BYM Quakers, 5% Other Quakers, and 25% Non-Quakers.

Shiloh

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

Teen Adventure

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

Waiting List

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

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

Camperships and Financial Aid

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

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

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

CAMPER ENROLLMENT BY MONTHLY MEETING OR RELIGIOUS AFFILIATION 2004

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

CAMP PROPERTY MANAGER'S REPORT

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

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

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

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

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

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

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

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

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

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

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

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

David Hunter

FOURTH MONTH 2, 2005
SANDY SPRING MONTHLY MEETING

I2005-1 Opening Friends gathered and settled into worshipful attentive silence in the meeting room at 2:15 pm at the Sandy Spring Meetinghouse in Sandy Spring, Maryland. Out of the silence the Interim Meeting Clerk read a passage from Katherine Evans, in a letter from prison in Malta, in 1661, to her husband and children:

“...I have unity and fellowship with thee day and night, to my great refreshment and continual comfort...praises be given to our God for evermore, who hath joined us together in that which neither Sea nor Land can separate or divide....

“Keep your souls unspotted of the world, and love one another with a pure heart, fervently serve one another in love, build up one another in the Eternal, and bear one another’s burdens for the Seed’s sake, and so fulfill the Law of God. This is the Word of the Lord unto you, my dearly beloved.”

from *Hidden in Plain Sight, Quaker Women’s Writings 1650 – 1700*, edited by Mary Garman, Judith Applegate, Margaret Benefiel, and Dorothea Meredith, Pendle Hill 1996, pp 152-153 and 203-205.

The Clerk expressed appreciation for the generosity and hospitality of Sandy Spring Friends.

I2005-2 Report of the Presiding Clerk of BYM. Lauri Perman spoke of her sense that it had been a blessing to serve the Yearly Meeting, expressed gratitude for the dedication of so many Friends to the Yearly Meeting, gave informally the first part of her report, on her travels, on the recent youth safety conference, and on changing agendas for annual sessions, and read her report on the progress of the Ad Hoc Committee of Clearness and Support.

Service to the Yearly Meeting as Presiding Clerk continues to be a blessing in my life and provide many opportunities to grow in the Spirit.

Travel. I have been asked to describe my travels on behalf of the Yearly Meeting. I will begin by describing my travels outside the Yearly Meeting. In the fall, I attended the FGC Central Committee meeting. Our Manual of Procedure acknowledges that the Yearly Meeting presiding clerk serves as a member of FGC Central Committee. This was an opportunity for me to learn a lot about FGC and to meet some of the 10 BYM members who serve as our delegates to Central Committee, including some who are unable to attend annual sessions. Later in the fall,

I joined several BYM Friends in attending a Pendle Hill clerking workshop offered by Arthur Larrabee. Also in the fall, for personal reasons, I had the opportunity to visit Mt. Toby Meeting in Massachusetts where I spoke with Jan Hoffman, a former New England Yearly Meeting (NEYM) Clerk, and a current member of the NEYM Ministry and Counsel Committee charged with recommending a course of action for NEYM to follow with regard to our shared concern about FUM's discriminatory employment and volunteer policies. Yesterday I attended Philadelphia Yearly Meeting and next weekend I will attend an FGC retreat for yearly meeting clerks.

Inside the Yearly Meeting, I travel regularly to attend meetings of the Supervisory and Program Committees, to clerk sessions of the four committees charged to make an FUM budget line item recommendation, and to clerk regular meetings of the ad hoc clearness and support committee. Together these meetings have meant 1 or 2 trips a month.

I have not been able to attend Quarterly Meetings but hope to do so next year.

Youth Safety Conference. On March 5, sixty Friends, from 20 different monthly meetings, attended a Youth Safety Conference at Sandy Spring, where we heard presentations from representatives of our insurance company. The next step in the process is for monthly meetings and the Yearly Meeting to take ownership of the concern raised by the insurance companies and to season it through our own Friendly processes so that our final policies reflect who we are as Friends. This is something that several other yearly meetings are working on as well. It was exciting today to see how quickly Friends can move. Sandy Spring has already inserted windows in the doors of its religious education classrooms in the community building, one of the safety suggestions recommended by our insurance company.

Ad hoc Youth Safety Committee. Michael Cronin, Interim Meeting Clerk, and I will appoint an ad hoc Youth Safety Committee, in consultation with the clerks of the relevant committees – Youth Programs, Camping, Supervisory, Religious Education, and Junior Yearly Meeting — to draft a Youth Safety policy for these committees to consider, for review by Trustees, and for approval by Interim Meeting or Yearly Meeting in sessions. Once Yearly Meeting has approved a Youth Safety policy, each committee may develop its own procedures. This committee will draw on the work of FGC and AFSC and other yearly meetings in preparing a draft policy.

Agenda for Annual Sessions. I want to alert clerks and others expecting to make reports at annual sessions that I am eager to create a more spacious agenda with time for us to consider our call to peace work, the spiritual life of the Yearly Meeting and our monthly meetings, and time to consider carefully the concerns that have arisen among us about inclusion of convicted sexual offenders in our meetings. In order to allow time for these concerns, it will be necessary to cut the time given in the past to committee reports. There will not be any time for oral reports that duplicate written reports. I met this morning with Ministry and Pastoral Care to ask for the committee's help in seasoning the changes I propose to the agenda.

Concern about Friendly Adult Presence. Some Friends will recall that I reported to you last October about a very difficult situation involving an adult who had been asked not to attend BYM programs where children and youth were present. I reported the appointment of an ad hoc clearness and support committee composed of: Lamar Matthew, former Presiding Clerk of Yearly Meeting and current member of Ministry and Pastoral Care; Michael Cronin, current Interim Meeting Clerk; Don Gann, Co-Clerk of Ministry and Pastoral Care, and myself. We had asked the adult, who had formerly served as a Friendly Adult Presence with our youth programs, to suggest three names, from which the other members of the committee chose Riley Robinson to serve as the committee's fifth member.

This committee has taken its work seriously. All five members have met together nine times since Fall Interim meeting — four times in person and five times by conference call, usually for 2 to 4 hours each time. On two occasions, the committee met in person with the adult in question. During this period, members of the committee also attended two Young Friends conferences and one Junior Young Friends conference. The committee's work has been prayerful and challenging, and I am personally grateful for the courage, dedication and spirit-filled leadership of its members. In the course of gathering information, members of the ad hoc committee have consulted with counseling professionals, with the Yearly Meeting attorney and insurance agents, and with Child Protective Services of two states.

Unfortunately and sadly, we cannot recommend that the adult be reinstated. We affirm the decision made by the initial discernment committee that the adult in question should not work with BYM youth nor, at this time, attend programs where youth are present. We are committed to working to find a way for this adult to participate fully as a member of the Yearly Meeting but Way Forward is not yet clear. In the interim, we know Friends will welcome the news that the adult's Monthly Meeting

has appointed a support committee. Members of the ad hoc committee are committed to this work because we love the adult and value the many contributions and gifts the adult gives the Yearly Meeting.

We are aware that some Friends remain very troubled by this situation – for a variety of reasons – ranging from a concern for a beloved Friend to a concern for Friendly process, including a sense that either Young Friends Executive Committee or the Youth Programs Committee should have handled the issue. We have responded to letters of support sent to us on behalf of the adult and have yet more letters to which we need to respond. This unprecedented situation has challenged our processes. Members of the ad hoc committee are committed to continuing our work until we see that the Yearly Meeting has processes in place for the future.

Since Fall Interim Meeting we have confirmed that the Young Friends Executive Committee had previously attempted to handle the situation through its Friendly Adult Presence evaluation process and had been unsuccessful in changing the adult's behavior. One of the counseling professionals we consulted has also informed us that Young Friends are not developmentally equipped to handle the problem we encountered. Finally, I will point out that 14 Yearly Meeting Friends have already been involved in this confidential matter, either as part of the initial discernment committee or the ad hoc clearness and support committee.

I am convinced that if we were to relax confidentiality, more Friends would understand the reasons for the outcome and processes followed so far. Relaxing confidentiality would remove pressure and criticism from the ad hoc committee and allow us to counter some misinformation that Friends have heard. However, we are clear that relaxing confidentiality is not the “right” thing to do. It is not in the interest of the Friendly Adult Presence, the Yearly Meeting, or Young Friends. Our committee is continuing to work hard and remain open to the Spirit; we request your prayers, trust, and support. May you keep this adult in your prayers; we do.

We, as Friends, cherish each member of our communities and rise in support when a member is hurt. We have a healthy distrust for authority, we value openness, and we value self-governance for Young Friends. These virtues, shared by BYM, means that this confidential situation is inherently controversial. Our committee welcomes hearing from concerned Friends; in the future we hope to be able to meet and listen carefully to you. We include in our charge fostering the necessary healing that our Yearly Meeting community requires. At this time we do not anticipate our work ending anytime soon. We have another meeting scheduled for tomorrow.

May Love and Light show us the Way Forward, and may we recognize the power of the Spirit to bring about healing transformation for all concerned.

I2005-3 Ad Hoc Committee on Intervisitation Convenor Marcy Seitel described the process of the formation of this committee in answer to the concern for building positive relationships within FUM. She named its other members: Georgia Fuller, Rebecca Richards, Howard Fullerton, Walter Brown, and Ken Stockbridge. She provided a Mission Statement which the committee had created.

THE MISSION OF AN INTERVISITATION PROGRAM

The intervisitation program of the Baltimore Yearly Meeting is being planned because of BYM's concern for Friends United Meeting's policies on sexual diversity and sexual conduct in community. This concern has awakened us to the fragility of the relations among the yearly meetings and monthly meetings of FUM. We encourage, prepare, and support Friends to travel with the faith that we can listen, strengthen our relationships, offer care for each other, build our faith community, and lay a groundwork for discussions around sexual diversity and other issues as they arise. This plan assumes that intervisitation will be in all directions, and those interested will offer and receive hospitality.

We recognize that diversity raises issues and opportunities within all the FUM monthly meetings. Our purpose is to strengthen the Society of Friends in the hope of leading us toward a clear sense of what it means to know and live in the beloved community of Friends.

This mission statement can best be understood in the context of the full report of this ad hoc committee's initial meeting of March 5, 2005. We propose that this mission statement be reviewed in five years.

We expect that our committee will receive traveling minutes specifically for those visiting under our program and that we will consider and present them to Interim or Yearly Meeting for endorsement.

It is important to first build better relationships with FUM, then to address our concern of what we see as their discriminatory personnel policy. Marci described what the committee envisioned as the process by which one might embark upon this intervisitation: if a Friend feels a leading to participate, they should approach their Monthly Meeting for a clearness committee, which might recommend a travel minute be endorsed by the Monthly Meeting. This is then forwarded to the ad hoc committee for its discernment, and if approved, the committee will assist in preparation of the Friend for the travel, including bringing the minute to either Interim Meeting or Annual Sessions for endorsement. The

Friend would then begin travel, and would be expected to report back to the Yearly Meeting. Friends under such a leading are asked to consider a 3-year time frame of commitment. [See full report at the end of these Minutes.]

The ad hoc committee has received four requests for visitors:

- At BYM Annual Session, the Rich and Joan Liversidges' marriage enrichment workshop will be attended by a Kenyan couple.
- A contingent of pastored Friends will be attending Annual Session at the invitation of the Committee for Gender and Sexual Diversity Concerns
- Winston-Salem [NCYM-FUM] Monthly Meeting has requested visitors. Marcy was touched by the reference in the request to help BYM had provided NC Friends over 150 years ago, and their memory of that help.
- Others will be invited to attend our Annual Sessions.

The cost for much of this is expected to be \$11,000. There is a desire to include a strong youth component, an African component, eventually a consultation on sexuality issues, informal contacts such as pen pals, visits on vacations, and others.

FUM staff have enthusiastically endorsed the concept of intervisitation, and suggested the consultation. A full report will be placed on the BYM website. After expressing thanks to the committee for their impressive work, Friends *APPROVED* the Mission statement

Marcy read a traveling minute for intervisitation from Langley Hill Monthly Meeting for Walter Brown. Friends *APPROVED* endorsement of this minute.

I2005-4 *Camp Property Manager's Report.* David Hunter presented his report. This winter and spring most of my energy has gone into addressing the water quality issues in the Pond at Catoctin. The goal is to have the lagoon available for swimming for the summer camping season.

What has happened?

- The bacteria counts in the stream that feeds the pond at Catoctin has presented an ongoing problem. Frederick County Health Department said that they would not accept an application for a bathing beach permit from us any more;
- Over the course of last summer and fall we researched and consulted and researched and consulted;
- Late in the fall we asked three environmental engineering firms to submit proposals;

- At the end of January the BYM and camp community came together to model how wonderful it can be to be a part of a Quaker community. A group of Friendly environmental engineers, biologists, water treatment experts, and environmental lawyers came together to evaluate the proposals that had been submitted. We interviewed the firm that we like the best and eventually contracted with them to help us address the problem.

What we are doing?

- The current plan is to remove all the sediment from the water that flows out of the stream into the pond;
- Treat it with ultra-violet light to kill the bacteria;
- And to control turbidity in the pond.

How we are financing it?

- We have just begun a fundraising campaign;
- It is off to a fabulous start;
- Meetings and members of the Yearly Meeting should look forward to hearing from us.

Work weekend dates: bring your friends, families, neighbors—all are welcome.

Catoctin Quaker Camp – April 15-17, 2005

- We will be working on the landscapes around camp;
- Clearing trails;
- Painting;
- General cleanup and maintenance projects;
- Taking down one of the old cabins to make room for a new one in the fall. Come and see how the lagoon water quality improvement work is coming!

Opequon Quaker Camp – April 29-May 1, 2005

- Raising and improving the foundation of two cabins;
- Painting;
- Cleaning and maintenance tasks.

Shiloh Quaker Camp – April 8-10, May 6-8, and May 13-15, 2005

- Replacing upper Walnuts' platform with a screened cabin;
- Roofing the crafts shelter;
- Maintenance jobs;
- Cleaning tasks;
- Trail clearing.

In answer to a Friend's question, David described the typical weekend's activities. Friends are welcome to arrive Friday evenings, but most work is done on Saturday and Sunday. David encouraged Friends to visit the website for information, and to call the office to let them know of planned participation.

I2005-5 *Friends International Center in Ramallah.* Lamar Matthew, York Monthly Meeting, spoke of his experience of traveling from March 3-14 with John Salzburg of Bethesda Monthly Meeting to Ramallah as part of the International Ramallah Friends Committee. This committee had initially been formed to restore the Ramallah Meetinghouse, and to establish a Friends International Center in Ramallah. The Center has the mission of hospitality to all in the region working for peaceful solutions to current conflicts there.

The Committee met for consultation with eighteen groups working for peace, justice, women's rights, and other issues of Friendly concern. Lamar found that the atmosphere on Ramallah had changed dramatically from his last visit three years ago – there is now a sense of vibrancy, which sadly does not extend to the Hebron area, which remains devastated and deserted. Lamar listed some of the groups with which the committee representatives met. All have good programs, but because communication is so difficult, there is much overlapping of efforts.

The next *Interchange* [Summer 2005] will have his report and it will also be posted on the BYM web site. The Committee hopes for a Friend-In-Residence (there is already a potential applicant) who will care for the house and annex, but is not expected to act as a preacher. This unprogrammed meeting was described as a 'faithful remnant' of the Meeting established nearly 100 years ago – and whose meetinghouse was dedicated exactly 98 years before the rededication celebration on 3/6/2005. Many of the attenders of this celebration were First Day School graduates.

The Committee also met jointly with Ramallah Friends School and Monthly Meeting members to talk about cooperation. Costs escalate so quickly that it has been difficult to predict budgetary expenses. Friends can expect a request for funds to further the mission of the International Center's work.

I2005-6 *Ramallah Visitation Report given by Hope Braveheart.* Hope Braveheart, Andrei Israel, and Phoebe Stern had traveled with Frank Massey to Ramallah in mid-February to explore with Friends there the possibility working with Ramallah Friends to establish a Baltimore Yearly Meeting Workcamp there. Hope read her moving report of her travel and encounters with many Palestinians, and concluded with her desire that we all work together for friendship, healing, and bearing witness in this troubled land. Summer of 2006 is the hoped-for beginning of this project.

RAMALLAH REPORT

As a convinced Quaker of 5 years and as Youth Secretary of Baltimore Yearly Meeting you might assume that I am always around Quakers. But that is not so. I realized this most abruptly when I shared with family members and friends that I was going to Israel and Palestine for two weeks to research the possibility of a youth workcamp there. They did not want me to go because they feared for my safety. Despite their convincing arguments and pleadings, they realized that I was still going, and then began to question me about “my plan” – “my agenda”. “What is your goal?” they asked. “What are your expectations?” “How will you know if your trip is successful?” “How will you measure your work?” they asked. How can I answer those questions or even have an agenda with people I had never met?

On February 18, 2005 Frank Massey, Andrei Israel and I met with Jean Zaru, a 4th generation Palestinian Quaker woman who is also the Clerk of Ramallah Friends Meeting. In her home, Jean gave us an informal 7 hour cliff notes version of the Palestinian occupation, oppression, and severe lack of human rights in her homeland. She also shared with us her passion and vision to see life affirming youth activities. I was however most moved by her immeasurable endurance and incredible light.

We also met with:

- Joyce Ajlouny, Director of The Friends High School
- Muna Khleifi, Kindergarten Director of the Friends Elementary School
- Kathy Bergen, AFSC National Coordinator of the Middle East Programs Peacebuilding Unit
- Maia Carter Hallward, in Jerusalem
- Jeff Halper, Coordinator of the Israeli Committee Against Home Demolitions
- Father Chacour of the Mar Elias High School, Elementary School and University.
- And representatives from the Al Amari and Jalazone Refugee Camps

Each encounter helped raise our awareness and compassion for Palestinians and Israeli Arabs who have been horribly under-represented, overburdened and under-served.

Quickly I realized that those sharing their stories were the ones left - the ones who can still speak. The truth with which people spoke shook me at my roots. I listened with my entire being. And as the haunting stories poured forth I realized that they were speaking not only for themselves, but also for the countless Palestinians who can no longer speak. My prayer was to listen with my life. "God uncover the strength in me", I quietly prayed, "the strength to hear this and listen for those who have not yet heard."

At Jean's kitchen table we shared the possibility of BYM Young Friends working with Ramallah Friends Meeting in the future. We shared that we did not come with a plan or agenda for Palestinians, but rather our hope that we could create a plan together. We also asked if she would like to work with BYM in this way. Whatever barriers that were between us seemed to fall as a deep and literal sigh of relief came from Jean. She expressed sincere gratitude for our open approach.

I recently read that "behind every political wound is a personal one and personal wounds need to be addressed at a personal level." It is impossible for me to describe the emotion and love in me that wanted to meet each person while in Palestine and Israel. As much as I want to try, it is impossible for me to share with you the vast possibilities that could come from such work. But it IS possible for us to clear the path so that this kind of friendship, healing, and witness can continue.

A week after I returned home I was sharing my experience with a friend over lunch. She said "What do you mean you have no agenda with Palestinians - Isn't peace your agenda?" and I've found myself asking the same question in quiet, but difficult moments. Perhaps peace will come - perhaps it won't or maybe it will come generations from now. I've returned with more questions than answers. But I have clarity on this - for solutions, aid, even peace to be sustainable, it must be indigenous and involve youth. Otherwise, we're just the dysfunctional big brother in America who thinks he knows what's best for everyone else, supplying resources that will be wasted because we didn't listen with our lives before we let them speak.

I was acutely aware of the moments when the people we met with leaned closer to us, over conference tables, kitchen tables and highly caffeinated Arabic coffee, saying, "Can I tell you something off the record?" I felt the distance between us evaporate. And if I could tell you

something off the record, it is this. The Youth of the Baltimore Yearly Meeting have the courage, strength, and hunger it takes to participate in a workcamp in Ramallah. May we remember that as Americans, we are often obese with privilege and spiritually emaciated. It is painful to know there is a contribution we can make, and yet not know how to make it. This trip can answer that calling in some of us. And I'm so thrilled that we can offer this possibility to our Youth.

I set aside my privilege for two weeks. It was difficult to be searched at checkpoints, yet simultaneously powerful to witness the lack of dignity Palestinians deal with constantly. And still, Palestinians often smiled at us, said welcome and helped us navigate through the unfamiliar territory of oppression. I have been deeply altered by this. I hold privilege differently now, not as something that is mine because I am lucky – but rather as an ideal that human rights, privilege, and dignity belong to everyone. May the use of my privilege in this way, *our privilege*, be a reminder to those who oppress others. May it inspire those who are oppressed. I pray that it be used thoroughly and well.

Phoebe Stern, Frank Massey, Andrei Israel and I look forward to working with Youth Programs Committee and to the possibility of being part of a youth workcamp with BYM Youth, Ramallah Friends School Youth and the Ramallah Friends Meeting in the summer of 2006.

Thank you.

Andrei gave personal reflections from his trip. He spoke of learning: First, that we can't be spiritually whole if we don't open our hearts to the presence of oppression in the world, and second that our Quaker family is more powerful, more whole and vibrant the more we are able to connect with one another. He experienced a spiritual deepening as the result of this experience, and expects the workcamp experience will be transformative for the youth who participate. Those involved in this exploration welcome the prayers, ideas, and offers of help from Friends.

Phoebe Stern was unable to attend this IM, but will bring her report forward in June.

In an answer to a Friend's question, Andrei said he may speak of this concern when he attends the World Gathering of Young Friends as way opens.

I2005-7 *Report of the Joint Meetings of Four Committees Regarding BYM Budget Contributions to FUM:* Clerk Lauri Perman offered to send copies of the minutes of the three meetings [January 29, February 12, and March 12] already held to anyone interested, and said the committees planned to gather

next in May. She gave a brief history of the previous meetings of these committees. About 20 have been at each meeting, and representatives from all four committees have been at each meeting. The committees are lifting up that waiting and not knowing is a sacred place. They have tentative unity to recommend that the \$17,400 budgeted for FY 2005 be designated entirely for Intervisitation but do not yet have unity on a recommendation for the remainder of FY 2004's allotment - \$8,700. She asked for Friends to hold the committees in the Light, and asked Monthly Meetings to consider the issue. Of the roughly 20 monthly meetings that have forwarded minutes on this subject to the Yearly meeting, about 1/3 do not want the Yearly Meeting to forward their apportionment shares and/or any monies to FUM, about 1/3 do not have unity within their monthly meetings, and about 1/3 have suggested other interesting proposals. The committees are "standing still in the Light, waiting for Light with the sure knowledge that we will be guided." A Friend reported that other Yearly Meetings share our concerns.

I2005-8 *Camp Administrative Secretary.* Jane Megginson addressed the Interim Meeting for the first time in her new role, but has been on the BYM staff for three years. She has seen a great deal of change in those three years. Though the camps have received many applications, there are spots of openings at all three camps for ages 10-13. Jane is challenged, excited, and energized by what she is doing, and is inspired by working with the five camp directors: they love what they're doing, and know what they're doing.

Clerk Michael Cronin thanked Jane for the seamless transition she had managed after the extended service of Josh Riley.

I2005-9 *Manual of Procedure Committee.* Howard Fullerton presented the document of proposals from the committee. He suggested they could be viewed in three parts: 1) substantive changes that if approved by IM would be forwarded to the Yearly Meeting, 2) minor changes not needed for wider consideration at Annual Sessions, and 3) grammar changes.

A. *Substantive Changes.*

1. *Function of the Clerk of Interim Meeting:* In Sixth Month last year, [I2004-21] Search Committee asked Friends to consider allowing Supervisory Committee to name its own Clerk from its constituent members. The matter was laid over for seasoning. The Manual of Procedure Committee discussed this proposal recently. A change in how the Clerk of Supervisory Committee would be chosen would require that the Manual be changed to have the General Secretary report to the Clerk of Interim Meeting, one of the Yearly Meeting's officers. Perhaps this change should be discussed next by Supervisory Committee.

Friends *APPROVED* forwarding this proposal to Supervisory Committee for its consideration

2. *Faith and Practice Revision Committee.* The description of the Faith and Practice Revision Committee does not reflect its current function, to entirely rewrite *Faith and Practice*. We recommend removing the description from the Manual of Procedure and making the current Committee an ad hoc committee. As an ad hoc committee, it needs a charge. We suggest it prepare one.

Friends *APPROVED* asking that Committee to write its charge.

3. *Ethel Reynolds Fund.* The Ethel Reynolds Fund evolved through decisions made by Interim Meeting to make grants from the unrestricted bequest of Ethel Reynolds, a member of Nottingham Meeting who died in 1976. When the bequest was made known, Friends wanted to use the bequest in a way that did not “fritter” the funds away; they also wanted to use the money in a manner consistent with Ethel Reynolds’ interests. The money was placed in a fund (restricted by the Yearly Meeting) and a committee was established that included a member of Nottingham Monthly Meeting.

The goal to not fritter the funds has been wildly successful; the original bequest of \$62,000 was \$83,000 at the end of 2003. It has been so long since Ethel Reynolds died that few people in Nottingham Meeting remember her. She asked that we spend the bequest; the Yearly Meeting policy (*Faith and Practice*, Appendix I) requires that we spend the bequest; and the Internal Revenue Service expects that we spend the bequest.

The Manual of Procedure Committee recommends that the Yearly Meeting lay down the Ethel Reynolds Fund Committee and that the funds be allocated among three committees and our youth program, 30 percent each for the Camping Program Committee and youth program and 20 percent each for Religious Education and Advancement and Outreach Committees.

We recommend that Interim Meeting ask that these committees and program develop a plan in coordination with the Stewardship and Finance Committee to spend these funds over the next three to five years. Finally, we recommend that any funds unspent on December 31, 2010 be put in unrestricted reserves.

Friends were unable to unite with this proposal at this time. The four committees were asked to bring proposals to the Ethel Reynolds Committee for spending these monies over the next 3-5 years. Further action was *LAI D O V E R* until the next Interim Meeting.

4. *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, and the Camp Administrative Secretary, ex officio.

~~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 Camping Program Committee oversees and coordinates the philosophy, policy, financing, and program emphasis all of 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 Camp Administrative Secretary is responsible for implementing goals, direction, and policy as set by the Camping Program Committee.

The Camping Program Committee advises ~~BYM staff~~ the General Secretary on employment of camp directors and the Camp Administrative Secretary. 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.

This change implies a change in the section of the Manual of Procedure about staff (p. 11) since the Camping Program Committee will no longer do the hiring.

Interim Meeting selects, employs, and defines the responsibilities of the General Secretary. The General Secretary, with the guidance of the Supervisory Committee, may employ staff as provided in the budget approved by the Yearly Meeting in session. The Directors...

Friends *APPROVED* the recommendation of the Camping Program Committee to revise the Manual of Procedure description of the committee tasks in the ways proposed, including the change in the description of the responsibilities of hiring staff.

B. Minor Changes.

- I. Educational Funding Resources Committee.* The Educational Funding Resources Committee is composed of at least six members nominated by the Nominating Committee and appointed by the Yearly Meeting, plus the Treasurer of the Yearly Meeting, ex officio. The purpose of this Committee is to help Friends secure secondary and post-secondary education by providing loans. Preference is given to requests for loans for undergraduate level study. Monies and income from both the Educational Fund and the Fair Hill portions of the Consolidated Endowment Fund are used to provide post-secondary loans. The Pre-College Fund provides loans for secondary education.

Each Monthly Meeting annually appoints one person as a corresponding member of this Committee. Such corresponding members normally serve for no more than six consecutive years. No member appointed by the Yearly Meeting to the Educational Funding Committee serves at the same time as a Monthly Meeting corresponding member. The corresponding member provides liaison between the Monthly Meeting and the Committee. The corresponding member will meet with each applicant from the Monthly Meeting, perhaps as a clearness committee, to consider together the implications and responsibilities of debt. Applicants need to understand that as they repay their loans, funds become available for future students. The corresponding member's advice to the Committee is an essential part of the application process and should include comment on the applicant's involvement in the Monthly Meeting and any information that would be helpful in making a decision.

The Committee meets twice a year. It will meet on a Saturday in May to evaluate applications and make loans, and on another mutually convenient day to discuss other business. The Educational Funding Resources Committee reports to the Yearly Meeting at least once a year on the state of the funds, loans made available, and any other business conducted.

Friends *APPROVED* the deletion of misleading and erroneous wording, so that the section indicates this committee approves loans only – not grants. There is no need to take this item to annual sessions of BYM.

2. *Remaining Minor changes: pg 1 penultimate line in the Introduction, delete “or have been entrusted”*

This *Manual* deals solely with the organizational structure the Yearly Meeting establishes to handle matters which are entrusted to it by the constituent Monthly or Quarterly Meetings or by individual Friends.

pg 12 line 10 “Committees...” “bring “take” and line 12 delete “support and”:

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 general 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.

pg 12 final paragraph delete “should. . . exercising the”; insert “has a”

The Yearly Meeting has a responsibility to reject unsuitable names as well as to approve those found acceptable.

pg 13 line 5, still in “Committees...,” replace period after “years” with comma; insert “nor should Friends serve the Yearly Meeting on more than one standing committee at a time” [adapted from pg 28]

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 should 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.

pg 26 in “Ministry and Pastoral Care,” 3rd paragraph, line1 delete “and assists”

The Committee supports Monthly Meetings in fostering community and addressing the needs of individuals within their Meetings. Committee members are expected to visit a variety of Monthly Meetings throughout the year. Monthly Meeting committees will be encouraged to invite these visits.

line 2 delete “recognizing and” delete penultimate sentence entirely

The Committee supports Monthly Meetings in fostering community and addressing the needs of individuals within their Meetings. Committee members are expected to visit a variety of Monthly Meetings throughout the year. Monthly Meeting committees will be encouraged to invite these visits.

pg 26 {cont’d} 4th paragraph line 1 delete “supports and”:

The Committee assists the Yearly Meeting with programs, retreats, workshops, activities at Annual Session, and other activities as needed. The Clerk of the Ministry and Pastoral Care Committee serves as a member of the Program Committee.

The Manual of Procedure Committee has been informed that the Voluntary Service Subcommittee no longer meets. The paragraph describing it should be eliminated from the Peace and Social Concerns Committee on page 30. This change does not prevent Peace and Social Concerns from encouraging voluntary service.

pg 28 line 1 change number of members; this number was relevant when the two Yearly Meetings consolidated. It has been years since 21 people served on this committee.

The Nominating Committee is composed of 12 persons, with at least one from each Quarterly Meeting.

pg 36 (Unity with Nature Committee) change number of members and delete hortatory 2nd paragraph altogether

The Unity with Nature Committee consists of approximately 12 persons nominated by the Nominating Committee and appointed by the Yearly Meeting...

pg 52 line 1 delete “spiritually-centered” [falsely implies something unique to Quaker Earthcare Witness]

Quaker Earthcare Witness is an organization of North American Quakers seeking ways to integrate their concern for environment with Friends’ long-standing testimonies for simplicity, peace and equality. It has a policy-making General Committee to which Yearly Meetings name representatives. A smaller Steering Committee, drawn from the General Committee, oversees ongoing activities.

Friends were able to **APPROVE** the minor changes ‘in toto’, with thanks to the Committee for its work.

I2005-10 Clerk Michael Cronin read aloud a document written on behalf of Andrei Israel, Annalee Flower-Horne, and Rebecca Haines-Rosenberg as letters of introduction for the 2005 World Gathering of Young Friends in Lancaster, England.

There is a need to raise a substantial sum—about \$9000—to assist our delegates, and those of other nations in this travel. A Friend mentioned the “Twinning Initiative” of Gunpowder Friends and Chesapeake Quarterly Meeting with young Friends in Mexico, with the goal of sending two Mexican young adults to the Gathering. Flyers are available, and Friends are encouraged to join in this effort.

I2005-11 *Report of the General Secretary.* Frank Massey expressed gratitude for the work of David Hunter, Jane Megginson, Hope Braveheart, Gene Klinger [Administrative Assistant], and Linda Ricci Brown [Bookkeeper]. It is a pleasure to work with these professionals. He has less to report as a result of their assumption of these roles. Frank did have several items to bring before Friends – mostly announcements:

- a. Monthly Meetings were encouraged to return their Apportionment Forms promptly – the Stewardship and Finance Committee needs these for its work; Frank reminded Friends of the Stewardship and Finance Committee’s ‘threat’ to place a surcharge on tardy reports.
- b. Meeting Information Forms are also needed.
- c. Frank expressed appreciation to Jim Rose for redoing the web site. Friends may send him information for posting, and feedback is welcomed. He may be reached at webmanager@bym-rsf.org
- d. Annual Sessions begin in less than four months. The next issue of the *Interchange* will be mailed in early May, and will be available on the web at that time. Friends may be able to register online for the first time.
- e. Stan and Karen Bauer of Iowa YM (FUM), and Clerks of the FUM 2002 Triennium Meeting will be present at Yearly Meeting, and will be leading Bible study sessions.
- f. A reminder of the BYM offer of two free nights of Annual Session for three new attenders from each Meeting.
- g. Advance reports from committees are requested soon – these will be available both in paper copies and on the website.
- h. Three new worship groups have been identified:
 - a. Shepherdstown, West Virginia is now an Allowed Meeting under the care of Frederick,
 - b. Berkeley Springs, West Virginia is under the care of Hopewell Centre,
 - c. Western Virginia, under the care of Maury River
- i. Interim Meeting in June will be at Richmond Friends Meeting 6/18

Clerk of Interim Meeting had words of praise for the staff members Frank had mentioned, and reminded Friends that these wonderful people had at least one thing in common – that they were recruited and trained by the General Secretary. Friends *UNITED* with the Clerk in offering thanks for the work well done of all concerned, and Frank in particular.

I2005-12 Nominating Committee. Ruth Flower for the Committee:.

- a. first reported on the appointments to the **WORLD GATHERING OF YOUNG FRIENDS:**
Andrei Israel, Rebecca Haines-Rosenberg, and Annalee Flower-Horne.
- b. She next offered a correction to the minutes of Yearly Meeting:
YM2004-75
ASSIGNMENTS **NOMINATED**
Education Funding Resources Liza Bruce, Richmond
Friends Peace Teams J E McNeil, Washington
- c. and brought forward for a second reading the following:
ASSIGNMENTS **NOMINATED**
Advancement and Outreach Deborah Haines, Alexandria
Education Funding Resources Liza Bruce, Richmond
Friends Peace Teams J E McNeil, Washington

Friends *APPROVED* these nominations.

- d. Ruth brought forward for first reading nominations to fill Betsy Meyer's term on the following:
ASSIGNMENTS **NOMINATED**
Friends House & Friends Nursing Home Board
Deborah Boggs, Sandy Spring
- e. and brought forward for first reading other nominations from the committee for first reading:
ASSIGNMENTS **NOMINATED**
Friends World Committee for Consultation
Sheila Bach, Langley Hill
Peace and Social Concerns Harold Saunders, Annapolis
FUM General Board Nominating Committee
Walt Fry, West Branch

Friends *APPROVED sending this first reading forward*, pending Walt Fry's acceptance of his nomination.

I2005-13 *Ministry and Pastoral Care Committee.* Miriam Green, Co-Clerk, read the following minute, which had been approved in committee:

At the meeting of the Baltimore Yearly Meeting's Ministry and Pastoral Care Committee, Michael Jeffrey of Richmond Friends Meeting presented a letter from the Monthly Meeting. Richmond Friends ask for embracement of Linda Heacock and her leading to use her gifts of Alternatives to Violence Education. Her hope is to share her knowledge and skills through Friends Peace Teams now active in parts of Africa. Friends at Richmond have prayerfully considered Linda's request, and are comfortable with her going forward. The Committee of Ministry and Pastoral Care recognizes the potential this ministry can bring to Baltimore Yearly Meeting by the gain in understanding of ways of reconciliation as practiced in Africa. We also sense that this ministry will further our concern for Intervisitation among the wider Quaker community.

We trust Richmond Friends' process of Clearness that has brought them this far.

We recommend Baltimore Yearly Meeting take this request into consideration using the protocol set forth by Yearly Meeting's Nurture and Recognition of Ministry Committee in the approved "Guidelines for Embracing the Ministry of Friends."

Friends *APPROVED* embracing Linda Heacock's ministry.

I2005-14 *Ad hoc Committee on Gender and Sexual Diversity Concern.* Committee Clerk Aron Teel presented the revised proposed minute in opposition to the Federal Marriage Act:

The faith and practice of the Religious Society of Friends (Quakers) has always been to seek that of God in everyone. From this, we have come to know that God's love extends to all of Creation. All children of God regardless of their perceived or identified sexual orientation are beloved of God who created them, and all are deserving of love and compassion in accordance with the example and teachings of Jesus Christ.

Within our Baltimore Yearly Meeting, we have not yet come to unity on the question of marriage for same-sex couples. However, it is surely not the Federal government's role to prefer one religious definition of marriage over another, much less to codify such a preference in the U.S. Constitution. To the contrary, the great contribution of our Constitution is to protect the rights of all faiths and all citizens. Throughout its history, the United States Constitution has been amended toward equal

treatment for all. Even though the practice has always fallen short of the ideal, changes to the Constitution have always been made to favor including more citizens with equal treatment, rather than fewer. We see this trend to be in accordance with God's will for a just social order.

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

As God's children, as members of the Baltimore Yearly Meeting of the Religious Society of Friends, and as U.S. citizens, we do not support the proposed Constitutional amendment, known as the Federal Marriage Amendment (FMA), which would curtail the right of our brothers and sisters who are gay and lesbian to make loving commitments to each other within the same fundamental social and legal net by which everyone else is now supported.

Friends united in *APPROVAL* of this Minute.

Aron also brought forward to Friends the concern for endorsing or uniting with the FGC Central Committee "Minute on Our Experience of and with Lesbian, Gay, Bisexual, Transgender & Queer Friends" read at Interim Meeting in 10/2004 [I2004-34]. Friends were united with the spirit of the minute, but wished to use this as the inspiration for our own language, sharing our own experiences. The Committee will return with a proposal at a later Interim Meeting. Monthly Meetings might be invited to share their experiences with the Committee in its preparation of a proposed minute.

I2005-15 *Peace and Social Concerns.* J.E. McNeil asked on behalf of Peace and Social Concerns if Baltimore Yearly Meeting could co-sponsor with the Committee on Conscience and War the National Lobbying Day 5/16/05. Lobbying in support of the following issues will be the focus: support of conscientious objectors, opposition to the military draft, support of military COs, and support of the Peace Tax Fund.

Friends *APPROVED*, with a request to remember to use the full Baltimore Yearly Meeting of the Religious Society of Friends listing in all materials.

I2005-16 *Indian Affairs Committee.* Susan Lepper reported for the committee that during their morning meeting they had decided to undertake sending a letter to monthly meeting clerks as a fund-raising activity to fund the \$1500 transportation costs for four Torreon Star Lake campers and their adult chaperone to

attend Camp Opequon again this year. Three of the campers will be returning, and one will be new to the program. At the end of the summer, the committee plans to evaluate benefits to BYM children and to the Torreon community. In response to a question, Susan said this plan had not been vetted by the Stewardship and Finance Committee, as is the normal procedure before such an activity. It became clear that Friends were united in the desire to support bringing these members of the Navajo nation to our camp as a continuation of work begun 3-4 years ago. Friends wondered whether the Ethel Reynolds Fund might be a source of this revenue.

Friends gathered *APPROVED* the dispersal of funds for this project.

12005-17 Closing. Friends heard and approved the minutes as read. As the meeting closed, a Friend shared the news of the death of Pope John Paul II, and asked Friends to hold in the Light the world-wide Catholic fellowship, and all who would mourn his loss. Moments of silent, worshipful stillness ensued.

Friends arose to gather again at Richmond Friends Meeting on Saturday, June 18.

Michael Cronin, *presiding*

Frances Preston Schutz, *recording*

**AD HOC INTERVISITATION COMMITTEE
REPORT OF INITIAL MEETING—MARCH 5, 2005**

Introduction

On March 5, our committee met for almost five hours and had the goal of taking the first steps in bringing into being an intervisitation program between Baltimore Yearly Meeting and other yearly and monthly meetings that are part of Friends United Meeting. We met after two of the three 2005 meetings had been held to discuss a recommendation on how BYM should allocate funds for Friends United Meeting.

Through our March 5th meeting, we drafted a mission statement for an intervisitation program, discussed what an intervisitation program would look like, considered requests regarding intervisitation projects that we have already received, shared our collective knowledge of Friends' history and practices, and enjoyed getting to know one another better.

The mission of an intervisitation program

The intervisitation program of the Baltimore Yearly Meeting is being planned because of BYM's concern for Friends United Meeting's policies on sexual diversity and sexual conduct in community. This concern has awakened us to the fragility of the relations among the yearly meetings and monthly meetings of FUM. We encourage, prepare, and support Friends to travel with the faith that we can listen, strengthen our relationships, offer care for each other, build our

faith community, and lay a groundwork for discussions around sexual diversity and other issues as they arise. This plan assumes that intervisitation will be in all directions, and those interested will offer and receive hospitality.

We recognize that diversity raises issues and opportunities within all the FUM monthly meetings. Our purpose is to strengthen the Religious Society of Friends in the hope of leading us toward a clear sense of what it means to know and live in the beloved community of Friends.

This mission statement can best be understood in the context of the full report of this ad hoc committee's initial meeting of March 5, 2005. We propose that this mission statement be reviewed in five years.

We expect that our committee will receive traveling minutes specifically for those visiting under our program and that we will consider and present them to interim or yearly meeting for endorsement.

Background

The idea of an intervisitation program first arose in the summer of 2004 when BYM Friends began to realize how deep their concerns were about FUM's employment policy on sexuality. While the idea of visiting was discussed at Annual Sessions, a committee to come up with a formal plan did not come into being until the Fall Interim Meeting in October 2004. The Ad Hoc Committee on Intervisitation was formed with representatives from the four committees which hold the concern over BYM's financial commitment to FUM, which are Ministry and Pastoral Care, the ad hoc Committee for Gender and Sexual Diversity Concerns, Stewardship and Finance, and Advancement and Outreach.

Visiting – what it is

Because of the diversity of needs, concerns, and interests of the monthly meetings, yearly meetings, and individuals involved, we thought it would be best to keep an open view of what visiting means. Each visit will likely be unique. We discourage the idea of visiting in the role of ministers who travel to impart a truth, but rather to build relationships so that the sharing of truth is done with respect and in an atmosphere of trust. On the other hand, Friends traveling may have the intent of only listening, but feel led to share their ministry.

There are meetings among FUM Friends who have suffered because of decisions about their members who have come out as gay, lesbian, bisexual, or transgender. With those meetings our purpose would likely be more pastoral. Other meetings may want simply to know more Friends, and so our purpose is more of traveling to build community. Visitors may be asked to share their faith and experience, and at times this will likely become more like the visit of a minister. We ask traveling Friends to be open to all these possibilities. We trust that visiting Friends will be open to the leadings of the Spirit as they travel.

The purpose of traveling is to share our life experiences and faith experiences. Those who travel should expect that they will in ways be changed. In addition, traveling Friends may have to be present to people who really believe that being against GLBT Friends is right, and promotes Gospel Order. We hope that this program will change people's hearts and their lives. We may find that we don't agree on some important things, but that we can live together.

Who visits and how prospective visitors are prepared

A visitor can be any Friend in Baltimore Yearly Meeting who feels they want to travel. Friends can volunteer, or can be recognized and encouraged. It is our hope that Friends of a wide age range will want to travel. We recommend that Friends consider serving as visitors over a three-year period so that they gain experience with this process.

A person who is interested in traveling should request a clearness committee with their own meeting first. If traveling seems right, then the Friend would receive a traveling minute from their monthly meeting. The next step would be to meet with members of the Ad Hoc Committee on Intervisitation and be endorsed by this group.

All those traveling would receive an orientation from the Ad Hoc Intervisitation Committee to help them learn about FUM meetings and some of their practices, and learn about practices for listening in potentially divisive situations.

All of these steps are necessary for anyone who wishes to travel as a visitor. After traveling, each visitor would be asked to report back to the Intervisitation Committee to let us know how the visit went, the major concerns of the visited meeting, and what kinds of things were accomplished.

We recommend that people travel in pairs or in larger numbers. It would be best if one of the travelers could be a GLBT Friend, or one who has first hand experience with GLBT Friends and can speak from this experience and another be self-identified as a straight person.

To date, we have focused more on preparing members of BYM to be visitors, but we also hope to receive visitors from other yearly meetings. Shaping this part of the program will be on the agenda for future meetings.

Role of Ad Hoc Intervisitation Committee

We recommend that our committee be kept going for five years, and then have next steps for the program be considered. We would help Friends discern their leadings and help them prepare for visiting. We would receive requests for visiting and seek to fill them. We would support those who visit over the period of time that they serve as visitors, and keep visitors informed of each other's experiences. We would also regularly report experiences of visiting back to Interim Meeting.

As we proceed, we will be learning more about FUM, the diversity of Friends generally, historical facts, and other information that we would like to share with BYM and other FUM Friends.

Requests for support of programs in 2005

By the time we met in March, our committee had already received three requests regarding intervisitation. Two were for funds to cover programs that are being planned, and one was our first request to have BYM Friends visit a monthly meeting. Joan and Rich Liversidge are planning a marriage enrichment program with a Kenyan couple, and travel and other expenses need to be met. Aron Teel and the Ad Hoc Committee on GLBT Concerns is sponsoring a workshop at Annual Sessions that will include travel expenses. And finally, Winston-Salem Friends Meeting in North Carolina has invited Friends to visit them. All three requests seem important to support.

Big Dreams

It is not known where this program will take us. It might be good to plan a conference for all Friends on the topic of sexuality, or on the topic of the diversity and core of our faith and practice. We may find many ways to gather Friends, share our faith experiences, and strengthen the Religious Society of Friends.

Everyone is invited to participate in this program in some way. Some Friends may want to start a correspondence with another FUM Friend, visiting a meeting can be on the agenda of a vacation, there are workshops and other gatherings to attend that include a diversity of Friends. We encourage all members of BYM to consider how they can learn more about other FUM Friends and help deepen the relationships among Friends everywhere.

Marcy Seitel, Convener

SIXTH MONTH 18, 2005
RICHMOND MONTHLY MEETING

I2005-41 *Opening.* Friends gathered and settled into silence in the meeting room at 2:15 pm in the Richmond Meeting House in Richmond, VA. Out of the silence the Interim Meeting Clerk read a passage from the writings of Margaret Fell Fox—On Simplicity: [in 1700], LSF Manuscript Portfolio 25/66 [from the Library of the Religious Society of Friends, London]; and in *London Yearly Meeting Faith and Practice*, 20.31; the quote below from Margaret Fell Fox’s writing is abridged.

We are now coming into [what] Christ cried woe against minding altogether outward things, neglecting the work of Almighty God in our hearts....

Jesus [says] we must take no thought of what we shall eat... what we shall drink... or what we shall put on....

[So it is] ... fit for us to be covered with God’s Eternal Spirit, and clothed with [God’s] Eternal Light, which leads us and guides us into righteousness...

The Clerk expressed appreciation for the hospitality of Richmond Friends.

I2005-42 *Report of the Search Committee.* David Hines, Richmond Meeting, reported for the committee three names to be forwarded to Baltimore Yearly Meeting Annual Session:

Recording Clerk, Annual Session: Deborah Haines

Clerk, Interim Meeting: Michael Cronin

Recording Clerk, Interim Meeting: Maria Bradley

Friends APPROVED the forwarding of these nominations.

Michael announced to Friends that David’s wife was currently in the Emergency Room at a local hospital, and expressed the hope that David would leave to join her there ‘with our gathered prayers’. Friends settled into a brief silence in order to hold them both in the Light.

I2005-43 *Presiding Clerk of Yearly Meeting.* Lauri Perman spoke of a recurring message which she had received over the past year of her service as Presiding Clerk: “Rest more. Rest in the Spirit more.”

Dear Friends,

Greetings to all in the Spirit. It is so wonderful to see you here. June is a month with graduations (we had one in my family), weddings, and family reunions (I'm flying to one this evening). Many of you had to make choices to be here and I'm so glad you made this choice.

This session is an important way for us to prepare for the community and work of Annual Session and I am grateful to all who labored here this morning in committee meetings and for the work we will do here this afternoon.

In April, I attended a yearly meeting clerks' retreat sponsored by the FGC Ministry and Spiritual Nurture Committee. I was impressed with the variety of solutions that Yearly Meetings have found to the question of how to organize and prepare for business sessions.

This strengthened me in my resolve to make changes in the agenda and the structure of this year's business sessions. In April, I met with Ministry and Pastoral Care to season some of the proposed changes and Lamar Matthew, immediate past presiding clerk, is providing guidance and support in this process. I imagine some of the changes we'll try this year will prove useful and will be retained and others we will discard. My overall goal is to create space for the Spirit to blow freely through our business sessions so that we might more clearly hear the Voice of God. I will be asking committee clerks to shorten their reports and providing guidelines on how to do so. In addition, not all Quaker agencies will be asked to speak this year. In turn, we will have time to focus on queries about how we are called to witness for peace, on the Spiritual State of the Yearly Meeting and our Monthly Meetings, and on the challenges posed by sexual offenders attending our monthly meetings. I invite your comments and ask for your prayers for our time together this summer.

Another advantage of attending the clerks' retreat was talking with the other clerks about items of common interest. I learned there that South-eastern Yearly Meeting (SEYM) had within the previous few weeks approved a letter to FUM. SEYM, which had not been sending a representative to GB meetings, has appointed someone to attend carrying our concern. I learned also that Canadian Yearly Meeting (CYM) shares the concern. In the handouts available today, you will find materials from SEYM, CYM, and a letter from a New England Yearly Meeting Friend who is part of their Triennial delegation. We will also be able to draw from the work of SEYM's and CYM's sexual abuse prevention policies when creating our own youth safety policy.

I am still in the process of recruiting leadership for the Yearly Meeting's ad hoc youth safety policy. A Friend informed me last night that she is unable to serve as committee clerk. It is still my hope that a draft policy can be circulated to the interested committees for comment and feedback during Yearly Meeting sessions. Michael Cronin has greatly expedited this process by assembling existing policies from other Quaker bodies such as AFSC, FCNL, and Philadelphia Yearly Meeting. Our Yearly Meeting need not start from scratch and Michael has offered to serve as a staff person to assist our ad hoc committee with its work.

Challenging work continues for the five-person clearness and support committee appointed for the adult who has been told not to be present at Yearly Meeting programs where children and youth are present. Our committee met with the adult's monthly meeting support committee. More recently, during sixth month meeting for worship for business, the member's monthly meeting approved a minute, forwarded to Frank Massey and to me, uniting in support of their member, charging a breach in Quaker process, and requesting that the adult be reinstated immediately or told what to do to be reinstated. Despite this request from the monthly meeting, the clearness and support committee believes that the Yearly Meeting's principal concern is for safety of our children and youth and that, as previously reported, we affirm the decision of the original discernment committee that this adult not be present at Yearly Meeting programs where children and youth are present. The clearness and support committee will be meeting later this month with the Yearly Meeting attorney to discuss what information can be shared with the adult's monthly meeting to help the monthly meeting understand the reasons for the decision. Again, I ask for your continued prayers for all affected by this difficult situation: the adult, the adult's support committee and monthly meeting, the Young Friends community, members of the Youth Programs committee and the Yearly Meeting staff, and for the five of us who serve on the clearness and support committee: Michael Cronin, Don Gann, Lamar Matthew, Riley Robinson, and me.

In conclusion, when I read in *Quaker Life* recently that the FUM GB/Africa section this spring affirmed the FUM GB/Richmond's fall minute supporting BYM's intervisitation program, I was profoundly moved by the witness we in BYM are making and the effect it is having on the larger Quaker world. I am so glad to be part of the loving community that is BYM and grateful for the dedicated efforts of Friends to strengthen the Yearly Meeting and the bonds of love between our Yearly Meeting and other Yearly Meetings. I am grateful too to have been part of the wonderful process of four committees meeting jointly together in January, February, March, and May, and the careful listening to each other and to the Spirit that took place in those meetings. I am happy to say

that in May members of the four committees united in support of a minute that will come before you later today. Thank you, Friends, for this opportunity to serve the Yearly Meeting.

In addition to her prepared report, Lauri spoke of the need to hold each other up in prayer for our important work and witness within FUM for equal rights for GLBTQ persons. She spoke of a moving conversation with an FUM lesbian who had thanked her for this witness, and who had asked for our prayers.

I2005-44 *Report of the General Secretary.* Frank Massey spoke of the following:

- The many copies of the Advance Reports on the front benches, asking Friends to take some back to the Monthly Meetings;
- The Yearly Meeting's continuing increase in membership;
- The hope that many would register for attending Annual Session soon. One may call the office for a registration form, or may print from the website. For first time attenders, BYM is again offering the 'deal' of 2 nights free for three people per Meeting. The website also has an expanded list of workshops, including – Strategic Peace Witness Today, led by Chuck Fager,; Clerking: Engaging Mercy and Justice , led by Peggy Dyson-Cobb; and Retaliate with Blessings: exploring becoming servants of peace without falling prey to ...burnout..., bitterness..., burden... and other perils, led by Tom Fox;
- The shock that Friends may have felt by the recent dramatic increases in insurance fees. Frank and the BYM staff are working with the insurance company to attempt to limit such increases;
- As of 6/18/2005, BYM is an employer of 120 staff – the summer camping season has begun. They are expecting 500-600 campers for the summer sessions, which begin for campers 6/26;
- The Shalom Center is planning a program “God’s October Surprise”, considering the implications of this month of 2005 holding several important holidays for several world-wide religious communities: Ramadan, Jewish High Holy Days, St. Francis’ feast day, and Gandhi’s birthday. It would be good for Friends to consider our own peace witness, and how to work with other faith traditions for peace. Frank will post additional information on the website, and will send to Monthly Meeting newsletter editors.

www.tentofabraham.org The Tent of Abraham, Hagar, and Sarah is a gathering of Jews, Christians, and Muslims who have been building a 'Tent' of shared spiritual concern for peace, justice, and healing of the earth. Arising from this effort has been a call to take part in "God's October Surprise."

This Call has been endorsed by the National Council of Churches; the Islamic Society of North America; Pax Christi; The Shalom Center; the Jewish Committee for Isaiah's Vision; ALEPH: Alliance for Jewish Renewal and its rabbinic body, Ohalah; the Disciples Justice Action Network; the Northwest Interfaith Movement (Philadelphia) and many others.

I2005-45 Naming Committee. Michael Cronin proposed members of the Naming Committee, whose task will be to bring forward names for Search Committee members. The appointment of Mike Jeffrey, of Richmond Meeting, and Barbara Thomas, of Annapolis Meeting was *APPROVED* by Friends.

I2005-46 Travel Minutes. Rebecca Richards of Gunpowder Meeting read a travel minute for Rachel Stacy. Interim Meeting was asked to endorse the minute from Gunpowder Meeting supporting Rachel's travel regarding the World Gathering of Young Friends.

Gunpowder Monthly Meeting
of the Religious Society Friends Baltimore Yearly Meeting
Twelfth Month 2004

Rachel Stacy, a member in good standing of our Monthly Meeting, has been called to travel among Young Friends from across the United States and around the World. She has a leading to work for greater understanding among Young Friends in the expectation that we can achieve a deeper appreciation of what calls all of us regardless of our monthly or yearly meeting affiliation-to loving service as Quakers today.

Rachel's involvement in the planning activities for the 2005 World Gathering of Friends is well known to all of us. We prayerfully support her leading to these activities and in her travels to the Gathering in Eighth Month 2005. Upon her safe return, we look forward to hearing of her experiences and to discerning how we can further support her in this important ministry.

In her travels, we entrust her to the care of those Meetings and individuals-Friends young and old who will be supporting her in this ministry. She carries with her our greetings and love to all whom she meets on her travels.

LouAnne Smith, Clerk of Gunpowder Meeting

Friends *APPROVED* endorsing this travel minute, and Clerk Michael Cronin added his signature on behalf of Interim Meeting.

Lauri Perman presented a travel minute for Laura Nell Obaugh's travel to England to attend Britain Yearly Meeting.

Britain Yearly Meeting

Dear Friends,

Laura Nell Obaugh, beloved member of Baltimore Yearly Meeting, has made the difficult decision to miss our Annual Sessions this year in order to attend Britain Yearly Meeting, which meets at the same time.

Laura Nell is a member of Baltimore Yearly Meeting's Ministry and Pastoral Care Committee, which has been assisting several of our monthly meetings that are challenged by the presence of sexual offenders. She brings with her our Yearly Meeting's concern to learn how sexual offenders are responded to and sexual abuse prevented within Britain Yearly Meeting. Laura Nell has a long-standing concern for strengthening relationships within the family of Friends and has recently served on the Board of Friends House, Moscow.

Laura Nell's late husband, Felix Wedgwood-Oppenheim, a member of Warwickshire Monthly Meeting, was a gift to Baltimore Yearly Meeting in his short time with us. Laura Nell's loss is our loss too. We commend Laura Nell to your loving care and know that her presence among you will be healing for her as she continues to grieve Felix's death. We send you our loving greetings and pray that you will be refreshed by the Spirit in your time together.

Friends *APPROVED* this travel minute, and Yearly Meeting Clerk Lauri Perman signed on behalf of the Yearly Meeting.

I2005-47 *Manual of Procedure Committee.* Howard Fullerton presented the proposals from the Committee:

- a. to change the wording in the section on Camp Property Management to reflect the existence of a Camp Property Manager, who serves on that committee.

CAMP PROPERTY MANAGEMENT COMMITTEE

The Camp Property Management Committee consists of six 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, and Stewardship and Finance Committee, and the Camp Property Manager are ex officio members. The Com-

mittee may appoint subcommittees as needed, which may include members from outside the Committee. The ‘Committee will normally meet at least twice a year.

The Committee is ~~responsible for the maintenance and operation a governing committee that oversees the management~~ of the present and any future properties of the Yearly Meeting used for Camping Programs, Retreats, and other similar activities. ~~It may also manage any properties which the Yearly Meeting may lease for the above purposes.~~ The Committee’s purpose is threefold: to plan ahead for the long term needs of the camp properties; to oversee the content and direction of the Camp Property Manager’s work; and to support the Camp Property Manager with specific projects as needed. 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 will manage the camp properties as one financial entity and will prepare operating and capital budgets which will be listed separately within the Yearly Meeting budget. For this purpose, appropriate accounts will be established, including a capital reserve account. The Committee will be responsible for setting the fees for the use of the properties. All income generated by the camp properties, including timber sales, will be available for the operation and development of the camp properties. Gifts and bequests may be received into the Committee’s accounts. Financial statements will be prepared annually at the same time as the Yearly Meeting accounts, of which they will form a part.

Friends *APPROVED* these changes.

- b. Ethel Reynolds Fund.* A second reading of the proposal for these monies was considered by Friends after a review by Howard of the thoughts and actions leading up to the proposal. He highlighted some minor changes in the text from that submitted in Fourth Month for greater clarity:

The Ethel Reynolds Fund evolved through decisions made by Interim Meeting to make grants from the unrestricted bequest of Ethel Reynolds, a member of Nottingham Meeting who died in 1976. When the bequest was made known, Friends wanted to use the bequest in a way that did not “fritter” the funds away; they also wanted to use the money in a manner consistent with Ethel Reynolds’ interests. The money was placed in a fund (restricted by the Yearly Meeting) and a committee was established that included a members of Nottingham Monthly Meeting.

The goal to not fritter the funds has been wildly successful; the original bequest of \$62,000 was \$83,000 at the end of 2003. It has been so long since Ethel Reynolds died that few people in Nottingham Meeting remember her. She asked that we spend the bequest; the Yearly Meeting policy (Faith and Practice, Appendix I) requires that we spend the bequest; and ~~the Internal Revenue Service~~ State Attorneys General expect that we spend the bequest.

The Manual of Procedure Committee recommends that the Yearly Meeting lay down the Ethel Reynolds Fund Committee and that the funds be allocated among ~~three~~ four committees and our youth program, 30 percent each for the camping ~~Program Committee~~ and youth programs and 20 percent each for Religious Education and Advancement and Outreach Committees.

We recommend that Interim Meeting ask that these committees and programs develop a plan in coordination with the Stewardship and Finance Committee to spend these funds over the next three to five years. Finally, we recommend that any funds ~~unspent~~ unallocated on December 31, 2010 be put in unrestricted reserves.

With the deletion of the sentence “It has been ... remember her,” substitution of the phrase “Those who knew Ethel Reynolds agree this would have been agreeable to her,” at the end of the document, additions of the listing of Camping Program Committee and Camp Property Committee to the sentence including the phrase “camping and youth programs”, and an expression of BYM’s appreciation for this gift, Friends *APPROVED* the proposal. Howard will make the suggested changes, and forward the document to the Yearly Meeting office.

I2005-48 *Youth Programs Secretary:* Hope Braveheart reported on the progress of planning for the Ramallah Workcamp Project.

There is an Advisory Group to help flesh out the plans for the project, slated for 7/9-23/06:

- Max Carter, Guilford College
- Maia Carter Halward, PhD candidate currently living at the Ramallah Friends Lower School
- Tom Fox, Christian Peacemaker Teams, Baghdad
- Salim Zaru, son of Jean Zaru, long-time Clerk of Ramallah Friends Meeting
- Elizabeth Early, Sandy Spring Meeting, high school freshman who has lived in several Arab countries
- Lamar Matthew, Baltimore, Stony Run Meeting.

The Advisory Group is working on an application process, and three Young Friends have expressed interest, and asked for application forms, as has a Young Adult Friend.

Hope asked Friends to approve the Ramallah Project's forward movement under the care of the Yearly Meeting. The Youth Programs Committee has approved this program.

After an assurance of the BYM's shared fiscal responsibility with participant fundraising and potential use of the Ethel Reynolds Fund allocation, Friends *APPROVED* having the Ramallah Workcamp Project proceed under the care of the Meeting.

I2005-49 *Long Range Property Committee.* Sheila Bach presented the nine recommendations of this committee, which had been first brought to Interim Meeting in 10/2004.

LONG RANGE PROPERTY PLANNING COMMITTEE RECOMMENDATIONS
TO FALL INTERIM MEETING, 30 TENTH MONTH 2004

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

Camp Property Management Committee

- *Camp Property Management needs to do some marketing to better utilize our three current camp properties.* Staff needs to be involved in this.
- *A long-term lease agreement needs to be negotiated for Opequon Quaker Camp.* Staff needs to be involved in this.
- *An area for a playing field at Opequon Quaker Camp needs to be negotiated with either the land owner or the adjacent landowner.* Staff needs to be involved in this also.
- *A feasibility study to winterize either Catoctin Quaker Camp or Shiloh Quaker Camp.* Yearly Meeting in session needs to make this final decision as it would be a capital improvement.

Camping Program Committee:

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

Ministry and Pastoral Care Committee:

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

Supervisory Committee:

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

Interim Meeting/Yearly Meeting in session:

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

After some discussion, at the recommendation of Frank Massey, Friends *APPROVED* adopting paragraphs one, two and four. Paragraphs three and five will be held for further consideration of changes proposed by Friends in attendance.

I2005-50 *Report of the Joint Meetings of Four Committees regarding BYM budget contributions to FUM.* Clerk Lauri Perman had clerked several meetings of the four committees charged at Interim Meeting 10/04 to reach unity on the disposition of BYM financial contributions for FY 2004 and FY 2005. She reported with pleasure that unity had been reached by the committees at their 5th month meeting.

I2005-51 *Southeastern Yearly Meeting Epistle.* As background, Lauri asked Rebecca Rawls, Reading Clerk for the day, to read portions of the Minutes, Epistles, and letters collected on the issue since the last sitting of Interim Meeting:

Southeastern Yearly Meeting Epistle 2005
3/27/2005

To All Friends Worldwide,

The **43rd Annual Session of Southeastern Yearly Meeting** was held during the third month of 2005, 23-27, at the Florida United Methodist Life Enrichment Center, Leesburg, FL.

“Living in the World as Quakers” was our centering focus for this week, which began when Linda Chidsey spoke on “Walking in the Light”, followed the next morning by her workshop, “Letting our Lives Speak”. As Linda raised topics such as redemption, corporate identity and, walking in a manner which “takes away all occasions for war”, we gathered together in joyous expectation of workshops, meetings and activities—all planned to help Friends to be “active followers and not just believers”.

Each morning began with early worship near the quiet eastern shore of Lake Griffin. After a community breakfast, worship sharing in small groups provided opportunities for spiritual dialogue among Friends.

Meeting for Worship for Business was gentle and fruitful, where diligence and care of individual Friends serving on committees was demonstrated and approved. The Marriage and Commitment section of Faith and Practice, as amended, was approved.

An important focus of our work this week was a threshing session to take up the deep concern expressed by letter from St. Petersburg Meeting “regarding Friends United Meeting (FUM) minute 88-GB-52, which supports a personnel policy that is discriminatory towards Gays and Lesbians.”

The following three queries helped to define the issues:

- What does it mean to be affiliated with FUM?
- What has been the real level of our activity as members of FUM?
- Are we viable members of FUM or members in name only?

The discussion which followed caused us to examine the nature of our relationship with FUM and how best to speak truth to the injustice which we find inherent in FUM’s personnel policy. We were blessed by the presence of Ben Richmond, a staff member of FUM, who spoke clearly, providing his perspective on this matter. The session came to a close and, as noted by our clerk, a “sweet, sweet spirit” filled the room. As silent worship ended, thunderheads rumbled loudly overhead.

The issue of SEYM’s relationship to FUM was carried over to the 7th day Plenary Session. As rain poured outside and a tornado watch was posted, the concerns and leadings of many Friends were expressed. Theological Issue or Human Rights Struggle? Friends labored together seeking a clear place to stand. As the thunder subsided and the rain ceased, the following minute was approved:

05YM18 SEYM requests that Eduardo Diaz, Clara Diaz, Cathy Gaskill, and Jan Dahm prepare a letter to be sent to Friends United Meeting (FUM). The letter will be presented to YM before the end of the current business sessions. SEYM also requests its constituent Monthly Meetings to consider prayerfully whether the SEYM should continue its relationship with FUM.

I2005-52 *Southeastern Yearly Meeting letter to Friends United Meeting*

To all Friends in Friends United Meeting:

Greetings we offer in the Spirit of the Eternal Christ revealed to us in the Fourth Gospel. Some refer to this book as “The Quaker Gospel” and we find comfort in leadings that emerge from its study.

Southeastern Yearly Meeting acknowledges the challenges faced by Friends United Meeting General Board as it discerns policy, given the diversity of the affiliated Yearly Meetings. We also admonish ourselves for neglecting to fulfill our responsibility to be in full relationship, given the absence of Southeastern Yearly Meeting representatives in many of your meetings.

It is with a deep sense of mission that we offer you our testimony of peace with justice. We request that you worshipfully hear our concern regarding the Friends United Meeting Personnel Policy (Minute 88-GB-52), which limits leadership service to certain heterosexuals or celibate homosexuals.

We encourage you to consider the clear contradiction concerning civil and sexual rights in the above-referenced document as specified in Part “A” versus Parts “B” & “C.” We, the members of Southeastern Yearly Meeting, affirm that the Light, which guides us, does so across all domains, not splitting into two disparate beams for secular and sacred arenas. We hold that our beliefs, to be wholly true for us, must apply at *all* times in all realms, in every conscious and unconscious corner of our being and our behavior.

We are led by “The Comforter” as we seek your understanding and responsible social action. Guided by John 16:12, “I have yet many things to say unto you, but ye cannot bear them now,” we recognize that not all affiliated Yearly Meetings are prepared to accept the following revelation of the Holy Spirit:

“There is that of God in everyone and instruments of God include diverse Friends, some of whom are subject to ongoing oppressive prejudice and discriminatory personnel practices, as a consequence of being gay, lesbian or heterosexual that does not limit sexual activity to that within traditional marriage.”

We are united with Friends United Meeting in obedience to the mandate of John 15:12, “This is my commandment, that ye love one another, as I have loved you.”

We offer our love as you struggle with how best to respond to this concern, shared by many at Baltimore Yearly Meeting, New England Yearly Meeting, and many other Friends’ organizations. We are committed to witness peace with justice and pray that members of Friends United Meeting will find a way open to change its personnel policy to be inclusive of all Friends that have demonstrated spiritual gifts.

In Christ,

Southeastern Yearly Meeting in Annual Sessions March 2005

I2005-53 *Canadian Yearly Meeting letter to Friends United Meeting*

Attn: Retha McCutchen, General Secretary

Dear Friends,

The policy of Friends United Meeting with regard to issues of sexuality in the appointment of staff and volunteers was brought to our attention by Baltimore Yearly Meeting and also by concerned Friends within our own yearly meeting. We are not in unity with this policy. Our Yearly Meeting has minuted a very clear policy in support of same-sex marriages and understands that such marriages are as much a leading of the Spirit as for heterosexual couples. We also understand and support those couples who are living within a committed relationship but who do not wish to marry.

As a member of Friends United Meeting we are troubled by policies that do not reflect this understanding of God’s leading. We are very aware that if such a policy was accepted by our Yearly Meeting there are many Friends currently serving who would be excluded from service. We value the contributions of all Friends equally and do not place conditions on service other than that there be a true leading of the Spirit.

We are committed to our affiliation with FUM. We are concerned that this historic relationship is being damaged by a policy of discrimination that is unacceptable to us.

We agree with the statement that your General Board has made to Baltimore Yearly Meeting: “We are committed to listening deeply together, to sharing openly together and waiting together until such time as way opens to move us forward in community.” We need to find a practical way to exercise this commitment. We hope that members of the FUM General Board can work with members of those Yearly Meetings who are similarly troubled by this policy. We are convinced that the Spirit that guides us all will bring us to unity on this matter before too long.

In Friendship,

Rick McCutcheon, Presiding Clerk
cc: Signy Fridriksson
Keith Maddock
Baltimore Yearly Meeting
Friends General Conference

I2005-54 *Letter to the editor in Quaker Life* from Margaret Hart, Director, Beacon Hill Friends House to FUM, and a GB/FUM commentary from Retha McCutcheon

E-mail letter to *Quaker Life*

March 5, 2005

Dear Friends,

It is only a little over four months before we gather together in Des Moines for the Triennial. I am excited to be participating as a representative of New England Yearly Meeting in my first FUM Triennial. Since my convincement 31 years ago, my life has been beautifully guided by the Spirit and enriched beyond measure by my association with Friends. Over the last 30 years I have been led to serve as clerk of my meeting, clerk of Worship and Ministry, recording clerk of Membership Care (formally Overseers), and member of Pastoral Care committee.

Friends, as I prepare to join you at the Triennial I am deeply troubled that much of what I have been called to do would not have been possible in the FUM context because I am a lesbian.

As we gather together, can we be open to the power of the Spirit and led in discernment and continuing revelation? Will we each be open to seeing our lives speak of God's power regardless of our differences? Friends, NEYM representatives to the Triennial are being sent to witness to our individual and corporate understanding of the Truth. Will we be welcomed and loved as your neighbor? My prayer for us is that when we leave the Triennial each of us will have experienced that "our faith has been strengthened and recharged by God's presence in our worship, work and fellowship." Friends, we have work to do. Can we "mind the Light"?

Margaret Hart

(General Secretary's Note) I first met Margaret Hart at the 2004 FWCC Triennial in New Zealand. We enjoyed conversation together. Margaret carries a concern about an FUM hiring policy on sexual ethics that sets a standard for staff to confine sexual intimacy to marriage, defined as between "one man and one woman." She expresses a concern that is not hers alone.

The FUM General Board, both in the U.S.A. and Africa, have heard this concern and spent time in prayer and sharing during the past triennium. After much prayer and discussion, the following minute was written by the Executive Committee and approved by the General Board/Richmond in October 2004 and affirmed by the General Board/Africa in March 2005:

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

Because of this (1) we are greatly heartened by Baltimore Yearly Meeting's considerations and movements toward intervisitation between Baltimore Yearly Meeting and other yearly meetings (2) We would encourage all yearly meetings in Friends United, Meeting to accept their visits and (3) to reciprocate (4) We encourage Baltimore Yearly Meeting and all other yearly meetings who become active in intervisitation to inform the Executive Committee through their representatives.

There are many important issues causing concerns among Friends, gender issues being one of them. Because of the seriousness of the issues, including Minute 88-GB-52, we realize that a resolution, if there is one, may be long in coming. It is only through seeking God's will together that we hope to find a place to stand. We realize the difficulty of cultural, economic, geographic, etc. differences. However, we remind ourselves as the General Board and we remind you, our constituents, that each member yearly meeting in North America, Africa, the Caribbean, as well as the monthly meeting in Ramallah, hears the voice of God. As Friends we seek to hear the totality of God's word.

Again we are greatly encouraged by the movements of God's Spirit in Baltimore Yearly Meeting and hope that intervisitation brings Friends closer together. Appendix P, October 2004

I offer an invitation for all Friends attending the Triennial to come in an attitude of worship, and listen as Jesus speaks to us as a corporate body comprising 28 yearly meetings worldwide. Let us accept and celebrate the diversity among us.

The General Board directed discussion to be by intervisitation within and between yearly meetings. Let's honor that direction and allow the Holy Spirit to move among us as we speak Christ's love and forgiveness in our world. Therefore, *Quaker Life* will not be printing additional letters to the editor on this subject at this time as we allow personal conversations and intervisitation to build relationship and understanding.

12005-55 *Minute for Consideration.* Rebecca Rawls then read the prepared Minute for Consideration.

MINUTE FOR CONSIDERATION

Approved at the Joint Meeting of Advancement and Outreach, the Ad hoc Committee on Gender and Sexual Diversity Concerns, Ministry and Pastoral Care, and Stewardship and Finance, on Fifth Month 14, 2005. Members present at that time empowered a subcommittee (Aron Teel, Rich Liversidge, and Laura Nell Obaugh), together with the Recording Clerk, to edit the approved minute for flow and clarity. The subcommittee labored carefully to improve the minute as shown below.

Baltimore Yearly Meeting has labored long, hard and prayerfully in our search for unity about making financial contributions to Friends United Meeting in light of our disunity with Minute 88-GB-52 of the FUM Gen-

eral Board and its implementation. This search for unity led us, at our 2004 Annual Sessions, to commit to a program of intervisitation with other yearly meetings within FUM to seek further clarity about what God requires of us. We are gratified that the FUM General Board has supported this intervisitation program in its Minute 04-GB-77.

As we prepare for our next steps, we acknowledge that some of us in BYM proceed with a sense of joy and unfolding opportunity while others are weighted down with a feeling of profound sadness at the wounds inflicted on members of our Yearly Meeting and other yearly meetings by these personnel policies and practices. We are torn between our desire to remain in loving community with all Friends, and our need to witness to our understanding of what the testimonies of equality and integrity require.

We now affirm that we in Baltimore Yearly Meeting feel led by God to make our customary contribution of \$17,400 to Friends United Meeting for the 2005 budget year as a Restricted Contribution. We ask that these funds be used solely to fund a new FUM program of yearly meeting intervisitation, beginning with the North American Yearly Meetings. We ask that they not be used for administrative fees or FUM overhead costs, but only for the direct costs of the intervisitation program.

Funds contributed by BYM may be used for the travel expenses of Friends among the Yearly Meetings and the costs of one or more conferences related to understanding gender and sexual diversity. BYM's contribution may serve as seed money, encouraging other FUM Yearly Meetings to make their own contributions to such an FUM fund.

Baltimore Yearly Meeting has already begun a program of intervisitation and is well along in its implementation. We recognize that FUM's General Board may wish to appoint a committee to assure proper oversight of the intervisitation fund. We offer FUM our assistance, and ask that FUM include at least one member of BYM in planning the FUM program.

We ask that FUM report annually to BYM on how these funds have been used, and what progress is being made in addressing this painful divide among Friends.

Friends *APPROVED* the proposed minute for consideration.

Clerk Michael Cronin asked if, having approved this minute, Friends were ready to approve sending the remaining funds from the FY 2004 apportionment to be used in the same manner with the same restrictions. Friends *APPROVED* this action.

At the suggestion of a Friend, Friends also *APPROVED* a minute of their thanks to Aron Teel, Rich Liversidge, Laura Nell Obaugh, Deborah Haines, and Lauri Perman for creating this beautifully written document. Friends also wished to thank all who had served on the ad hoc committee, and who had labored long and hard to achieve unity.

At the request of Frank Massey, Friends considered to whom the minute and a cover letter might be sent. Friends agreed to the prompt distribution of the minute, early in the week of 6/20/05, accompanied by the check and a cover letter addressed to Brent McKinney, Clerk of the General Board of Friends United Meeting, and to Retha McCutchen, Friends United Meeting General Secretary. Friends *APPROVED*.

In response to a question from a Friend on the status of intervisitation, in particular, with respect to a request from a Meeting in North Carolina for a visit, Friends heard a report of the Ad Hoc Committee on Intervisitation.

I2005-56 *Ad Hoc Committee on Intervisitation.* Sharon Stout of Adelphi reported for the committee:

- An email address for the committee has been established: intervisitation@bym-rsf.org;
- A web site is in progress;
- Howard Fullerton and Sharon Stout will hold a workshop on 7/23 at Sandy Spring Meeting asking those who attended the FUM Triennial to come and to report;
- Ken Stockbridge has talked with the Young Friends about this concern;
- Two BYM Friends will attend Indiana Yearly Meeting this summer;
- Some Friends have expressed the wish to be added to the list of visitors, and some meetings have begun to form clearness committees for this concern;
- The committee has received some early requests for funding;
- Joan and Rich Liversidge, Sandy Spring, will lead a couple enrichment workshop at Annual Sessions, along with Samson and Edith Wekesa (East Africa Yearly Meeting), teachers in Kaimosi, Kenya;

- A panel of Friends from programmed meetings will speak of their experience in dealing with Gay, Lesbian, Bisexual, or Trans-gendered people in their Meetings as a workshop offering at Annual Session;
- The committee feels that feedback has been built into the intervisitation process.

I2005-57 *Supervisory Committee.* Friends **APPROVED** insertion into the minutes the posting of the staff salaries.

Office Staff Position	Salary	Medical
General Secretary	\$49,920	
Youth Secretary	\$34,155	Family
Camp Property Manager	\$32,992	Family
Bookkeeper	\$16,250	Single
Secretary	\$24,500	
Camp Administrative Secretary	\$36,253	Single

I2005-58 *Peace and Social Concerns.*

- a. J.E. McNeill asked on behalf of Peace and Social Concerns Committee if Baltimore Yearly Meeting could approve endorsement of a minute similar to that of Friends Meeting of Washington, in support of the FCNL Congressional Sensible Transition to an Enduring Peace (STEP) Resolution.

After discussion Friends **APPROVED** the following minute:

Baltimore Yearly Meeting of the Religious Society of Friends, in support of the effort initiated by the Friends Committee on National Legislation, calls upon the United States Congress to pass a resolution, such as the attached STEP (Sensible Transition to an Enduring Peace) Resolution that affirms that it is the United States policy to withdraw all U.S. military troops and bases from Iraq while not requiring the publication of a deadline for such a withdrawal. We urge Monthly Meetings to endorse this resolution.

Peace and Social Concerns will send a cover letter to local Monthly Meetings to let them know of Interim Meeting's endorsement, requesting that they also endorse, send letters to the editor, and let FCNL know what action[s] they have taken.

- b. Peace and Social Concerns had received a request from Quaker House in Fayetteville, NC to appoint a board member from the Yearly Meeting. The Committee is now clear to pass this request on to the

Nominating Committee. They will bring this issue to Annual Sessions. A Friend recommended the committee consider coming with the name of an interested Friend for this position.

- c. The 60th anniversary of the bombing of Hiroshima falls on 8/6/05, the day when Peace and Social Concerns is scheduled to present its report. The Committee feels led to have worship that evening to mark the event. Interim Meeting **RECOMMENDED** to Program Committee that they provide this opportunity.

I2005-59 *Other items:*

- Michael Cronin expressed thanks to the retiring Recording Clerk, Frances Preston Schutz, and Friends **APPROVED** the recording of that thanks.
- Patrick Nugent and Mary Kay Rehard Co-Directors of Friends Theological College in Kenya, will be at Sandy Spring Meeting 8/8 for worship.
- *Advance Reports* are ready for distribution, and are an invaluable aid in preparation for the Annual Session.
- Friends Meeting of Washington celebrates its 75th anniversary 6/18-19 with a history walk, 6/26 a session with Thomas Hamm and Deborah Haines on *Ties that Bind Us*, and in 1/06 the anniversary of the first meeting for worship in the building.
- The Deer Creek Annual Blueberry Fest will be 7/13 from 10:00—2:00 p.m.
- Hartford Friends School (at Deer Creek Meeting House) will open this September.

I2005-60 *Closing* Friends heard and approved the minutes as read. During moments of silent worship, a Friend offered vocal ministry remembering an especially difficult time, and gratitude for the comfort brought by a song: *Be Not Afraid, for I am With You Always*. Some Friends offered the ministry of singing part of that song.

Friends arose to gather again at Annual Session August 1-7.

Michael Cronin, presiding

Frances Preston Schutz, recording

334TH ANNUAL SESSION
OF
BALTIMORE YEARLY MEETING
OF THE RELIGIOUS SOCIETY OF FRIENDS

JAMES MADISON UNIVERSITY
HARRISONBURG, VIRGINIA

Tuesday, August 2, 2005

Y2005—1 The 334th annual session of the Baltimore Yearly Meeting of the Religious Society of Friends convened on August 2, 2005 at 3 p.m. Friends settled into a period of waiting worship.

We heard a passage from the Ohio Valley Yearly Meeting epistle, describing the energy generated at their annual sessions by the theme “Sharing our Stories of Faith.” In sharing our stories we are “humbled by examples of the courage that faithful living can require, and strengthened by reports of God’s gifts showering down.”

Y2005—2 *Clerk’s Minute.* Lauri Perman, State College read the Clerk’s opening minute:

God of Grace and God of Glory. God of Mercy. Be present with us here today. Open our ears that we may listen to thy voice. Give us singleness of eye that our whole bodies be filled with thy light. Tenderly lift us up in thy care that we may thy faithful servants be.

Welcome, Friends, to the 334th session of Baltimore Yearly Meeting of the Religious Society of Friends. We are called together from Pennsylvania, from Maryland, from Virginia, and from the District of Columbia to discern how the Spirit is calling to us and how truth prospers among us. On every hand, we hear cries for mercy and we are challenged to discern how we are “called to be merciful.” Our session will be enriched by many visitors from other yearly meetings, whose presence here with us will help strengthen bonds of love and understanding within the Religious Society of Friends. May we grow in faithfulness in our time together.

Y2005—3 *Introductions.* The clerk then introduced the others at the facing table, Deborah Haines (Alexandria), recording clerk, and Bill Carroll (Williamsburg), reading clerk for the day. Those holding this session in the Light are Joan and Rich Liversidge (Sandy Spring).

We welcomed visitors Vickie Cooley, Central Finger Lakes Meeting, New York Yearly Meeting; Samson and Edith Wekesa, Kaimosi Village Meeting, East Africa Yearly Meeting, Kaimosi; and Margery Larrabee, Mt. Holly Meeting, Philadelphia Yearly Meeting.

Y2005—4 Visitors. We also recognized several members of Baltimore Yearly Meeting representing Quaker organizations: Andrei Israel (Washington), Washington Quaker Workcamps; Amy Marie Babcock (Washington), William Penn House; Jennie Dove-Isbell, Earlham School of Religion; Chuck Fager (State College), Quaker House in Fayetteville, NC; Liz Hofmeister (Bethesda), Friends Committee on National Legislation; John Darnell (Frederick), Friends General Conference and Friends Journal; Rachel Stacy (Gunpowder), World Gathering of Young Friends; Byron Sandford (Washington), William Penn House and Friends General Conference; and Anne Buttenheim (Frederick), Pendle Hill. All these Friends would be glad to answer questions during the week.

Y2005—5 Agenda. The Clerk reviewed the agenda. We heard an excerpt from the Philadelphia Yearly Meeting epistle, lifting up how “everyday differences can fester into misunderstanding, disruption and blame, or blossom into diversity, depth and versatility.” Philadelphia Friends remind us of the need to deepen our community and “appreciate the richness of diversity among ourselves and throughout the world.”

Y2005—6 Epistle Committee. The Clerk proposed the following Friends to serve on the Epistle Committee for this Annual Session: Linda Wilk (Hopewell Centre), Bill Carroll (Williamsburg), and Rachel Stacy (Gunpowder). Friends *APPROVED* this Committee.

Y2005—7 Search Committee. David Hines (Richmond) reported for the Search Committee. Three names are brought forward for a second reading:

Recording Clerk of the Yearly Meeting:

Deborah Haines, Alexandria (03)

Clerk of Interim Meeting:

Michael Cronin, Washington (03)

Recording Clerk of Interim Meeting:

Maria Bradley, Sandy Spring (05)

Friends *APPROVED* these names.

Y2005—7 Program Committee. Liz Hofmeister (Bethesda) introduced the Program Committee, and thanked them for their hard work in preparing for this Annual Session.

Y2005—8 *Staff Introductions.* Members of the Baltimore Yearly Meeting staff were introduced: Frank Massey, General Secretary; Jane Megginson, Camp Administrative Secretary; and David Hunter, Camp Property Manager.

Y2005—9 *Camp Property Manager.* David Hunter reported for the Camp Property Management Committee. New cabins have been built, using funds raised at last year's Annual Session, and a plan has been developed for installing disinfecting equipment to ensure that the pond at Catoctin will be open for swimming without interruption next summer. The Committee has become aware that there will be a need for ongoing fundraising to support needed repairs and improvements to our camp properties. The failure of the septic field at Catoctin this summer was a reminder of the needs of our aging plant. David reminded us that if we hold to the transforming power that graces us, way will open and our work will bear good fruit.

Y2005—10 *Friends Peace Testimony.* The reading clerk read the York Monthly Meeting minute on reaffirming our peace testimony endorsed by Baltimore Yearly Meeting in 2003. Clerk Lauri Perman asked Friends to enter into an extended period of worship to consider two queries:

- “How are we called to witness for peace at this time?”
- “How are we being called to give life to our reaffirmation of the peace testimony?”

Out of worship, Friends lifted up the question of how we can do more as individuals to witness to our beliefs, and even more important, how we, the Religious Society of Friends, can become a “people of peace.”

Y2005—11 We heard an excerpt from the Spiritual State of the Meeting report of Carlisle Meeting, describing how the life of the Meeting and the Quarter has been quickened by the witness of a Colonel from the nearby Army War College, who came to speak to the meeting on “The Role of the Military in Peacemaking”, and subsequently asked for the Meeting's help in pressuring the government “to cease the abuse of prisoners and respect human rights.” His heartfelt concern that military people are being pressured to do things that violate their conscience inspired the Meeting to unite around a letter criticizing the treatment of prisoners by our government.

Y2005—12 *Minute on Torture and Abuse of Prisoners.* Chuck Fager, representing the Baltimore Yearly Meeting Peace Committee, introduced a minute on torture and abuse of prisoners. This statement was drafted by the Peace Committee based on minutes approved by Carlisle, Menallen, Frederick, and York Meetings, and Warrington Quarter. The minute was *APPROVED* with some editorial changes as follows:

Baltimore Yearly Meeting of the Religious Society of Friends abhors the abuse of prisoners of any classification, in any place. We call upon all governments and combatants both to declare their rejection of abuse and torture and to adhere strictly to the conventions for the humane treatment of all detainees.

We are also deeply dismayed by reports that our own government in recent years has acted in ways that legitimate such practices and make of them an example to others.

We are grateful for the prophetic voices that have called for an end to these practices, and we regret that there are not many more. We urge Friends everywhere to find ways to take up such a witness, by public education and organized effort. In particular, we join Friends World Committee for Consultation and other meetings in endorsing the call by Friend John Calvi of New England Yearly Meeting for a Quaker conference to seek ways that Friends can work actively for an end to torture everywhere.

Friends were asked to speak with members of the Peace Committee about their ideas for how this minute should be disseminated, and how we can best carry forward this concern.

The meeting closed with a period of silent worship.

Wednesday, August 3, 2005

Y2005—13 *Welcome and Introductions.* Friends gathered for worship with attention to business on August 3, 2005, at 9:30 am. After a period of waiting worship, Clerk Lauri Perman introduced at the facing table: the Clerk, Recording Clerk, Reading Clerk for the day Gloria Victor-Dorr (Sandy Spring), and Co-Assistant Clerks for Young Friends Katie Bellile (Richmond) and Sean Wilner (Langley Hill). Amy Marie Babcock (Washington), David Ross (Nottingham), and Ruth Flower (Takoma Park) came forward to hold this session in the Light.

Y2005—14 *Faith and Practice.* We heard the draft section on Meeting for Worship with a Concern for Business prepared by the Faith and Practice Revision Committee. Clerk Lauri Perman asked Friends to support the work of this committee and review the advices and queries that have already been drafted.

Y2005—15 *Introductions.* We welcomed visitors Retha McCutchen, General Secretary of Friends United Meeting; Dorothy Day, on the staff of Friends World Committee for Consultation (Section of the Americas); and Nancy Craft, Virginia Beach Meeting, North Carolina (Conservative).

We heard the travel minute carried by Penelope Wright (Nashville (TN), Southern Appalachian Yearly Meeting and Association) from the Friends General Conference Traveling Ministries Committee, introducing her leading to be with us this week in prayerful presence, with Maria Bradley (Sandy Spring) as her traveling companion.

Y2005—16 *Camping Program Directors.* We heard the report of the Baltimore Yearly Meeting camp directors.

Linda Garretson is Director at Catocin, where she has worked for a total of seventeen summers. She described the preparation the camp staff undergoes, starting with a week of skills training for all counselors in first aid, wilderness skills, and boating and swimming skills. This is followed by a week at each of the camps where the staff can get to know each other, build community, and talk about what will happen at camp, how to keep the camping experience spiritually grounded, and how to keep the campers safe while encouraging them to explore and grow.

Elaine Brigham, Director at Opequon, explained how the camping program addresses diversity issues, both directly in age appropriate discussions with the campers, and in practice by honoring that of God in everyone. She noted that there are many different kinds of diversity represented among our campers and staff, and that acknowledging our diversity, while lifting up the Quaker witness for justice, is a source of joy and empowerment.

Whitney Thompson, Co-Director of Teen Adventure with Melissa Poole, described the energy that has come out of seeing all four Yearly Meeting camping programs as different parts of one big camp. She explained how Catocin, Shiloh, and Opequon all serve campers from 4th to 9th grade, but each has their own traditions and language. Teen adventure brings together campers from all three camps, allowing all three cultures to mingle. Teen Adventure graduates often go on to become counselors at a camp they did not attend, creating a living flow of experience among all branches of the program.

Dana Foster, Director of Shiloh, focused on religious education. She noted how the camping program has a ministry not only to the campers, but to counselors and parents as well. The pre-camp week gives counselors a chance to build a worship-led and worship-focused community, which they extend to embrace the campers as they arrive. About 60 percent of the campers come from Quaker families. The philosophy of the camping program is “unconditional love.”

“Through a functioning Quaker community that encourages loving concern, respect, work, silence, and joyful noise... spiritual growth is developed as campers are gentled through challenges and risk turning toward the Light.” (quoted from an old camping program postcard)

Dana described the morning outdoor meetings for worship, and the evening fire circles that begin with a query to help draw vocal ministry from campers and counselors.

Y2005—17 *Camp Administrative Secretary.* On behalf of the camp directors, Dana Foster expressed deep appreciation to Jane Megginson who has been wonderfully supportive in her first year as Baltimore Yearly Meeting camp administrative secretary. The Yearly Meeting united in this expression of gratitude.

Friends expressed their gratitude for the whole camping program, including the way Opequon has welcomed Navajo children from Torreon/Starlake, and the profound effect the camping program has had on our children and our families.

Y2005—18 *Friends General Conference.* Byron Sandford (Washington) presented the report of the Baltimore Yearly Meeting representatives to the Friends General Conference Central Committee. He expressed the joy he finds in the mission of FGC to bring together yearly meetings to strengthen the Religious Society of Friends, and to nurture our monthly meetings and worship groups. He highlighted the work of the Traveling Ministries Program, the QuakerFinder website that helps seekers find nearby meetings, and a new initiative FGC is involved in to establish a Quaker health insurance consortium to provide insurance to participating organizations. The next FGC Gathering will be near Takoma, Washington in July 2006, with the theme “Swimming in Living Waters.” FGC is continuing its work on addressing issues of racism and cultural appropriation within the Religious Society of Friends, and is creating a new initiative to support youth programs and youth ministry. Byron noted the importance of involving young Friends in our work, and asked all Friends to be aware of the need to let Nominating Committee know the names of high school and young adult Friends who might be asked to serve.

Y2005—19 *Friends United Meeting Triennial.* Rosalind Zuses presented the report of the Baltimore Yearly Meeting delegates to the Friends United Meeting Triennial in Des Moines, Iowa, held July 13-17, 2005. There were over 400 attenders from the United States, Kenya, Jamaica and several other countries, including ten delegates and ten others from Baltimore Yearly Meeting. Plenary speakers and Bible study leaders spoke to the theme of the conference: “And the Lamb shall overcome.” Marcy Seitel convened an interest group to explain Baltimore Yearly Meeting’s intervisitation program, which was well attended, especially by those from yearly meetings that share our concerns about the FUM personnel policy. Rosalind noted that Retha McCutcheon has submitted her resignation effective in March 2006, leaving two of the four senior staff positions in FUM in the interview process. FUM’s new mission statement stresses four priorities: global partnership, evangelism, leadership training, and communication.

Friends united with an expression of gratitude to Retha McCutcheon for her opening address to the FUM Triennial, which included a thoughtful discussion of the issues of concern to Baltimore Yearly Meeting, and a courageous and graceful apology for her hurtful decisions at the previous Triennial. We are grateful for the healing that has occurred among us.

(Since the background statement prepared by the BYM delegates to the 2002 Triennial has never been published in a *Yearbook*, the presiding clerk has added a clerk's minute and this background statement to the end of the 2005 minutes.)

Y2005—20 *Stewardship and Finance Committee, 2006 Budget and Apportionment.* Frannie Taylor (Goose Creek) of the Stewardship and Finance Committee presented the first reading of the 2006 Budget. She noted that the version that appears in the Advance Reports on pp. 88-95 has been slightly revised. Copies of the revised version were distributed. Frannie spoke about the Committee's efforts to explain the budgeting process more effectively, so that we can all understand and participate more effectively in budget decisions. She reviewed the general administration, camp properties, committee programs, youth programs, annual sessions, and camp properties budgets, and noted changes that have been made in how certain expenses are categorized. She mentioned the proposal to designate \$10,000 to help more of our Young Friends attend the next YouthQuake. She also noted that \$7,000 has again been designated for the Baltimore Yearly Meeting intervisitation program. She noted that the budget is balanced, and drew attention to the apportionments included in the Advance Reports. Friends are asked to review the proposed budget and bring their concerns and questions to the Finance and Stewardship Committee. The budget will be brought back for a final reading on Saturday. We thanked the Committee for their report.

Y2005—21 Out of worship, we heard an excerpt from the Alexandria Meeting's Spiritual State of the Meeting report, celebrating how divisions and differences in the meeting have dissolved and healed in the depths of gathered worship.

Thursday, August 4, 2005

Y2005—21 *Gathering and Worship.* Friends gathered for worship with attention to business on Thursday, August 4, at 9:30 am. We feel blessed by God's presence among us, expressed in rich silence and ministry in word and song.

Y2005—22 *Memorial Minutes.* We heard excerpts from Memorial Minutes for beloved Friends Felix Wedgwood-Oppenheim (Washington) whose unconquerable spirit taught others the joy of living (minute prepared by Cotteridge Meeting, Britain Yearly Meeting); John Brown Newman (Baltimore, Homewood), remembered for his "kindness, kindness, kindness" and the way he gathered Friends into a circle of love; and Phyllis Reynolds Luckenbaugh (Bethesda), who was a shining light in her Meeting and her family, showing others the way.

Y2005—23 *Welcome and Introductions.* Clerk Lauri Perman introduced those at the facing table: the Clerk, Recording Clerk, David Hines (Richmond), Reading Clerk for the day, Rosie Whitney, Clerk of Young Friends, and Dani Crane (Sandy Spring), a Young Friend member of the Youth Programs Committee. Lauri thanked those holding this session in the Light: Linda Wilk (Hopewell Centre) and Penelope Wright (Nashville (TN), Southern Appalachian Yearly Meeting and Association.) She also thanked Anita Bower (Nottingham) who began bringing flowers to her meeting after the death of her mother, and this year has extended her ministry to our Annual Session.

We welcomed visitors Peta Ikambana of the American Friends Service Committee, Middle Atlantic Region, Karen and Stan Bauer, Iowa Yearly Meeting (FUM) who are leading this week's Bible study; and Jonathon Barton, general minister of the Virginia Council of Churches. The Clerk also offered a special welcome to all first time attenders at Baltimore Yearly Meeting Annual Session this year.

We reviewed today's agenda and noted some additions and changes.

Y2005—24 *Nominating Committee.* Ruth Flower (Takoma Park) presented the first reading of the Nominating Committee report. She introduced members of the Committee and spoke of how much she has enjoyed getting to know the Yearly Meeting in depth during her service as clerk. She noted several unfilled positions on the committee roster, and asked Friends to consider whether they feel called to serve, or know of Friends they would recommend for these positions. The roster will be brought back for a second reading at our Saturday session.

REPORT OF THE CLERK OF NOMINATING COMMITTEE

Let me introduce the members of the Nominating Committee who are here this morning, because I'm going to ask you to speak to us about several things: Ramona Buck (Patapsco), Barbara Thomas (Annapolis), Dorothea Malsbary (Sandy Spring), and Dorothy Habecker (State College), who has been working in the Nursery. Cynthia Power (Charlottesville) will be back again this afternoon.

This is the first reading of the report of the Nominating Committee. The Committee asks that you consider these names, for these positions.

Please see any of us on the Nominating Committee if there are corrections to be made, and

Please see any of us if there are concerns about any of these nominations.

I will describe what you are seeing on these lists. Let's look at the nominations for Advancement and Outreach, for example. The number "9" that appears after the name of the committee is the number of members that the Manual of Procedures recommends for that committee.

It's not necessarily the number that we bring to you. Names in italics are Friends being nominated for a second term. Names that are underlined are Friends who are being nominated to this position for the first time.

All in all, we bring you 44 new nominations, and 24 second-term nominations. Most of the committees are well staffed, at, near, or over the number of members recommended by the Manual of Procedure.

We also bring you a revived committee—one that had been laid down (or aside) while we awaited new leadership. That is the Committee on Right Sharing of World Resources. Now two Friends have come forward who will help to re-establish this function and this interest in our yearly meeting.

Are there still opportunities to serve? Of course. One way to find the openings is by doing the math. Several committees are one or more members shy of their recommended number. Friends in Education and Friends in Unity with Nature are especially shorthanded. But I want to call you attention to a few areas of special need:

Program Committee—we need a couple more people who like to help shape our experience here at the yearly meeting sessions;

Stewardship and Finance—we need a couple more people to help us find and spend the money.

There may also be opportunities to serve as a representative to one of these organizations: Friends House Board; Friend World Committee on Consultation (Section of the Americas); and Friends Peace Teams Board. Please let us know if you feel drawn to this service. And lastly, we need to find the right person to be a representative to the Friends United Meeting General Board.

If one of these positions calls out to you, or if you have an idea that they might call out to someone else, please let us know. Our Committee will be meeting again tomorrow afternoon at committee time, to gather in all of the additional information we've received from you.

Y2005—25 We heard a letter from Australia Yearly Meeting expressing support for Baltimore Yearly Meeting as we engage Friends everywhere in consideration of the Friends United Meeting personnel policy.

Y2005—26 *Ad Hoc Committee on Gender and Sexual Diversity Concerns.* Aron Teel (Charlottesville) presented the report of the Ad Hoc Committee on Gender and Sexual Diversity Concerns. He introduced members of the Committee and described its work, including the program that will be presented during this Annual Session. He noted that there is still much work to be done. Since 1993, the charge of the ad hoc committee has been renewed every two years. Aron explained that the committee is not asking to become a standing commit-

tee, because the members envision a time when its work will no longer be needed. But they would like to have their charge as an ad hoc committee renewed for a four-year period instead of the usual two.

Friends *APPROVED* renewing the charge of the Ad Hoc Committee on Gender and Sexual Diversity Concerns for another four years, with thanks for all its good work.

Y2005—27 Clerk Lauri Perman thanked the Friends carrying microphones to those who rise to speak, and Jason Eaby (Nottingham) who is running our sound system during these sessions and enabling us all to hear one another.

Y2005—28 *Friends United Meeting Concern.* We heard excerpts from a letter from Margaret Hart, Director of Beacon Hill Friends House, expressing the joy she felt at hearing Doug Gwyn's message to the Friends United Meeting Triennial. We heard excerpts from the message as follows:

BIBLE STUDY, SATURDAY MORNING, JULY 16, 2005
FRIENDS UNITED MEETING TRIENNIAL SESSIONS,
DES MOINES, IOWA

DOUG GWYN, PASTOR, FIRST FRIENDS CHURCH, RICHMOND, INDIANA

“STANDING WITH THE LAMB”

... Letting the power of God work through us begins with stopping, with *standing still*. Then, as the power comes, it is standing firm in the place where the power comes.... I have spent a number of years studying the witness of early Friends, who, as you know, called their movement the Lamb's War.... [T]hey became Christian peacemakers, Lamb's Warriors, standing with the Lamb.... [S]piritual freedom was what the Lamb's War was really about.... George Fox, Margaret Fell, and others published powerful justifications of women's ministry. They proclaimed that Christ has freedom to speak through the male or the female as he chooses. So it is *Christ's* freedom. The logic here is that *we stand still* in order to *give Christ the freedom to move* within and among us. So the Quaker defense of women's ministry is primarily God-centered, Christ-centered. George Fox wrote to his Puritan attackers, “Who are you to limit the Holy One of Israel?”

... I believe that this Quaker experience of the Lamb's War has implications for us today in Friends United Meeting. Regarding the staff policy we have in effect today, I believe we need to ask: are we limiting the freedom of Christ? Are we curbing Christ's movement and work through whomever he wills: For myself, I can say that I am grateful for the patient witness of my gay and lesbian friends, brothers and sisters in

Christ, who stand firm in their personal witness to Christ and to who they are. Many of us have learned and been blessed from that witness. I see the Holy One of Israel working through their lives and ministries today. To recognize and respond to this reality is not movement, *it's standing still*. It's recognizing that Christ has *always* loved homosexuals and has been working with and through them in the Church for centuries—we *just didn't know it*. Could it be time we recognized it, and in so doing, stand closer together around the Lamb?

Y2005—29 *Ad Hoc Intervisitation Committee*. Marcy Seitel reported for the Ad Hoc Intervisitation Committee. This Committee was named by Interim Meeting in October 2004, drawing on the members of the Advancement and Outreach Committee, Ministry and Pastoral Care, and the Ad Hoc Committee on Gender and Sexual Diversity Concerns. The committee has focused on developing a framework for the particular kind of visiting we feel led to: not traveling in the ministry with the intention of presenting a concern, not traveling just to be in fellowship, but traveling “in a season of concern,” with the intention of building relationships and being available for conversation around our concern as needed.

In addition to sending Baltimore Yearly Meeting Friends to the Friends United Meeting Triennial, the committee has sponsored a visit by Walter Brown (Langley Hill) to Indiana Yearly Meeting (FUM), and is sending Rebecca Richards (Gunpowder) to New England Yearly Meeting next week. The committee has also received a request from Winston-Salem Meeting in North Carolina (FUM) for ten visitors from Baltimore Yearly Meeting, and Marcy asked Friends to carefully consider whether they feel led to undertake this visit, which is tentatively scheduled for late September.

Marcy explained that the committee has set up a process to help Friends discern whether they are called to participate in the Yearly Meeting intervisitation program. The first step is prayerful personal discernment. The second is for Friends to initiate a clearness process within their own Monthly Meeting. Each Friend participating in the program will need to be grounded in a clearness and support process in their own Meeting. Once the Monthly Meeting has approved a travel minute, it should be forwarded to the Ad Hoc Intervisitation Committee. After it has been endorsed by the committee, it will be forwarded to the Yearly Meeting, either at Interim Meeting or at annual session for a final endorsement. The Intervisitation Committee will help Friends with travel minutes endorsed by the Yearly Meeting to find opportunities for undertaking visits. We received this report with gratitude.

We heard Walter Brown's travel minute from Langley Hill Meeting, endorsed by Indiana (FUM) at the time of his visit. We heard and ENDORSED travel minutes for Marcy Seitel (Adelphi) and Rebecca Richards (Gunpowder).

Travel Minutes Approved to date

Betsy Meyer, Sandy Spring

Marcy Seitel, Adelphi

Rebecca Richards, Gunpowder

Walter Brown, Langley Hill

Rachel Stacy, Gunpowder

Linda Heacock, Richmond

In response to questions, Marcy noted that the process for preparing for visits is posted on the Baltimore Yearly Meeting website, where it will be accessible to other yearly meetings, where Friends are looking to us for leadership.

The Intervisitation Committee is willing to support visits to Meetings in Baltimore Yearly Meeting, but that this is not their primary focus. We feel there is a real need for more intervisitation within the Yearly Meeting. We asked Ministry and Pastoral Care to consider how to encourage more such visits. We noted that the Advancement and Outreach Committee and the Ad Hoc Committee on Gender and Sexual Diversity Concerns are also interested in supporting intervisitation with the Yearly Meeting, and might help Ministry and Pastoral Care season this concern.

We lifted up the importance of responding as quickly as possible to invitations we receive, and agreed that we should be involving our Young Friends and Young Adult Friends in the intervisitation program. Marcy explained that the committee is already under the weight of that concern, and that meetings have already been held with Young Friends to encourage their participation.

Y2005—30 *World Gathering of Young Friends.* Rachel Stacy (Gunpowder) reported for the World Gathering of Young Friends, to be held in Lancaster, England, August 16-24, 2005. She quoted from Friends in Rwanda Yearly Meeting and New England Yearly Meeting, lifting up the vision of a Religious Society of Friends knitted together in love and understanding, spreading peace throughout the world. She spoke of her transforming meeting with a Friend from Bhopal, India, as an example of the network of friendships that is growing as Young Adult Friends prepare for the World Gathering. The Gathering is expected to bring together Friends from over forty countries and more than ninety yearly meetings. Five Young Adult Friends from Baltimore Yearly Meeting plan to attend, and the Yearly Meeting has raised additional funds to provide travel assistance and scholarships for two Friends from Mexico as well. Rachel expressed her deep appreciation to the Yearly Meeting for helping make the vision of the World Gathering a reality, and reminded us that young Friends need and appreciate the wisdom and support of their elders as they seek to follow their dreams.

Y2005—31 *Agenda.* Remaining items on this morning's agenda were deferred to a special session scheduled from 1-1:45 p.m. this afternoon. After announcements, the meeting closed with a period of worship.

Afternoon Session, Thursday, August 4, 2005

Y2005—32 *Gathering, Worship and Introductions.* Friends gathered in worship at 1 p.m. to attend to the rest of the morning's agenda. Peggy Dyson-Cobb (Maury River) joined Linda Wilk (Hopewell Centre) in holding this session in the Light. Out of the silence, we heard a poem by Judy Brutz, expressing the longing we feel for Jesus to be with us on our journey, and the comfort we find in His presence.

Clerk Lauri Perman introduced those at the facing table, and welcomed visitor Kerry Day of GuideOne Mutual, the company that provides insurance to many of our meetings. He will be available to talk to us about child safety and insurance concerns.

Y2005—33 *Ministry and Pastoral Care Committee.* Don Gann and Miriam Green, Co-Clerks, presented the report of the Ministry and Pastoral Care Committee. Don Gann reported that Linda Heacock (Richmond) is preparing to travel to Africa to work with the Friends Peace Teams in Kenya, a leading embraced by Richmond Meeting, and by Interim Meeting in April, 2005. Linda looks forward to an opportunity to speak to Friends about the work she feels called to do.

Don Gann also noted that Ministry and Pastoral Care has come under the weight of a concern for those small Meetings in our Yearly Meeting that are declining in membership. The committee is exploring the possibility of arranging for "inreach/outreach" workshops through the Traveling Ministries Program of Friends General Conference to support renewal and new growth in such Meetings.

Y2005—34 *Spiritual State of the Yearly Meeting.* Miriam Green read the Spiritual State of the Yearly Meeting report, which weaves together all the annual reports submitted by Meetings in Baltimore Yearly Meeting. Friends received this report in a spirit of worship, and with a deep sense of gratitude for the work of the Committee in reflecting back to us our spiritual reality, our shortcomings and our strengths. The clerk was asked to ensure that this report is distributed to each monthly meeting, along with the Yearly Meeting epistle from these sessions.

The meeting closed with a period of worship.

Friday, August 5, 2005

Y2005—35 *Worship and Introductions.* Friends gathered for worship with attention to business on Friday, August 5, at 9:30 am. Out of worship, we heard an epistle from the Illinois Yearly Meeting 6-10 year olds, who spoke of fun, friendship, and sharing, and their wish that Yearly Meeting would never end. We heard an epistle from Britain Yearly Meeting, which called on us to attend to the children, and rediscover laughter, play, and a childlike dependence on God.

Clerk Lauri Perman introduced those at the facing table: Clerk, Recording Clerk, Katherine Smith (Maury River), Reading Clerk for the day, Sean Wilner (Langley Hill), Co-Assistant Clerk of Young Friends, and Amrit Moore (Maury River), BYM planner for Young Friends.

We welcomed visitors Gary Gillespie, of the American Friends Service Committee, Baltimore office; and Clinton and Katherine Pettus, of Wilmington (DE) Meeting, Philadelphia Yearly Meeting. Clinton is the new director of the American Friends Service Committee, Middle Atlantic Region. We welcomed Vince Buscemi, Morningside Meeting, New York Yearly Meeting, who will be giving a workshop on “The Reality of Racism”; Michael Gibson, Woodbury Meeting, Philadelphia Yearly Meeting, on the staff of Friends General Conference, and here at the invitation of the Baltimore Yearly Meeting Religious Education Committee; and Aurora, of the New Monk Project in Lexington, Virginia.

The Clerk thanked all our visitors for coming, and gave them liberty of the meeting. She also offered a warm welcome to all first time attenders. She then introduced Hope Braveheart, Baltimore Yearly Meeting Youth Secretary.

Y2005—36 *Roll Call of Meeting.* The Reading Clerk called the roll of Meetings and Worship Groups in Baltimore Yearly Meeting and asked Friends to stand as their meeting was named. We are grateful that so many of our meetings and worship groups are represented here today, and expect more Friends to arrive over the weekend.

Y2005—37 *Junior Yearly Meeting.* Karen Cunyngham, Clerk of Junior Yearly Meeting thanked the many volunteers who have worked on the Junior Yearly Meeting program. Junior Yearly Meeting offers activities for children up to 8th grade, and hosts the traditional “all ages celebration.” This year it has also offered late afternoon activities children and adults can enjoy together. She invited the children to come forward, along with Ann Marie Moriarty, to lead us in singing two songs that express the love and affirmation they have experienced this week.

Out of worshipful silence, we shared our deep appreciation for the children, and the joy they bring into our lives. Nurturing our children may be the most important work we do. They show us how important it is to come together and be with our friends. We pray that they will grow in love and peace, and know how beautiful they are.

Y2005—38 The Clerk introduced the Friends holding us in the Light this morning: Don Gann (Baltimore, Stony Run) and Maria Bradley (Sandy Spring).

Y2005—39 *Report of the General Secretary.* Frank Massey presented the General Secretary's report. He asked us first to consider our spiritual ancestors and the legacy they left us, and then to look around to see our spiritual descendants and ask ourselves what our legacy to them will be. Baltimore Yearly Meeting is growing because of the spiritual vitality that draws families and young people to our meetings.

Frank thanked members of the staff who have not been introduced because they have been so busy in the office: Gene Klinger, Administrative Assistant, and Linda Ricci, Bookkeeper. He also expressed thanks to Jim Rose (Patapsco) our new volunteer web manager. He mentioned that the Yearly Meeting will soon be able to accept payments by credit card over the web, which may help ease some cash flow problems.

He spoke of visiting the Quaker Memorial Presbyterian Church in Lynchburg, Virginia, where a Presbyterian congregation is lovingly preserving a piece of Quaker history. He was impressed with how interested they were in Quaker spirituality. He described a workshop he led at Pendle Hill on nurturing our relationship with God. Being silent in God's presence is the heart of what we do as Quakers. Our past has been rocky this past year as we have struggled to stay in relationship around difficult issues. Being in relationship with God will keep us on the right path, however rocky it may be.

After a break, we gathered again in worship. The Clerk invited Friends from Frederick and Hopewell Centre to hold us in the Light during the remainder of this session.

Y2005—40 *Care of the Meeting Community.* We heard again the Spiritual State of the Meeting report from Hopewell Centre Meeting, received by Baltimore Yearly Meeting in 2004 and read at our last Annual Session. It describes the Meeting's struggles to deal with the discovery that one of their attenders was a convicted child molester. The difficult questions raised in this report have weighed on the heart of the Yearly Meeting.

We heard an excerpt from the Frederick Meeting Spiritual State of the Society report for 2005, describing their own experience of finding that an attender has a history of sexual misconduct.

Peg McMahan (Bethesda), a clinical social worker trained in issues related to sexual abuse, spoke to us about the nature of sexual predators. She explained that sexual predators seek out safe environments, like churches, and are careful to appear to be good, caring, friendly, and trustworthy people. They feel no sense of guilt about abusing children. They seek out children who are vulnerable and needy, and befriend them. Children who are abused rarely tell their parents. Parents are usually unable to believe that such a person would do such a thing. Most sexual predators go unnoticed and unknown, except by their victims, and victimize many children, not just one. Peg McMahan advised Friends that they may want to try to appeal to that of God in abusers, but abusers should never be allowed near children again.

We heard a travel minute for Penelope Wright from Nashville Meeting, lifting up her gifts and leadings. Penelope spoke out of worship about Nashville's experience of welcoming a young man who soon identified himself as someone on parole as a convicted sexual offender. The Meeting met with him, set up a care committee for him, and designed guidelines to keep him from contact with the children, as required by his parole. Some members felt unable to worship with him, knowing what he had done. After long discernment and an extended threshing session, the Meeting approved a minute and plan of action affirming both the possibility of recovery, and the Meeting's absolute commitment to ensuring the safety of their children.

Penelope drew attention to today's query: "Ask and ye shall receive...." She said she has come to see that spiritual gifts are bestowed on individuals in order to carry forward the work a Meeting has been called to, and shared how Nashville found itself unexpectedly blessed with just the gifts it needed to respond to this difficult challenge. She noted that the Meeting was greatly helped by a minute from Rochester (NY) Meeting addressing a similar issue, and that Friends in Nashville are eager to share their experience in hopes of assisting others in the same way. She explained that the offender is now back in prison, and that the Meeting continues to minister to him.

She asked Friends to consider the plan developed by Nashville, and to recognize that challenging and difficult situations may offer wonderful opportunities to go deeper into love and listening, and strengthen our communities.

NASHVILLE MONTHLY MEETING

WORKING PAPER ON SEXUAL ABUSE OFFENDER PRESENCE IN MEETING

After a deeply moving threshing session on 5th Day, Sixth Month 2004, at the regularly scheduled meeting for worship with attention to business, 20th Day, Sixth Month 2004, Nashville Monthly Meeting approved a minute on our response to the presence of child sexual abuse offenders. The minute follows:

“Members and attenders of the Nashville Monthly Meeting deeply value the rights, safety and loving guidance of all in the meeting, recognizing that the nurture of everyone in our community is our sacred responsibility. At the same time, we recognize that of God in everyone and uphold Friends’ testimony of community by undertaking the general mutual care of each other and of the children in a spirit of truth, love and forgiveness.

Our witness to the testimony above has been challenged by the presence of an attender who has been convicted of child rape. We are further challenged by the tension created by our commitment to provide a safe environment for our children and to be faithful in affirming that of God in the attender. We believe that seemingly irreconcilable differences can be resolved through peaceful, compassionate means in the spirit of seeking truth and forgiveness.

Nashville Monthly Meeting recognizes the trauma experienced by survivors of child sexual abuse and seeks to provide ongoing opportunities for healing and spiritual growth. Although we are not a substitute for professional therapy, we can affirm that survivors can recover. The Meeting can provide a spiritual framework for recovery through worship, listening, truth, love, and the transforming power of the Light.

Committed listening to survivors and offenders is crucial. For survivors, it can be seen as a development of the Quaker tradition of bearing witness to suffering and oppression. Behind the witness is faith that strength, wisdom and compassion can arise from the experience of un-chosen and undeserved suffering. For the offender, true listening allows us to learn to know the complex person behind the actions, to recognize his/her strengths as well as weaknesses, and to value her/his efforts toward recovery.

Because child sexual abuse is so threatening on so many levels, we (attenders, survivors and offenders) may need to express our fears and emotions, and may not be able to truly listen or worship until we have worked through our feelings.

We need to feel we will be heard and that we will be held in the Light. Yet, in the process of speaking out our fears, we may hurt another. We need to practice giving and receiving such messages in an attentive spirit of love and forgiveness.

We affirm that the adults of the meeting have the responsibility for the safety of all, but especially the children in our meeting. That responsibility includes monitoring and holding each other accountable for being faithful to what we have agreed upon as being necessary for sustaining a loving and caring faith community.

In order to be prepared for the presence of a known child sexual abuse offender in the meeting, we acknowledge the need for a plan that addresses several areas.

1. The naming of individuals in the meeting who can be contacted should concerns arise relating to child sexual abuse.
2. The safety of those who might be preyed upon.
3. The safety of those who are survivors of such abuse.
4. When an individual with a history of sexual abuse offense comes into the meeting, we will identify a Friend who serves as the designated contact person with the offender's parole/probation authorities in order to know the terms of the offender's parole/probation.
5. A committee will be formed that seeks to guide the Meeting in providing spiritual nurture of the offender within the terms of his/her parole/probation.

We recognize that as we each hold our individual experiences and concepts in Divine Light and listen to each other, more Light is given and a greater Truth and Wisdom emerges as an unfolding gift. We are thankful for the gift of this opportunity to go deeper with each other – to bring into the Light that which is painful and difficult and to strengthen our beloved faith community through love and listening.

Queries

1. Do we recognize that of God in one another?
2. Are we grounded in the spirit of true listening that arises from peace, faith and love?
3. Do we affirm that we will use Quaker practices to resolve conflicts and to express concerns regarding child sexual abuse?
4. Do we place a high value on the rights, safety, and loving guidance of children in the Meeting? How do we structure our communal life to best ensure the well being of the children?
5. Do we affirm the dignity of survivors and provide effective witness and ministry to them?
6. Do we affirm the dignity of offenders and provide effective witness and ministry to them?
7. Are we open to the Light that can be found in the testimony of offenders and survivors?"

Since Meeting approved this minute, Ministry and Counsel Committee has been laboring to fulfill the terms listed. This report brings you the fruit of our labors. From the minute:

We affirm that the adults of the meeting have the responsibility for the safety of all, but especially the children in our meeting. That responsibility includes monitoring and holding each other accountable for being faithful to what we have agreed upon as being necessary for sustaining a loving and caring faith community.

1. Persons in the meeting who can hear and immediately pass along to Ministry and Counsel Committee concerns arising related to child sexual abuse:

Clerk of Children's Education Committee
Clerk of Ministry and Counsel

2. We are grateful for the work of Annie Livingston-Garrett and Sita Diehl in identifying and donating curriculum and resource materials for use by the pre-teen and teen First Day School classes.

Sexual Abuse Prevention: A Study for Teenagers, Marie M. Fortune; *Nobody Told Me It Was Rape*, Caren Adams and Jennifer Fay; *Changing Bodies, Changing Lives*, Ruth Bell et al.

A Touching Book...for little people and big people, Jan Hindman
Addressing Sexual Abuse in Friends Meetings, New England Yearly Meeting

These resources have been forwarded to the Children's Education Committee to develop an implementation plan. Further we ask them to discern with parents of First Day School participants what type of curriculum/awareness program will be offered.

3. We would make it known to survivors of sexual abuse that upon their request, Ministry and Counsel will ensure that clearness committees and/or worship sharing opportunities will be available.
4. Each time we know of the presence in Meeting of an individual with a history of sexual abuse Ministry and Counsel will immediately accept the responsibility for identifying a Friend who will serve as the designated contact person with the offender's parole/probation authorities so we will be apprised in writing of the terms of the offender's parole/probation.
5. Ministry and Counsel also accepts the responsibility for this item, we further acknowledge the need for there to be full disclosure to the meeting of the presence of a convicted child sexual abuser. We ask Meeting to assist us in discerning how this disclosure it to be made.

Approved in Meeting for Worship with Attention to Business, 10th Day, Fourth Month, 2005.

Y2005—41 Clerk Lauri Perman pointed to the resources available to us as we struggle with these issues. The first are human resources: Friends like our speakers, and those from Frederick and Hopewell Centre, and also counselors and therapists who are available at this Annual Session to speak to us individually. There are also some written resources. A useful bibliography is included in a reprint from the FGConnections issue on child safety (Summer 2005) available on the resource table. The Circles of Care and Accountability program, which is in place in Canada and Britain, may also be a useful model.

Y2005—42 *Child Safety Policy Committee.* The Clerk announced that six committees of Baltimore Yearly Meeting (Camping Program, Camp Property Management, Junior Yearly Meeting, Religious Education, Supervisory, and Youth Programs) have been asked to name representatives to an ad-hoc Youth Safety Policy Committee to develop youth safety guidelines for Baltimore Yearly Meeting. The Yearly Meeting may choose to adopt the guidelines in place in FGC as an interim policy, while this committee completes its work.

The meeting closed with a period of worship.

Saturday, August 6, 2005

Y2005—43 *Worship and Introductions.* Friends gathered for worship with attention to business on Saturday, August 6, at 9:30 a.m. Out of worship, we heard a letter from Jean Zaru, Presiding Clerk of Ramallah Monthly Meeting, Palestine. She shared with us the joyful news that renovation of the Ramallah Meeting House has been completed, and work has begun to establish the Friends International Center in Ramallah, to nurture a culture of peace among “all the peoples in this land called Holy.” She thanked Baltimore Yearly Meeting for our prayerful and sustaining support over the years, and concluded, “Dear Friends, it is a privilege and a blessing to affirm all that is possible when we link hands and hearts and ministries.”

Clerk Lauri Perman introduced those at the facing table: the Clerk, Recording Clerk, and David Ross (Nottingham) Reading Clerk for the day. She also introduced those holding this meeting in the Light: Lamar Matthew (Baltimore, Stony Run), Penelope Wright (Nashville Meeting, TN, SAYMA) and Maria Bradley (Sandy Spring).

We welcomed Kathryn Liss, National Director of the American Friends Service Committee’s Help Increase the Peace Project, who will be leading a workshop this afternoon.

The Clerk reviewed the agenda and noted changes.

Y2005—44 *American Friends Service Committee.* We heard from Clinton Pettus, the new director of the Middle Atlantic Region of the American Friends Service Committee. He introduced himself as a native Virginian, the son of a sharecropper parents who believed passionately in education. He became committed to peace as a result of his experience in the Army in Viet Nam after graduating from Virginia State College. He first came in contact with Quakers when his career in college administration brought him to Cheyney University. He and his wife Katherine are now attenders at Wilmington (DE) Friends Meeting. After retiring as President of Cheyney University, his deep interest in peace brought him to the American Friends Service Committee. He hopes to bring to the Middle Atlantic Region both new stability and new vigor, by keeping close to Quaker faith and truly seeing what love can do. He would welcome invitations to speak to Friends meetings and gatherings about the work of the AFSC, and looks forward with joy to the journey ahead.

Y2005—45 *World Gathering of Young Friends.* We heard a travel minute for Rebecca Haines Rosenberg (Alexandria) who will be representing Baltimore Yearly Meeting at the World Gathering of Young Friends later this month. Friends approved and *ENDORSED* the minute, and look forward to hearing Rebecca's report on her travels.

Y2005—46 *Young Adult Friends.* Rebecca Haines Rosenberg, Co-Clerk of Young Adult Friends, presented a statement of purpose approved by the Young Adult Friends at their business sessions:

A MINUTE OF PURPOSE
APPROVED 5 AUGUST 2005

Young Adult Friends is a spirit-led community created to provide mutual support, caring, and spiritual refreshment. We are mindful of our unique voice and responsibility to each other and to the larger Baltimore Yearly Meeting community. We recognize that we are a group of people in transition, and therefore that keeping in touch can be difficult; however, we feel that maintaining an up-to-date mailing list, having at least two conferences a year and offering a program of social and spiritual activities at Baltimore Yearly Meeting annual sessions will allow us to form a strong and stable community. Our community strives to serve former BYM Young Friends, and Friends who have come to Baltimore Yearly Meeting or Quakerism as adults.

Young Adult Friends welcome all individuals 18 or older led by the Spirit to join our group. We are mindful of sensitive issues such as alcohol consumption, smoking and the scheduling of events, as these affect the

comfort of our community members. YAFs are asked to be aware of others as they make personal choices at YAF events. We also recognize that our community is based across several states, and so we must be careful to give sufficient notice of events and locations.

Let it be known that we also intend to have fun.

Several Friends expressed an interest in connecting young adults in their Meetings with the Yearly Meeting group. We approved this statement with gratitude and a feeling of joy in the new growth evident in our Young Adult Friends community. The Manual of Procedure Committee will work with Young Adult Friends to make any changes needed in the *Manual of Procedure* to reflect this new statement of purpose.

Y2005—47 *Embraced Ministry, Linda Heacock.* We heard a travel minute for Linda Heacock (Richmond) who will be traveling to Kenya in ninth and tenth month to work with Friends Peace Teams. Her ministry has been embraced both by Richmond Meeting and by Baltimore Yearly Meeting at Interim Meeting. A few additional Friends are being sought to serve on the committee that will guide her embraced ministry. Linda Heacock spoke simply and tenderly about the additional concern that has been laid on her for intervisitation with Friends United Meeting Friends while she is in Kenya. We joyfully approve and endorse her traveling minute.

Y2005—48 Ministry and Pastoral Care is asked to reconsider the name used to describe committees supporting the work of embraced Friends, given growing uneasiness with the term “oversight”.

Y2005—49 *Manual of Procedure Committee.* Howard Fullerton presented a second reading of some of the *Manual of Procedure* changes approved at April and June Interim Meetings. He thanked the members of the Manual of Procedures Committee, and introduced those who are present. He explained the changes being proposed with regard to the responsibilities of the Camp Property Management Committee and the Camping Program Committee. Most of these changes are to reflect the fact that we now have a full-time Camp Property Manager. We **APPROVED** the recommended changes with minor corrections.

CAMP PROPERTY MANAGEMENT COMMITTEE

The Camp Property Management Committee consists of six 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, and Stewardship and Finance Committee, and the Camp Property Manager are ex officio members. The Com-

mittee may appoint subcommittees as needed, which may include members from outside the Committee. The Committee will normally meet at least twice a year.

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: to plan ahead for the long term needs of the camp properties; to oversee the content and direction of the Camp Property Manager's work; and to support the Camp Property Manager with specific projects as needed. 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 will manage the camp properties as one financial entity and will prepare operating and capital budgets which will be listed separately within the Yearly Meeting budget. For this purpose, appropriate accounts will be established, including a capital reserve account. The Committee will be responsible for setting the fees for the use of the properties. All income generated by the camp properties, including timber sales, will be available for the operation and development of the camp properties. Gifts and bequests may be received into the Committee's accounts. Financial statements will be prepared annually at the same time as the Yearly Meeting accounts, of which they will form a part.

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, and the Camp Administrative Secretary, ex officio.

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 Camping Program Committee oversees; ~~and coordinates, manages and operates,~~ philosophy, policy, financing, and program emphasis all of Yearly Meeting endeavors in the field of ~~philosophy, policy, constituency, financing, and program emphasis~~ outdoor religious education—seeking to provide for all the various ages and interests of our Yearly Meeting through a variety of camping styles. The Camp Administrative Secretary is responsible for implementing goals, direction, and policy as set by the Camping Program Committee.

The Committee is responsible for the employment of camp directors, for establishing specific camp staff salaries, and for evaluation of camp staff. The Camping Program Committee advises BYM staff on employment of camp directors and the Camp Administrative Secretary.

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.

This change implies a change in the section of the Manual of Procedure about staff (p. 11) since the Camping Program Committee will no longer do the hiring.

Interim Meeting selects, employs, and defines the responsibilities of the General Secretary. The General Secretary, with the guidance of the Supervisory Committee, may employ staff as provided in the budget approved by the Yearly Meeting in session. ~~The Camping Program Committee may employ Directors for each camping program.~~ The Directors may, with the guidance of the Camping Program Committee, may employ such staff as the budgets for the various camping programs provide.

Y2005—50 *Friends Meeting of Washington.* After a break, we again settled into worship. We heard a reading from a statement of vision for the new Washington Friends Meeting, founded 75 years ago this year, as “a house of prayer for all people.” Friends Meeting of Washington was an independent, united meeting, not affiliated with either of the two Baltimore Yearly Meetings, Hicksite and Orthodox. It called on Friends to embrace a vision of Christian unity grounded in the simple and direct experience of God.

Y2005—51 *Search Committee.* David Hines (Richmond) presented the report of the Search Committee, and thanked the members of the Committee for their hard work. These names are brought for a first reading:

- | | |
|-------------------------------|--|
| Treasurer: | Kevin Caughlin, Sandy Spring (03)
(for a second term) |
| Assistant Treasurer: | Marion Ballard, Bethesda (05) |
| Supervisory Committee: | Lamar Matthew, Baltimore, Stony Run (05)
Elaine Bell (Charlottesville) (05) |

Nominating Committee: Ramona Buck, Patapsco (02)
(for a second term)
Jason Eaby, Nottingham (05)
Linda Wilk, Hopewell Centre (05)
Bronna Zlochiver, Sandy Spring (05)

David Hines also asked the meeting to accept the resignations of three current members of the Nominating Committee: John Mason (Alexandria); Cariadne Burchard (Baltimore, Stony Run); and Dorothy Habecker (State College).

The meeting accepted these resignations. The rest of the report will be brought back for a second reading tomorrow.

Y2005—51 *Nominating Committee.* Ruth Flower (Takoma Park), Clerk of the Nominating Committee, thanked Friends for their help in suggesting additional names of those who might be called into service. She brought forward seven names for a first reading:

Friends in Education:	Linda Uberseder, Nottingham
Program Committee:	Bette Hoover, Sandy Spring
Friends House:	Rachel Messenger, Alexandria
FUM General Board:	Rachel Stacy, Gunpowder
Friends Peace Teams:	Linda Heacock, Richmond David Etheridge, Washington

She presented the remainder of the roster for a second reading, with corrections in some of the stated terms and classes. Friends approved these nominations with gratitude, both for the work of the Nominating Committee, and for all of those Friends willing to give their light and energy to the work of the Yearly Meeting.

Y2005—52 *Yearly Meeting Epistle.* The Clerk introduced the Epistle Committee: Linda Wilk (Hopewell Centre), Bill Carroll (Williamsburg), and Rachel Stacy (Gunpowder). They expressed their appreciation to Lamar Matthew for his help in drafting the epistle for this Annual Session. Linda Wilk presented a first reading of the epistle. Friends are encouraged to speak with members of the committee if they have suggestions for additions or improvements.

Y2005—53 *Stewardship and Finance Committee, Second Reading of the 2006 Budget.* Frannie Taylor (Goose Creek) reported for the Stewardship and Finance Committee with a second reading of the 2006 Budget. She urged Friends to consider service on the committee, which can be more exciting than they might think. She noted that the budget calls for a substantial increase in individual contributions. The Committee is looking at ways to encourage such giv-

ing, which is needed to fund all our approved projects while keeping increases in apportionments at no more than about 3 percent. Friends are asked to remember the needs of the Yearly Meeting, and how much it enriches our lives, as they think about their charitable contributions.

In response to questions, it was noted that we have reserve funds that could be used to send a contribution to Friends United Meeting if we decide we are clear to do so, and to fund an expanded intervisitation program. With this understanding, Friends approved the 2006 Budget and Apportionments as presented.

Clerk Lauri Perman announced that we will reconvene at 1 pm this afternoon to consider the remainder of this morning's agenda.

Saturday Afternoon Session

Y2005—54 *Worship and Introductions.* Friends gathered in worship at 1 p.m. Reading Clerk David Ross (Nottingham) read an excerpt from the Charlottesville Spiritual State of the Meeting report, lifting up the importance of tending and attending with patience and focus, not only to Friendly business, but to each other, and to the Holy Spirit which is “the ground tone holding all pitches in balance.”

Y2005—55 *Peace and Social Concerns Committee.* J.E. McNeil (Washington), Clerk of the Peace Committee, presented the committee's report. She noted that discerning how we are called to act as peacemakers is not a quick and easy decision. We need to give it the time and attention it deserves.

She described the plan the committee has developed for disseminating our Minute on Torture and the Abuse of Prisoners. There is a sample press release, explaining who Quakers are and our testimony on torture. There is also a sample letter in support of Senator John McCain's amendment to the Defense Appropriations bill that would set standards for the humane treatment of prisoners. This has now been set apart as a separate bill, which will probably come up for a vote in September, giving Friends a good opportunity to make their feeling known. Friends are urged to take these samples home, and use them to carry out a publicity and letter writing campaign in their local meetings.

J.E. McNeil then presented the Peace Committee's recommendation that Baltimore Yearly Meeting appoint a representative to the board of Quaker House in Fayetteville, NC. She briefly explained the witness of Quaker House, and how it reverberates far beyond the bounds of North Carolina. It was noted that Richmond Meeting already has a representative on the Quaker House board.

Chuck Fager gave a brief sketch of the history of Quaker House and the services it provides. It offers counseling to those in the military seeking to get out; it organizes peace rallies and events; and it serves as a peace resource to Friends meetings and other groups. Quaker House is under increasing pressure from those hostile to its mission, and is very much in need of the spiritual and practical support of Friends as it faces these challenges.

It was suggested that we could affiliate with Quaker House instead of just sending a representative to the board, as a way of affirming a broader sense of community. It was noted that it will be up to Quaker House to define just what that affiliation means. Friends APPROVED the recommendation that Baltimore Yearly Meeting affiliate with Quaker House, and send a representative to the board.

The meeting closed with a period of worship.

Sunday, August 7, 2005

Y2005—56 *Worship and Introductions.* Friends gathered for worship with attention to business at 9 a.m. Out of worship we heard a New England Yearly Meeting Minute on Racism, noting that “our well-intentioned attempts at color-blindness can have the unfortunate result of blinding us to the system of racism in which we unwittingly participate.” New England Friends called on all Friends to examine our individual and corporate complicity in racism, aspiring to clarity of vision, and “a more perfect union with the Author of all, who shows no partiality in the diversity of creation.”

Clerk Lauri Perman welcomed Friends to our closing business session. She introduced those at the facing table, including Clerk, Recording Clerk, and Tim Kline (Washington) Reading Clerk for the day. She also introduced those holding this session in the Light: Michael Boardman (Baltimore, Stony Run), and Michael Gibson (Woodbury, (NJ) Philadelphia Yearly Meeting). Amrit Moore (Maury River) subsequently joined those holding the meeting in the Light and was also recognized.

Y2005—57 *Search Committee.* David Hines presented the second reading of the Search Committee report. The report was APPROVED as follows:

Treasurer:	Kevin Caughlin, Sandy Spring (03) (for a second term)
Assistant Treasurer:	Marion Ballard, Bethesda (05)

Supervisory Committee: Lamar Matthew, Baltimore, Stony Run (05)
Elaine Bell, Charlottesville (05)

Nominating Committee: Ramona Buck, Patapsco (02)
(for a second term)
Jason Eaby, Nottingham (05)
Linda Wilk, Hopewell Centre (05)
Bronna Zlochiver, Sandy Spring (05)

The Clerk expressed our gratitude for the vital work of the Search Committee.

Y2005—57 *Nominating Committee.* Ruth Flower, Clerk, presented the report of the Nominating Committee. The Clerk expressed our appreciation to Ruth Flower who will be stepping down from Nominating Committee after six years of service. The following names were presented for a second reading:

Friends in Education:	Linda Uberseder, Nottingham
Program Committee:	Bette Hoover, Sandy Spring
Friends House:	Rachel Messenger, Alexandria
FUM General Board:	Rachel Stacy, Gunpowder
Friends Peace Teams:	Linda Heacock, Richmond David Etheridge, Washington

One Friend expressed a concern about one of the nominations, leading to a protracted consideration of the nominations process and the substance of the objections in this case. Ruth Flower explained that the Nominating Committee had met with the individual expressing the concern and had carefully considered his reservations before bringing the nomination back for a second reading. She noted that youth and a busy schedule, two of the objections, cannot be considered bars to service in the Yearly Meeting. The body felt wounded both by the discussion of an individual member on the floor of the meeting, and by efforts to limit that discussion. Unable to reach unity, we set the report of the Nominating Committee aside for later consideration.

Y2005—58 *Young Friends Epistle.* We received the epistle from the high school Young Friends, presented in word and pantomime by Sean Wilner, co-assistant clerk (Langley Hill), and Margaret Dorr, treasurer (Sandy Spring).

Y2005—59 *Junior Young Friends Epistle.* Jacob Giampaolo Keener, clerk, (Baltimore, Stony Run), and Dylan Phillips (Baltimore, Stony Run) read the epistle from the Junior Young Friends, describing their intense and fun-filled week.

Y2005—60 *Young Adult Friends Epistle.* We received the epistle from the Young Adult Friends, presented by Leslie Keffer-King (Valley), Rebecca Haines Rosenberg, co-clerk (Alexandria), and Jemma Mayer, assistant clerk (Maury River), celebrating the joyous news of the revitalization of their program.

The meeting expressed our joy and gratitude for all three epistles. We agreed that all three will be included in the epistles sent out to all yearly meetings.

Y2005—61 *Yearly Meeting Epistle.* We heard the epistle of this Annual Session, presented by Rachel Stacy (Gunpowder) for the Epistle Committee. We approved the epistle, with minor corrections and additions, in a spirit of joy and gladness.

Y2005—62 *Committee Clerks.* We heard a roll call of committee clerks as follows:

- | | |
|--|--------------------------------|
| Trustees: | Howard Zuses, Sandy Spring |
| Advancement and Outreach: | Deborah Haines, Alexandria |
| Camp Property Management: | Greg Tobin, Frederick |
| Camping Program: | Betsy Krome, Williamsburg |
| | Steve Gilbert, Sandy Spring, |
| Criminal and Restorative Justice: | Joan Anderson, Carlisle |
| | Jack Fogarty, Sandy Spring |
| Faith and Practice Revision: | Sheila Bach, Langley Hill |
| Manual of Procedure: | Howard Fullerton, Sandy Spring |
| Ministry and Pastoral Care: | Don Gann, Baltimore, Stony Run |
| Peace and Social Concerns: | J.E. McNeil, Washington |
| Religious Education: | Chuck Fager, State College |
| | Josh Humphries, Roanoke |
| Program: | Liz Hofmeister, Bethesda |
| Right Sharing of World Resources: | Karen Grisez, Washington |
| Unity With Nature: | Mark Brabson, Little Britain |
| | Sarah Kuzmanoff, Langley Hill |
| Youth Programs: | Betsy Tobin, Frederick |
| | Ted Heck, Richmond |

Committees that have not yet identified a clerk are asked to do so as soon as possible.

Y2005—63 *Nominating Committee.* We returned to consideration of the Nominating Committee report. The Clerk asked for approval of all the nominations brought forward for a second reading except that of Rachel Stacy. Friends approved.

Out of worship, the Clerk asked that we all hold the Young Adult Friends community in the Light and recognize the pain they have been experiencing this week, and their faithfulness in continuing to witness to each other and to the rest of the Yearly Meeting. She noted that the clerk of Young Adult Friends had met with her earlier in the week to ask for help in resolving the interpersonal conflict they were facing, and that the yearly meeting was now being asked to help the YAF community shoulder this burden. The clerk of Ministry and Pastoral Care rose to say that he had also been asked earlier in the week to investigate the concerned Friend's complaint that the Young Adult Friends were unfamiliar with Quaker process, and had found the young people to be just as knowledgeable and committed to good process as their elders. When the Friend who had objected to the nomination renewed his offer to stand aside and asked for healing to begin, we felt released to move forward. Friends approved the nomination of Rachel Stacy to serve on the Friends United Meeting Board, with the following Friends standing aside: Josh Humphries (Roanoke), Pat Kutzner (Washington), and Charles Vekert (Sandy Spring).

Y2005—64 *Closing.* Out of worship, we heard an excerpt from the Pipe Creek Spiritual State of the Meeting report, celebrating new growth in the Meeting. This growth in attendance began with an invitational yule get-together in December, but has been sustained by powerful, centered worship and loving, welcoming community.

Clerk Lauri Perman spoke about the many examples of faithful service we have been blessed with during the week, and prayed that those blessings would light our way throughout the year.

Friends thanked Lauri Perman for the patience, humor and good will with which she has guided us through the business of these annual sessions.

Respectfully submitted,

Deborah Haines, *Recording Clerk*

Clerk's Minute:

In 2002, those members of the BYM 2002 Friends United Meeting Triennial delegation who were present at Yearly Meeting sessions met several times to draft a background statement on a situation that had provoked their deep concern. An early version of the report below was read to BYM in session (Y2002-30, Y2002-35, and Y2002-55). After consideration of this report, the delegates were instructed by the Yearly Meeting to prepare a statement of concern for consideration by the Yearly Meeting; this minute was approved as Y2002-43 and later forwarded to the clerk of the FUM General Board.

Since not all members of the delegation had a chance to review the draft statement at Yearly Meeting, some of the delegates continued writing and rewriting the background statement and it did not appear in the 2002 Yearbook. In 2004, the Yearly Meeting in session approved a request that the background statement appear in the 2004 Yearbook (Y2004-49). By then at least four slightly different versions of the background statement had been circulated among the delegates and again the statement did not appear in the 2004 Yearbook.

As current presiding clerk of BYM, and in the interest of future historians, I take responsibility for the following version of the background statement included in this 2005 Yearbook. I was a member of the 2002 delegation and drafted the original statement, with input from the other delegates. To the best of my ability and knowledge, this is a faithful rendering of what took place. While other delegates might place different emphasis on the events, or wish for more detail about others, I believe this statement includes the common core of the four draft versions in my possession.

Faithfully,
Lauri Perman, Presiding Clerk
October 2005

BACKGROUND STATEMENT ON BALTIMORE YEARLY MEETING'S FRIENDS UNITED MEETING TRIENNIAL CONCERN

Three weeks before the FUM Triennial, Kathy Wright (BYM), serving on the FUM Triennial Program Committee and a BYM alternate to the General Board, was finalizing the list of worship-sharing leaders. She used a list of names that had been supplied to her by Marian Baker (NEYM), clerk of the Triennial Planning Committee. These names had been brought forth and approved during a meeting of the Triennial Planning Committee in February 2002.

Marian and Kathy agreed that Kathy would contact everyone on the list to confirm who would be willing to serve as a worship-sharing leader. Kathy called to ask Lamar Matthew, Presiding Clerk of Baltimore Yearly Meeting, to be a worship-sharing leader leaving a message on his answering machine. Lamar called Kathy to accept the invitation to serve as a worship-sharing leader by leaving a message on Kathy's answering machine. He also asked for more information about what was expected of him in this position

When Kathy called the FUM office to get additional phone numbers from Pat Sickmann, Administrative Assistant to Retha McCutchen, FUM General Secretary, Retha took the phone and told Kathy that Kathy had contacted people who had not been approved. Kathy said that was not the case. Retha said that Lamar had not been approved. Kathy asked why? Retha said, "because he is in a same sex relationship." Retha said that putting a gay person in a leadership role would be culturally insensitive to Kenyan Friends.

Kathy was deeply troubled and upset about Retha's reason for not including Lamar. She called Frank Massey, BYM General Secretary. Frank called Retha and confirmed the situation. Retha told Frank that Lamar's name should never have been on the list for consideration

Frank met with Lamar and explained what had transpired. Lamar questioned whether he, as a gay person in a committed same-gender union for 23 years, was welcome at the Triennial, and he considered not attending. The FUM delegates from BYM urged Lamar, a duly appointed BYM delegate to the Triennial, to attend the Triennial. They pledged to support and uphold him in any way necessary.

Upon his arrival at the Triennial in Nairobi, Frank again spoke with Retha and expressed his displeasure and that of the other BYM delegates with her decision and communication with Kathy. Noting the gravity of this issue as an insult against Baltimore Yearly Meeting and its Presiding Clerk, Frank informed Retha that the delegation would address its concern on the floor of Baltimore Yearly Meeting in session.

Lamar also met with Retha and she asked his forgiveness, acknowledging that her statements and actions were "unthinking and hurtful," something that she really had not wanted to happen, and was sorry for. Lamar told Retha that he had forgiven her even before he left for Kenya.

BYM delegates to the Triennial were united that Lamar Matthew, as Presiding Clerk of BYM, was the appropriate person to read the Yearly Meeting's letter of greeting to the Triennial, which he did.

During the Triennial, the BYM delegates gathered several times to discuss the issue at hand: the denial of a volunteer leadership role for Lamar and potentially other gay or lesbian persons within FUM, notwithstanding their spiritual gifts and grounding.

The delegates also found clearness to have the BYM FUM Board members (Howard Fullerton, Rich Liversidge and Kathy Wright) meet with Retha McCutchen to discuss the delegation's concerns. Ben Richmond was also present at the meeting. Retha said that the decision to exclude Lamar was a personal decision (her own) as General Secretary of FUM and was not an institutional position. The discussion included a frank exchange regarding Lamar's exclusion, discussion by Retha and Ben of FUM's employment policies, and affirmation by them of the fact that volunteer positions are not covered by that policy. The BYM delegates met again on Sunday morning and were told by the BYM FUM board members that Retha had apologized again, and was sorry for the hurt she had caused.

ANNUAL SESSION REGISTRAR'S REPORT

I'm delighted to report to you that, like the Yearly Meeting itself, attendance at our Annual Session is growing. Four hundred twenty (420) of us registered for Annual Session this year, which is about 45 more than last year. We had a bit of a drop in attendance for a few years after we moved from Wilson College in the northern part of the Yearly Meeting into Virginia, but now it seems that Friends have found their way to Harrisonburg. It is nice to have so many Friends here.

We come from 34 Monthly Meetings within our own Yearly Meeting and from at least 11 other yearly meetings, including three in Africa—two in Kenya and one in Rwanda. Sandy Spring is the monthly meeting with the greatest number of people here—58—while Gettysburg and Carlisle each have had only one. Several of our monthly meetings did not have anyone from their meeting here with us this week; we miss them.

In age, we range from 6-month-old Jake Regal of Sandy Spring to Adelphi's two very special 88-year-old Friends who come regularly to our sessions – Deborah James and Esther Webb. I've learned that last year's registrar's report has been amusing Friends at Adelphi all year because I reported that Esther was the oldest person at our sessions when they know very well that Deborah is three months older than Esther. This time I believe I have it right when I tell you that Deborah James is the oldest person here with us this week.

I'm sure you have all seen for yourselves that our programs for younger Friends are thriving. We've had 14 preschoolers here for at least part of the week, another 22 children in the Junior Yearly Meeting program, which includes young people up to rising 9th graders, 50 high-school-age Young Friends, and upwards of 30 Young Adult Friends. That leaves about 300 of the age group I'm part of, sometimes called Older Adult Friends or OAFs.

This is the second year that the Yearly Meeting has made a special effort to encourage Friends active in our monthly meetings who have never attended yearly meeting before to come to annual sessions. Each monthly meeting was invited to identify up to three such people and to have them come to annual sessions for two days for free. Twenty monthly meetings – that's about half – took advantage of this offer and together sent 41 first-time attenders to these sessions. Those blue-dot people, and all the others who are here for the first time, greatly enrich our gathering. Particularly encouraging is that many of the people who came for the first time last year as part of this program are back with us again this year.

There's a lot of work involved in registering all of you, and I certainly don't do it alone. I want to thank, in particular, Gene Klinger and Hope Braveheart of the Yearly Meeting staff, Maria Bradley, and all of the volunteers who helped at the Registration Desk throughout the week. Thanks, also, to Friends who added to our candy supply; Friends of all ages seem to really enjoy the "ministry of snacks" we've had available at the Registration Desk throughout the week. Finally, and most important, thank you to all of you for your patience and good humor at registration, even when the lines at the desk were long. It's the interactions with you that make this particular service to the Yearly Meeting so rewarding.

Rebecca Rawls, Langley Hill, Registrar

BYM BOOKSTORE REPORT

Received

Tuesday	\$1,341.11
Wednesday	2,076.31
Thursday	1,790.13
Friday	2,510.43
Saturday	2,913.61
Subtotal	\$10,631.59

Nancy Coleman, Dunnings Creek, Bookstore Manager

COMMITTEE REPORTS

ADVANCEMENT AND OUTREACH COMMITTEE

Each time our Committee meets, we have a spirited meeting filled with good ideas and directions for advancement and outreach among Friends that surprise and please us. We have not been successful in sharing all the good things so that more Monthly Meetings can benefit from the good things we hear. Our Committee has grown into a strong committee, and that has taken time. In the next year, through web pages and workshops, we hope to share more widely with Friends in BYM.

In addition to our regular committee work, one of the main activities of the year was participating in the meetings to consider what BYM should do about sending funds to Friends United Meeting (FUM). At least two Committee members attended each of these meetings, and it was enlightening and interesting to be part of this process. We met to do Committee work at each Interim Meeting through the year, and because the intervisitation work took most of interim day in October, we met for a long meeting in January as well. All of our meetings are well attended with most Committee members present and other interested friends who bring good ideas and energy to our meetings.

The general topics that we discuss mostly fall into the categories of welcoming newcomers and new attenders in Monthly Meetings, preparing people to become active participants in our Meetings, and making our Meetings better known to the public, especially the neighborhoods surrounding our Meetings. We have recently added to this list having materials available in local hospitals to give comfort to those who are worried or grieving. Our understanding of how Friends reach out and to whom is continuously expanding.

We have found the materials provided by Friends General Conference very valuable for identifying the various areas of advancement and outreach that a Meeting might want to consider. We encourage all Meetings to get these materials or to look through them again to explore ways your Meeting might grow and develop.

In Baltimore Yearly Meeting, as in other places, welcoming newcomers and those who begin to attend regularly is something each Meeting does differently. A difficulty of many Meetings, especially larger Meetings, is keeping track of the actual individuals who come through the Meeting, either once or a number of times. Some Meetings send notes to all people who visit, some simply ask for visitors to sign a guest book. One Meeting sends notes out at Thanksgiving to people who have not attended for a while. Keeping track of the changes in the “flock” is one of the challenges of anyone interested in advancement and outreach. In this year of political debate and animosity, some Meetings found it hard

to be welcoming to those with a viewpoint different from the viewpoint of most Friends in the Meeting. This was not true of all Meetings, and some have a way of honoring differences and welcoming a diversity of political and spiritual views.

Religious education for adults seems to be a strong component of Meetings who feel they can guide newcomers in becoming part of a Meeting. Introductory courses that run several weeks or reading a Pendle Hill pamphlet together are programs that Meetings have that are usually successful. Meetings struggle with ways to incorporate active and vocal newcomers who do not yet know the history and tradition of Friends. Both creating an open space for spiritual exploration and holding on to the integrity of Friends' worship and practices need to be kept in balance, and providing good adult religious education is important in accomplishing this.

Social activities are another way for new attenders to become part of a Meeting, and Meetings seem to have programs that run for a while but then are laid down, and followed by another way for people to get to know each other. Potlucks seem especially important, and some Meetings have a meal together each Sunday. Others try for once a month. Programs or events that have both a social and an educational element seem to do well.

Many Meetings find that a committee other than the one designated to do advancement and outreach actually does this work; the concern of the Committee leads to reaching out to the community. One Meeting has a regular peace vigil, which has given Friends public witness for a few years. Yearly fundraising festivals and other events draw neighbors. One Meeting holds an open house each year and invites the public. Showing a film, having a speaker, or otherwise drawing people together over an issue were given as ideas that have been tried and should be explored further. Offering a peace award to a student in a local high school was discussed and is being explored as a way for Monthly Meetings to become better known within their communities. Sandy Spring Friends Meeting currently gives the Lee Stern award to a student in several local public high schools.

Reaching out to students in area colleges and universities was another area we discussed. Worship groups have been tried occasionally, and have been requested by college age Friends. How to do this effectively is something we continue to explore.

This year our Committee received a request to consider how to reach out to people who would use the hospital chapel at Johns Hopkins Hospital, especially since Johns Hopkins' roots are among Friends. This led to the question of what kind of material is available, and how could the ministry of Friends be comforting to those in the hospital or visiting loved ones there. This gave us a whole new

direction to consider, and we are searching for materials. It was surprising to find that brief materials such as the tracts about Quaker faith, values, and practice, to our knowledge at this point, do not exist.

Friends visiting among Friends has always been a concern of our Committee. Some Meetings need to be visited, especially those that are small or feel they are struggling with an issue. For Friends to understand the bigger group we are part of, and our place in history, we all need to leave our Meetings once in a while and visit another Meeting. The intervisitation process now being arranged for FUM Meetings is an extension of this ongoing concern of our Committee that Friends visit one another. This has been part of our tradition for 350 years. Three of our Committee members are serving on the Ad Hoc Intervisitation Planning Committee of Interim Meeting.

In our Committee work, we feel the preciousness of our witness as Friends, and of the practices of our Meetings. Our goal remains to let Friends Meetings be made known to others enough so that those who might have a leading to join us will know what we are about and how to find us.

I have loved being Clerk of this Committee, a job I took because I wanted the committee to survive, not because I had yet had a lot of experience in this area. Deborah Haines' ministry and her work with Friends General Conference gave us the boost to get our Committee going two years ago. With that boost, the ministry and interest of other Friends has had a place to come forth. The next task is to make all our good knowledge better known to all of you.

Marcy Seitel, Out-going Clerk

CAMP PROPERTY MANAGEMENT COMMITTEE

Now that our Camp Property Manager, David Hunter, has been on board for a full year, the function of CPMC has shifted toward more guidance and oversight. With his forethought and hard work preceding our meetings, we are more productive and make more seasoned decisions. We function to advise, support, and plan with David rather than just being the workers ourselves. Furthermore, we now are able to plan ahead for work projects and improvements, which translates to a more realistic budget and proactive management.

At *Shiloh* this year, we accomplished a long term goal of replacing the upper sleeping platform with a fully screened cabin. The roof on the arts shed has also been replaced.

In unison with the Camp Program Committee, we decided to lay down the dining hall expansion project. Until the camp is full with a waiting list for a few summers in a row, we do not see any justification for expanding our capacity. The

roof on the existing dining hall needs to be replaced, which is now planned to happen in 2006-2007.

Under the direction of the Trustees, we have supported the sale of ten acres of the Shiloh property, including the former Teen Adventure house, with an option for another 20 acres. The proposed timber sale at Shiloh is inactive.

Catoctin: The efforts to replace at least one sleeping cabin a year continue on track. Last year's cabin, thought to be the nicest yet, is a beautiful post and beam design milled from local lumber. Many volunteers have enjoyed lovely weekends up there building these cabins.

The Catoctin pond used for swimming was closed all season in 2004 due to a high-fecal bacterial count that is suspected to be coming from neighboring septic systems and wildlife. This pond known as the lagoon, or "Goon" for short, because of its deep murky waters which have a surreal quality, lacks visibility and presents safety issues. This year CPMC created an ad hoc committee comprised of key camp people and several environmental professionals to help select an engineering firm to solve this problem before the opening of camp 2005. The recommended solution has a price tag of \$73,000, which is now another fundraising goal. A special appeal for the lagoon improvements was immediately initiated and continues. Any funds not raised will be drawn from the Camp Facilities Fund.

Opequon: This year our work includes replacing the kitchen floor with a durable material, repairing more plumbing problems in the bath houses and kitchen with the help of a new plumber, upgrading the foundations on several cabins, and planning ahead for an adequate infirmary.

The Long Range Property Planning Committee, Camping Program Committee, and Camp Property Management Committee agree that the Opequon site should continue to be developed to meet the needs of the Yearly Meeting. To this end, we are negotiating with the landowner to secure a longer lease which will give an extended pay-back period on our investments and allow longer-term planning for other critical improvements.

The **Teen Adventure** base camp is provided by Common Ground down in the area of Maury River Friends Meeting. At the request of Common Ground, we are supporting the construction of a new pavilion that will be used by the campers for eating and meeting when it is raining. The funding for this is coming out of the CPC budget as a long-term loan that will be repaid out of its operating budget.

Winterizing facilities for additional year-round space at either Catoctin or Shiloh was a recommendation from the Long-Range Property Planning Committee. We decided to postpone this work until there is a more demonstrated and consistent demand.

With all this maintenance, our camp properties are in better shape now than they ever have been. David's oversight and leadership on site has allowed us to clear nearly the entire long-overdue list of deferred maintenance. We are beginning to think ahead to projects on the wish list and being more proactive in our stewardship of these properties.

Projects for next year include addressing timber sales at Shiloh, simplifying the rental contract process, and developing a marketing plan for off-season usages especially for Shiloh and Opequon. We recommend that these goals be set for next year's Committee. Additionally, we express deep concern that the camps need additional funding to secure good stewardship and request the Yearly Meeting take on a serious campaign.

A disappointing note for the Committee is that many seasoned Friends with long histories with the camps are rotating off the Committee this year, but we are confident that the property needs of our camps are being addressed in a timelier, efficient, and resourceful manner. We are grateful for this opportunity to serve BYM.

Patti Nesbitt, Clerk

CAMPING PROGRAM COMMITTEE

In our eight meetings this year, several themes have been dominant. Three important and interconnected themes have been mission, communications, and budget.

- Mission of the Camping Program Committee (CPC) itself, as well as the mission of the Camping Program and BYM;
- Communications of the CPC with other committees of BYM, with camp directors and senior staff, and with the wider constituency of families of campers and other Yearly Meetings;
- Budget procedures as well as budget goals – how to balance the needs to pay wonderful staff equitably, keep registration fees within financial reach of most BYM families, respond to financial needs of BYM and Monthly Meetings, support the quality of program expected by BYM and the wider community.

As a committee we continue to ask what our proper role is. We revised the description of CPC for the Manual of Procedure and submitted it for approval. We function as neither a board of directors nor a fire department auxiliary, although some of our activities would be appropriate for those groups. We acknowledge that one of our most important roles is to be so thoroughly acquainted with the Camping Program that we can assure others in BYM who are not so close to it, that the program is conducted in good order and with a proper regard for Friendly values.

This role touches on our second theme, communication. We communicate with many entities of BYM: the camp directors, the Camp Administrative Secretary, Stewardship and Finance Committee, Camp Property Management Committee, to name the most obvious. In an effort to strengthen this communication, we have met jointly this year with the camp directors, with the Camp Property Management Committee, and with the General Secretary, Frank Massey. We will continue to invite representatives from other committees and the BYM staff and BYM clerks to our meetings (and to remind all that our meetings are open). We hope to be invited to some other committee meetings as well. We will make greater efforts next year to align our meeting schedule with Interim Meetings so that we have more opportunities for communication there. Our understanding of this issue has been greatly enhanced by the insights and perspective of the Camp Administrative Secretary, Jane Megginson.

The third theme is the budget. We have accelerated our budgeting process to be more in step with the overall BYM timelines, and Jane's good thinking and attention to detail have aided us tremendously. We are currently running a deficit, which we believe reflects several things. A primary culprit is under-enrollment (we do not anticipate that every camp will be full to capacity for every session this summer), caused partly by demographic trends, and partly perhaps by over-confidence in the power of word-of-mouth advertising and past patterns of family commitments. We may have failed to recognize the demographic trends in time to advertise appropriately. We do not believe that we can reduce expenses significantly without impairing the quality of the program. Another culprit is one we are only now recognizing: as is the case with colleges, it is probably unrealistic to think that we can cover the costs of our program from camper fees alone. We have no mechanism for fund-raising to provide the endowment that would enable us to run the camps well and still maintain economic diversity of campers. We have reviewed fee levels of other similar camps and believe that ours is rightly positioned nearer the low end than the high end.

It's worth noting that this has been a year of transition, as Josh Riley left the office and Jane took up his job. We continue to miss Josh's presence (and count the months until we feel we can appropriately suggest he should serve with us on the Committee)—but Jane's clear head and wealth of experience in both the Camping Program and BYM make her the ideal person to work with now.

We have addressed a range of topics during the year. Child safety is obviously a central concern for our program, and one that receives specific attention in pre-camp training. We eagerly await the child safety policy that BYM will develop; we anticipate contributing our thoughts to the development process and aligning our procedures with that policy once it is final. We identified hiring processes as an area that could be better understood; directors are working together to arrive at a “best practices” model. Likewise, the end-of-camp evaluations, which we take quite seriously, have a higher return rate at some camps than at others, and we hope to see a high return rate everywhere this year. A long-range topic that remains on our agenda is the desirability of providing a non-hiking camp option for TA-age Friends.

In the somewhat dual nature of this Committee, most of the above-mentioned topics fall under the more Board-ish side of the description. In the more Auxiliary line, committee members have made telephone calls to camp parents, collated and analyzed the evaluations, set up work-grant schedules for two of the three residential camps (apologies, Linda), and assisted with Skills Week, cooking at Teen Adventure, and shuttle bus organizing.

Our Committee meets often and works hard. We are cognizant that camping is the largest program the Yearly Meeting runs; we also think it’s critically important to the continued development of leadership in the Yearly Meeting. We want the Camping Program to be fun for the campers, challenging and empowering for the counselors and staff, offering opportunities for participation and support from BYM members and the broader community of Quakers and campers’ families, and completely trust-worthy for parents.

We believe that the Camping Program Committee has an important responsibility to keep reinterpreting our mission and to work hard to collaborate within the Committee and with others who have a significant stake in the program. We are often invigorated by what we learn about the wonderful impact of this special Camping Program on so many lives – young and old – not only in love for the outdoors and camping skills, but also in deepening spiritual opportunities for all involved. We are grateful for the opportunity to serve and benefit from participation in this spiritually rich program, this particular group, and BYM itself.

Steve Gilbert and Elizabeth Krome, Co-Clerks

QUERIES FOR CAMPING PROGRAM COMMITTEE DIRECTORS RETREAT

Like many organizations, the BYM Camping Program continues to grow and evolve, and so does BYM. When Barry Morley was camp director he was also an active and prominent member of the BYM community. His vision could be

relatively conveniently and informally influenced by many people and events within on-going BYM activities. Conversely, he could relatively conveniently and informally provide updates to lots of people within BYM about the changes, accomplishments, and needs of the Camping Program.

Everything has gotten more complex since then, including an increasing litigiousness and a dwindling sense of security and common values within our society at large. It's harder to rely on informal communication methods and shared expectations everywhere. And now our superb camp directors are not often or conveniently and informally available to most members of BYM – and vice versa.

Different kinds of traditions

How can we best move forward, understanding more deeply how the Camping Program relies on and is an essential part of BYM, and by both:

1. Recognizing the continuing value of oral and informal traditions for the Camping Program (including the role of camp counselors in annually revisiting and resetting some important behavioral guidelines); and
2. Developing clear, written policies and procedures to meet emerging needs of the Camping Program itself and the greater BYM community? (e.g., clarifying the areas that are not eligible for annual revision by the counselors)

Communication

In what ways are the BYM Camping Program Committee, directors and staff already able to meet the need for communications between leaders of the Camping Program and the broader BYM community? In what ways could communication improve in both directions – from Camp to BYM leaders and from BYM leaders to camp? And what about the role of campers' families who are not members or otherwise involved with BYM?

Hiring Camp Staff

In what ways are current hiring practices and policies (including annual schedule or cycle of activities) for the Camping Program working most effectively? In what ways could they be improved? Is there a need for more people to understand these policies and practices more clearly? Is there a need to make them clearer?

Admissions and Financial Aid

In what ways are current practices and policies for admissions and financial aid (including annual schedule or cycle of activities) for the Camping Program working most effectively? In what ways could they be improved? Is there a need for more people to understand these policies and practices more clearly? Is there a need to make them clearer?

COMMITTEE FOR CRIMINAL AND RESTORATIVE JUSTICE

Criminal and Restorative Justice Committee (C&RJ) met three times this year: at James Madison University (JMU) on September 28, at Goose Creek on October 30, and at Sandy Spring on April 2. Joan Anderson and Jack Fogarty are Co-Clerks and Dave Greene has been co-opted for continued service and nominated as Recording Clerk. We are pleased to have many Friends who are not members of our Committee join us. Many of these Friends continue their relationship with the Committee as Corresponding Members. We find their presence and participation in our discussions to be valuable. One such Friend is John Darnell who served as Recording Clerk for us when Dave Greene was absent. We are enriched by the wisdom of our new Committee member, Bette Hoover.

James Matsen continues to be our representative to the Board of Prisoner Visitation and Support (PVS) and reminds us that there is a need for Friends ready to train to be visitors in our Federal prisons. Those who are interested in this work should contact James at PO Box 110, New London, Pennsylvania, 19360. With James' encouragement, C&RJ has decided to ask for BYM's support for PVS to increase from \$150 in 2005 to \$225 in 2006.

C&RJ Committee has taken special interest in the BYM 2005 theme, "Called to be Merciful." We consulted with the Program Committee in calling two of the Yearly Meeting speakers and have sponsored a workshop on restorative justice to be led by Bette Hoover. We have asked John Darnell to lead an interest group on the re-entry of prisoners into the community. Joan Anderson is bringing fifteen drawings showing incidents in the long, cruel history of the death penalty and has arranged with Dr. Kate Monger of JMU to hang these drawings on the walls at the bottom of the curved stairway. Joan will be telling the stories shown in the drawings in an interest group. James Matsen will tell about Prisoner Visitation and Support at another interest group.

Bette Hoover is presenting materials about criminal justice issues at a booth. We are especially interested in a continued campaign to learn about the Monthly Meetings' Minutes and Actions in promoting criminal justice as well as the welfare of prisoners. We believe that Monthly Meetings will learn from each other and become more effective in this work. Betsy Proch is working with C&RJ Committee to organize the results of the Monthly Meeting reports.

Joan Anderson will encourage the Yearly Meeting to make a statement adding our voice as a Yearly Meeting to the Catholic Bishops' campaign against the death penalty. Perhaps now is the time for us to call on our entire sister Churches to join in one great roar of outrage about the violence of capital punishment. We need to join Churches in the USA in celebrating Amnesty International's Weekend of Faith in Action Against the Death Penalty, October 21 to 23.

Joan Anderson, Co-Clerk

EDUCATIONAL FUNDING RESOURCES COMMITTEE

The Educational Funding Committee met once this year at Langley Hill Meeting House on 13 Fifth Month, 2005 with the purpose of reviewing applications for student loans and committee procedures. Three members of the committee, Liza Bruce, David Chamberlin, and Oliver Moles, met with the BYM Treasurer, Kevin Caughlan. Earlier e-mail discussions sufficed for the committee's primary business to this point.

At the Committee meeting loans were approved for three college students and one secondary school student. The availability of loans was well publicized in the preceding months. Announcements were sent to all Meeting Clerks and Corresponding Members of the Committee in Monthly Meetings, and an announcement appeared in the Interchange winter and spring issues. Committee members also announced the loan program in their Meetings. We received 20 inquiries about loans. Respondents to an e-mail asking why some did not apply cited primarily the lack of affiliation with a Meeting and having sufficient family funds. While most funds go to college-level applicants, a Pre-College Fund awards loans to secondary education, and we need to publicize it more.

Loan co-signers will be required for all future loans. The Trustees approve our intended use of a collection agency for delinquent loans. A statement of payments on outstanding loans was not available from BYM but should be soon. The Committee plans to meet again in the fall to discuss possible simplification of the application and possible repayment options. Given the ample funds available, another option might be to make loans also for graduate training.

Oliver Moles, Clerk

FAITH AND PRACTICE REVISION COMMITTEE

This has been a wonderful year for the Committee. For the first two years there were just three of us and we felt more Friends should have the opportunity to have the joy in the work of revising our Faith and Practice. At our last annual session, five names were added to the Committee. What a joy it has been to have them with us.

The richness of eight Friends sitting around a table searching for the right words, the right expressions, the history, and the writings of those before us has been incredible. There is a depth of appreciation for each member's gifts to the committee. We listen and we learn from one another.

We have had feedback from two people who gave valuable suggestions. We desire more feedback from what we have written. While we are continuing forward with our writing of the Advices and the Queries, we are at the same time going back and revisiting what we have written to take into account the suggestions given to us.

Early on we made the decision to put advices and queries together. By writing the Advices first, we are better able to focus on the Queries that follow. Eventually we will add writings from Friends throughout history to follow each set of Advices and Queries to give more richness to the whole. Queries by themselves are valuable. Advices preceding the Queries make for a richer process. Quotations following give historical meaning to the Queries and Advices.

We ask that each Monthly Meeting, either as a whole or in small groups, read and discuss all the Advices and Queries as we distribute them. We need this feedback so that our final product will reflect the needs of the whole Yearly Meeting, not just an individual or a small contingent.

At Yearly Meeting session we will have draft copies of all we have done up to that point. We will also be sending our draft copies to the clerks of each Monthly Meeting, Preparative Meeting, and Worship Group with a cover letter asking for your feedback.

Here is the first of the Advices and Queries that deals with worship as we rewrote it after receiving suggestions.

WORSHIP

ADVICES

The heart of the Religious Society of Friends is the Meeting for Worship. In that Worship we are called to offer ourselves, body, mind and soul, for the doing of God's will.

Worship is the adoring response of the heart and mind to the influences of the Spirit of God. It stands neither in forms nor in the formal disuse of forms. *God is a spirit, and they that worship Him must worship Him in Spirit and in Truth.* (John 4:24, RSV) We treasure silence as a path towards inspiration and guidance which leads to communion with God.

In our Meetings for Worship, we are called to the spirit of prayerful obedience to God, with a willingness to give as well as to receive. In speech or in silence, each person contributes to the Meeting. Worshipping God together, we can strengthen one another, and our bodies and minds can be refreshed in the life of the Spirit.

Our daily lives are linked with the Meeting, the Meeting for Worship with our daily lives. “Let meeting for worship nourish your whole life.” (Britain Yearly Meeting, *Quaker Faith and Practice*, 1.02.10)

Friends are encouraged to give adequate time for study, meditation and prayer, and other ways of preparing for worship. Come regularly to meeting for worship even when you are angry, depressed, tired or spiritually cold. In the silence ask for and accept the prayerful support of others joined with you in worship.

During the Meeting for Worship, Friends may be led by the Holy Spirit to testify, to share an insight, to pray, to praise. When we speak, we should do so clearly and simply, using as many words as necessary and as few as possible. When another speaks, listen with an open spirit, holding the speaker in love. Rest with the message, recognizing that even if it is not God’s word for you, it may be so for others.

QUERIES

FOR THE INDIVIDUAL:

How do I prepare my heart and mind for worship?

What do I do to prepare myself to receive the power of God’s presence and love?

How does worship deepen my relationship with God and how is this inspiration carried over into my daily life?

How do I discern the source of my leading?

How do I know when to speak?

FOR THE MEETING:

Do all other activities of our Meeting find their inspiration in worship and in what way do these activities, in turn, help to uphold the worshipping group?

How does the Meeting assure that there is time after Friends have spoken for the ministry to be absorbed by those for whom it was intended?

Sheila Bach, Clerk

AD HOC COMMITTEE ON GENDER AND SEXUAL DIVERSITY CONCERNS

The Ad Hoc Committee on Gender and Sexual Diversity Concerns holds as its charge to gather and distribute information on lesbian, gay, bisexual and transgender concerns arising from within Baltimore Yearly Meeting.

Furthermore, the Committee is charged to put new energy into advocacy activities that help to end the oppression, often unconscious, that is imposed on people because of real or perceived gender or sexual orientation. In its charge, the Committee continues the tradition of Baltimore Yearly Meeting's original 1973 Minute 87.

At 2004 Annual Session we sponsored a workshop entitled: "Marriage—Who Cares? Issues of Religious or Civil Marriage," during which a panel discussed their own experiences of both the spiritual and civil aspects of marriage, as well as how Monthly Meetings are dealing with marriages held under the care of the Meeting. Panel members included:

Joan and Rich Liversidge, Sandy Spring

Kerry Weissmann, State College

Ms. Shelley Simpson, Human Rights Campaign

Mr. Ron Schlittler, Parents, Family and Friends of Lesbians and Gays

We developed a Minute in opposition to the Federal Marriage Amendment. The minute was proposed at Fall Interim Meeting, and a copy was sent to all Monthly Meetings for consideration. A revised version was approved at Spring Interim Meeting. The final version is attached to this report.

We are actively involved with and supporting the work of the Baltimore Yearly Meeting Intervisitation Committee by having a representative on that Committee, and our workshop at 2005 Annual Session will receive funding support as part of that effort.

Our Committee sent representatives to each of the six or seven meetings held to develop a proposal for handling annual funds sent to Friends United Meeting by Baltimore Yearly Meeting.

We submitted a proposal for a workshop at 2005 Annual Sessions to bring together a panel of Friends from Pastored Meetings to share their experiences of Gay, Lesbian, Bisexual and Transgendered (GLBT) Friends.

For this year, Aron Teel has served as Clerk of the Committee, and Martha Gay has served as Recording Clerk.

Aron Teel, Clerk

INDIAN AFFAIRS COMMITTEE

Baltimore Yearly Meeting's Indian Affairs Committee (IAC) met in October 2004, and January and April of 2005. The Committee will also meet on June 18th in Richmond, Virginia, at Summer Yearly Meeting Day. Committee activities reflect the diverse interests and experience of Committee members and their commitment to American Indian and Alaska Native (AI/AN) people. At the end of the 2004 Yearly Meeting Sessions, Committee leadership changed hands, and Flossie Fullerton, Clerk, stepped down having served the Committee for six years. Her active leadership is greatly appreciated and we warmly thank her for the time and dedication she devoted to the continuing success of the Committee. Virginia Spencer of the Frederick Monthly Meeting is the new IAC Clerk and is to serve through the 2007 Yearly Meeting Sessions. Virginia Spencer has been an actively involved member on the Committee since 2001, and has had a life long career in American Indian, Alaska Native and native Hawaiian housing, and most recently Indian education.

September 21, 2004 will stand out in our memories as we celebrated the opening of the National Museum of the American Indian (NMAI) on the Mall in Washington, DC. It was a great day, long needed and deserved, for Native American peoples and the Museum serves as a testament and monument to Native American endurance and their influence in the history and contributions made to the world. Many friends and IA Committee members have visited the Museum since its opening and have shared that rich experience with others.

Other activities have included discussions on strategies for fund-raising that would support organizations that assist and advocate for American Indians. The 2004 and 2005 donations from interest income on the IA endowment include: the American Indian Society's Scholarship Program, the Ramah Navajo FACE Program to support their literacy program and the Torreon/Star Lake Chapter of the Navajo Nation to assist artists for their upcoming Arts and Crafts Fair. In addition, BYM made a generous donation to assist with travel costs for Navajo youth attending Camp Opequon this summer.

Former IAC member, William Miles continues his prison ministry re: accommodation of sweat lodge practice in Maryland; the IAC affirmed his work and supported a letter to all BYM Meetings requesting a meeting with the Governor to express concern that a public official would not meet with them on the issue.

Members of the Torreon/Star Lake Chapter visited Washington for the opening of the Museum, and we are looking forward to this summer's camping program with youth from the Chapter participating at Opequon Quaker Camp.

Patricia Powers, Legislative Secretary, Native American Affairs for FCNL, met with the Committee and shared information and several handouts on current Indian issues. IAC is cosponsoring our Yearly Meeting workshop with FCNL where Pat will make a presentation: “Being Merciful: Casinos, Courts, Congress.”

Committee members are gathering information about the history of Quakers and their Meetings and subsequent relationships with American Indians, particularly in this area. While we have a few references thus far, we request that knowledgeable friends help us with the gathering of historical references.

IAC sent e-mails in support of the National American Indian Housing Council’s position to the revisions to the Community Reinvestment Act (CRA).

The Committee seeks to continue its efforts in support of Native American groups and advocates. Thanks to all who have participated this year and we look forward to being more active in the coming year.

*The ongoing work of the Indian 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, [Friends] the Indian Affairs Committee has distributed the interest income from this endowment to organizations which assist and advocate for American Indians.

Virginia E. Spencer, Clerk

MANUAL OF PROCEDURE COMMITTEE

Our Committee met once face-to-face, preceded by e-mail and written exchanges of ideas. The Manual of Procedure Committee reports to Interim Meeting as part of the process of changing the Manual of Procedure; much of the information that would normally be in an Advance Report is in the minutes of the Spring and Summer Interim Meetings and Yearly Meeting. [See **I2004-8**, **I2004-20**, **Y2004-31**, and **I2005-9**.]

At the end of last year’s Yearly Meeting, Trudy Rogers, Winifred Walker-Jones, and Rebecca Rawls left the Committee. Trudy is now a member of Philadelphia Yearly Meeting; Winifred is a former Yearly Meeting Clerk. Rebecca is now Yearly Meeting Registrar. For the half year preceding the Yearly Meeting Sessions, our attention was on proposed changes forwarded by committees and

individuals, as well as our own ideas about change. For the three months after the Yearly Meeting Sessions, our attention is on the assembly and printing of the Manual. We rest for three months.

The Committee expects to bring a much shorter report to the Yearly Meeting Sessions this year. We have sought for several years to make changing the Manual less time-consuming at Yearly Meeting. An approach to doing this was presented to Interim Meeting last year. This year, the Committee divided the proposed changes into three parts: I. policy changes that if approved by Interim Meeting would be presented to the Yearly Meeting in Session for consideration; II. modest changes that if approved by Interim Meeting, would not need to be presented at Yearly Meeting; and III. minor changes that were not even brought to Interim Meeting. This year, two committees proposed changes to their description; they were presented to Interim Meeting as a policy change.

Changes to the Manual of Procedure may be initiated by any committee or by any member of the Yearly Meeting. Such changes should be presented in writing to Interim Meeting. The Manual of Procedure Committee is thus not intended to be a gatekeeper to the Manual. However, those proposing changes may find it helpful to work with the Committee.

Howard Fullerton, Clerk

MINISTRY AND PASTORAL CARE COMMITTEE

The Committee has continued to have a busy time this year, a few new problems added to some already existing ones. We have been meeting with the other three committees concerned with formulating an appropriate response to FUM's policy of discrimination against gays and lesbians, and proposing a recommendation on continued funding support of FUM. One of our Co-Clerks has been involved in the small *ad hoc* committee seeking clearness and support for the individual who was asked not to continue as a Friendly Adult Presence. Details of this work can be found among the minutes of Interim Meeting. Our progress has been hampered, in part, by our on-going concerns for privacy and confidentiality. We have tried to respond, with limited success, to requests from several Meetings trying to respond to the presences of convicted sex offenders in their Meetings. Other concerns, most related to our assumed role in pastoral care, have not received the attention we would have hoped. We need to expand our Committee with individuals with experience and concern with the work of committees devoted to pastoral care, by whatever name. We hope such persons will approach us or the Nominating Committee.

The Committee continues to have the Women's Retreat, the Silent Retreats and the Spiritual Formation program under its care. The report of the Spiritual Formation program is appended to this report. Reports from the other retreats were not available at this time.

The Committee also assists the BYM Program Committee in planning for 2005 Annual Session. It has approved Frank Massey and Lamar Matthew as facilitators of the Spiritual Retreat that opens Annual Sessions, on "Quaker Leadership." The Committee is also filling slots for Bible study, Worship Sharing leaders, ushers and for "sitters" who hold in the Light the Meetings for Business and the Clerk's Table.

Don Gann, Clerk

SPIRITUAL FORMATION PROGRAM

The Spiritual Formation Program nurtured deep spiritual growth in its participants this year. Forty-two Friends participated in the program, and local spiritual formation groups formed at Baltimore/Gunpowder, Bethesda, Friends Meeting of Washington, Sandy Spring, and Williamsburg. Our September opening retreat introduced participants to the program and to spiritual disciplines. Our local groups met throughout the year to share spiritual journeys and to reflect on shared readings. Individual spiritual disciplines and a sense of spiritual community fostered spiritual growth in the participants. Our May closing retreat gave participants an opportunity to reflect on and share from the year of spiritual growth and to discern God's presence and call to service. We now have a booklet that describes the Program and provides resources for individuals and local groups.

Betsy Meyer, Coordinator

PEACE AND SOCIAL CONCERNS COMMITTEE

The Committee met in June 2004 at Deer Creek Meeting. Sharon Stout of Adelphi Meeting brought copies of Adelphi's Minute expressing sorrow and regret for U.S. actions and policies regarding the invasion and war on Iraq. The Minute has been endorsed by Meetings and Churches in the U.S. and will appear in Arabic and English in an Arab language newspaper. The Committee endorsed the language of the Minute and agreed to take it forward for consideration by Interim Meeting. Friends Meeting of Washington approved a Minute of Concern regarding the Bush Administration's encroachment on civil liberties. The Committee endorsed the Minute as did Interim Meeting and it was taken to 2004 Yearly Meeting. J.E. McNeil, Co-Clerk of this Committee and Executive Director of the Center on Conscience and War, announced the September 2004 draft counseling workshop to be held at Friends Meeting of Washington. The Committee agreed to submit an updated Minute on the Israeli-Palestinian con-

flict to 2004 Yearly Meeting. (This was done and approved by the Yearly Meeting to send to members of Congress.) Also at the June 2004 Committee meeting, members present discussed the purpose and mission of the Committee. It was agreed that facilitating networking among the Peace and Social Concerns Committees of the Monthly Meetings is a primary Committee responsibility. The Committee also considers and “seasons” Minutes on Peace and Social Concerns brought to the Committee and decides whether they be presented to the Yearly Meeting/Interim Meeting. The Committee also acts as a “voice” on peace and social concerns issues for the Yearly Meeting. It was noted at this meeting that the Voluntary Service Subcommittee is no longer functioning and should be deleted from the Manual of Procedure. The Ad Hoc Committee on Racism Among Friends should be listed as a Subcommittee of this Committee.

The Committee met July 30, 2004, during Annual Session and agreed that J.E. McNeil and Mary Ellen Atkinson would serve as Co-Clerks. Thanks were expressed for John Salzberg’s work as previous Clerk of the Committee. Chuck Fager requested that the Yearly Meeting appoint a member to the Board of Directors of Quaker House in Fayetteville, North Carolina. This will be laid over until a formal request from the Board is made to the Yearly Meeting. A Minute of Encouragement and Support for Shirley Way, adopted by State College Meeting, was forwarded by the Committee to Yearly Meeting for approval. Shirley was among 27 defendants tried and found guilty on trespassing charges for crossing the line at Fort Benning (Georgia) while urging the closing of the U.S. Army’s School of the Americas (now Western Hemisphere Institute for Security Cooperation). Shirley began serving her sentence in June 2004. The renewed Minute on the Israeli-Palestinian Conflict was submitted by John Salzberg and approved by the Yearly Meeting.

On September 25, 2004, the Committee hosted a networking day for clerks/representatives of Monthly Meeting Peace and Social Concerns Committees. Eight committees sent representatives to this meeting held at Sandy Spring. Reports were given by the committees of their activities. AFSC-MAR staff reported on their programs and the new director of AFSC-DC was introduced and presented on the work of that office. It was decided to continue networking days annually, not semi-annually. Written reports from 12 Monthly Meeting Peace and Social Concerns Committees were printed in the Interchange.

At Committee Day on October 30, 2004, the Committee met to hear James Matlack share his experiences with the AFSC-sponsored visit to the Middle East in 2002 which resulted in the publication *When the Rain Returns* and its study guide. About 20 people attended this session which was held in the old one-room school house at Goose Creek Meeting. Heather Foote, director of Davis House, gave an update on programs to be held at Davis House. Graham Johnson of Sandy Spring Meeting reported on his recent visit to Bolivia and Peru to learn about the work of Quaker Bolivia Link (QBL). He showed an excellent video of the work of QBL. The Committee agreed to send a letter to all Monthly Meet-

ings asking that they collect funds weekly or monthly for AFSC's work to relieve the suffering of the Iraqi people. David Boynton of Langley Hill Meeting reported that Langley Hill is currently supporting Tom Fox and his work with a Christian Peacemaker Team in Baghdad.

The next meeting of the Committee was held at Sandy Spring on April 2, 2005. About 20 people attended representing Carlisle, Bethesda, Patapsco, Sandy Spring, Friends Meeting of Washington, Stony Run and Richmond Meetings. Richmond Meeting presented its Minute asking the Yearly Meeting to appoint a representative to the Board of Directors of Quaker House in Fayetteville, North Carolina. A letter from the Board was also sent to Lauri Perman, Yearly Meeting Clerk. It was agreed to present this request to Interim Meeting in June after getting more information from Chuck Fager. J.E. McNeil gave an overview of the military draft situation and the willingness of the Center on Conscience and War to hold training workshops on draft counseling and G.I. rights. She will lead a draft counseling workshop at Sandy Spring May 6 - 7, 2005, and lead a workshop on the draft at Yearly Meeting in August. John Salzberg reported on his March 2005 trip to Israel and Palestine for the dedication of the Friends International Center located in the annex of the Ramallah Friends Meeting House. Funds are needed to staff the Center and pay for its operation. Bill Price of World Peacemakers and Jennifer Atlee who spent many years working with the poor in Nicaragua spoke of the need for every church to be a peace church and every campus to be a peace campus.

Two workshops sponsored by this Committee will be held at Yearly Meeting: one by Chuck Fager and one by Tom Fox.

The Committee will meet June 18, 2005 in Richmond. We are grateful for the work of the Monthly Meeting Peace and Social Concerns Committees and hope they will continue to use the Yearly Meeting Peace and Social Concerns Committee as information and networking resource.

This year at YM, the YM will be asked whether there is some action which we can take as a corporate witness for peace. The initiative for this comes from Lauri Perman, YM Clerk. The process for this will be discussed at the June 2005 Committee meeting.

Mary Ellen Atkinson, Co-Clerk

WORKING GROUP ON RACISM AMONG FRIENDS

Because the theme for the Annual Sessions in 2004, "Inclusive or Exclusive—Meeting God in Everyone," directly addressed our mission, we arranged for Donna McDaniel and Vanessa Julye to talk about the history of Quakers and African Americans at the Tuesday plenary session last year. Our working group

also co-sponsored with the Ad-Hoc Committee on Gender and Sexual Diversity Concerns a workshop entitled, "Bayard Rustin: How one Quaker devoted his life to meeting that of God in everyone." In addition, we conducted a workshop on teaching anti-racism in First Day School.

The Working Group wrote an article that appeared in the fall 2004 issue of the *Interchange* that reported on efforts by Meetings within the Yearly Meeting to become more welcoming to people of color.

We assisted the Quaker Arts Committee of 15th Street Meeting in New York City, where Bayard Rustin worshipped for many years, with a showing of the video on Bayard Rustin's life, *Brother Outsider*, in Washington, DC, on the day of the Presidential Inauguration. Our group provided guides for leading discussions about the video and flyers offering for sale CD's, tapes, and books from the Bayard Rustin Fund. The Working Group also arranged for Barbara Nnoka of Friends Meeting of Washington, who was a colleague of Bayard Rustin when she worked for the Friends Committee on National Legislation and the American Friends Service Committee, to be one of three panelists discussing his life after the video presentation.

We met with fifteen people from Takoma Park Friends Meeting to consider possibilities of outreach to their neighborhood. A deeply moving discussion arose from the responses to questions from our 2003 Listening Project on Outreach and Diversity and the sharing of information about what other Meetings have been considering.

The Working Group is planning to lead an interest group at the BYM Young Friends Conference in late May 2005 to explore whether young Friends would be interested in conducting their own Listening Project about racial issues.

For the 2005 BYM Annual Sessions we have invited Vincent Buscemi of New York Yearly Meeting to conduct a workshop on Friday August 5 and Saturday August 6 entitled, "The Reality of Racism." The first day of the workshop will start with sharing about historical and current racism within BYM. On Saturday workshop participants will focus on community empowerment and movement toward healing the injustice of racism. Vincent Buscemi has earlier conducted this workshop in New England Yearly Meeting, New York Yearly Meeting, and Philadelphia Yearly Meeting as part of an effort by Friends General Conference to enhance racial and ethnic diversity and eradicate racism within FGC affiliated Yearly and Monthly Meetings.

Several individuals accepted requests by the Working Group that they conduct workshops at the 2005 BYM Annual Sessions on matters of concern to us. These include Eric Sterling's workshop on racism in the criminal justice system, Peta Ikambana's presentation on the work of the American Friends Service

Committee DC Peace and Economic Justice Program, a workshop by David Zarembka on U.S. Quaker interaction with African Quakers in the Great Lakes region of Africa, and a workshop entitled “HIV/AIDS and the Impact on Children in Africa—Making a Difference” presented by Gloria Molenje.

We are also making arrangements for the bookstore at BYM annual sessions to include a display of First Day School curriculum materials on race.

David Etheridge

RELIGIOUS EDUCATION COMMITTEE

The Religious Education Committee is charged with the support of Monthly Meeting Religious Education Committees and First Day School teachers in their work with all age groups. This year we have worked towards fulfilling our charge by continuing with successful activities at Yearly Meeting Days and Annual Session, working on publishing curriculum, and have begun discussing plans for creating a new retreat program.

We have been able to provide sumptuous “Religious Education Cakes” at each of the Yearly Meeting gatherings this year. We typically select a quotation from a well known Friend to have written on the cake, which is served after lunch at Yearly Meeting Days and at the All-Age Celebration at Annual Session.

This summer will be the fourth year that we will sponsor the “Friendly Religious Education Consultant” at Annual Session. We search out interesting, lively and seasoned Friends to share their knowledge in the area of religious education through workshops, interest groups and informal interactions with BYM attenders. In 2005 we will welcome Michael Gibson, Friends General Conference Religious Education Coordinator!

Another program that has become increasingly popular is our First Day School Teacher Scholarship to Annual Session. The intent of the \$100 scholarships is to support and recognize those Friends who find the time to teach First Day School in their Monthly Meetings. This year we were able to get the applications for the scholarships published earlier than in past years!

We currently have two ideas in the works for religious education publications. One involves a six-part curriculum for Young Adult Friends around the themes of life’s transitions and choices. The other is centered around BYM Friends’ experience of the power of the fire circle. These are long-term projects that we hope to publish by the end of the year.

We have begun a deep discussion about the needs of adult Friends, and are beginning to discern ways to create and offer a retreat program in support of adult religious education. Prominent ideas included visiting Monthly Meetings to further discern their needs in the area of religious education, and taking this retreat program “on the road” to Monthly Meetings or Quarterly Meetings. We trust that the Spirit will provide guidance on this leading.

We welcome Friends’ questions and ideas about how our committee might serve your Monthly Meeting more effectively!

Sarah Buchanan-Wollaston and Josh Humphries, Co-Clerks

STEWARDSHIP AND FINANCE COMMITTEE

Oversight of the Yearly Meeting annual operating budget is the business of Stewardship and Finance with the able help of many friends, both in the office and throughout the Yearly Meeting. At meetings at Yearly Meeting, Fall Interim Meeting and in the Spring this Committee endeavors to look ahead one year (and sometimes more) in an effort to plan for the financial needs of the entire Yearly Meeting.

In addition, members of this Committee have attended and worked with Camping Program Committee, Camp Property Management Committee and with the committee composed of representatives from Ministry and Pastoral Care, Ad Hoc Committee for Gender and Sexual Diversity Concerns as well as Stewardship and Finance. The latter committee was charged in June of 2004 with addressing Friends United Meeting’s policy on marriage as it differs from the understandings of many within Baltimore Yearly Meeting.

In our Meeting in April of 2005 we were happy to receive many treasurers and those who are responsible for the financial lives of various Meetings. We invited each representative to bring not only their concerns on apportionment for their Meetings but also their methods of handling budgeting and fundraising in their various circumstances. This broadening of knowledge and understanding has led us to try to make the financial workings of the Yearly Meeting less mysterious by including a presentation on how we create a budget and how we look at various ways to finance continuing programs and new ideas.

Our proposed budget for 2006 includes a three percent increase in the overall amounts that are apportioned to the Meetings. Our self-supporting programs like the Annual Meeting and the various camping programs prepare their own budgets. Committees are responsible for their own budget requests.

Our greatest concern is to achieve an endowment for the Yearly Meeting so that there are available funds other than current revenues to help with the many and diverse needs of our growing Yearly Meeting. We hope to be able to put in place an endowment plan for future gifts or bequests from Friends which will help keep our Yearly Meeting a growing space for young and old for years to come.

Frances C. Taylor, Clerk

SUE THOMAS TURNER QUAKER EDUCATION FUND

The purpose of the Sue Thomas Turner Quaker Education Fund 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.

In 2005 the Sue Thomas Turner Quaker Education Fund received 18 requests for funds. The Committee considered the requests and distributed \$5,400 in full or partial grants for 11 uses consistent with the purpose of the fund. The recipients were Friends School of Atlanta (\$500 for faculty to go to Southern Friends School Day); Friends School of Wilmington, North Carolina (\$500 for new faculty to attend FCE “Educators New to Quakerism”); Germantown Friends School, Philadelphia (\$500 to help print a Friends Faith & Practice booklet for the community); Mary McDowell Center for Learning, New York (\$500 to purchase materials for a curriculum on stewardship or simplicity); Malava Yearly Meeting, Kenya, Africa (\$500 for production of a Quaker Faith & Practice pamphlet and a symposium on Quaker process for teachers of Malava Friends Schools); Newtown Friends School, Newtown, Pennsylvania (\$450 to purchase books on Friends testimonies to read to the students); Northern Virginia Friends School, Oakton (\$500 to send faculty to a FCE workshop); Oakwood Friends School, Poughkeepsie, New York (\$500 to bring Art Larrabee to lead a clerking workshop for the Board); Tandem Friends School, Charlottesville (\$500 to help host a three Friends Schools peace conference); William Penn House, District of Columbia (\$500 to help ten teachers come to a peace curriculum workshop at WPH); and The Woolman Semester (formerly John Woolman School), Nevada City, California (\$450 to bring Quaker speakers and consultants to support their peace curriculum). There is one request pending from Pemba Yearly Meeting, Zanzibar, Africa, as we have a language difficulty we hope to clear up.

The Committee was very pleased with the caliber of the requests and the opportunity to support Quaker faith and practice in education. This year we again chose to go into our principal as well as using our income. In order to give help for these worthwhile projects in the future, the principal needs to continue to grow. We ask that others who feel a leading to support this important work,

please contribute whatever they are able to the endowment. Funds may go to the BYM with a notation for the “Sue Thomas Turner Quaker Education Fund Endowment.” Thank you in advance for your support.

The Committee will meet in March 2006 to consider new requests. Request deadline will be February 15, 2006.

Rosalind Zuses, Clerk

TRUSTEES

The Trustees met on Yearly Meeting Day at Goose Creek Meeting, October, 2004, and Yearly Meeting Day at Sandy Spring Meeting, April, 2005. At the first meeting there were eight members present and at the second meeting there were seven members present. The main business continues to be the oversight of the investment portfolio and the Camp Property Improvement Fund, which is part of the portfolio. During the year the Trustees approved the use of monies from the Fund to build a shelter for use by the Teen Adventure Program. Expenditures of up to \$50,000 were approved from the fund for restoration work on the lagoon at Catocin.

The problem of delinquent loans from the Education Funds was again considered and the Trustees agreed to the possible use of an appropriate collection agency. The Trustees were kept informed of the plans to develop a policy on security at events involving young people. As the legal corporation of the Yearly Meeting they could ultimately be held responsible if breaches of security were to occur.

Edward Hawkins, Clerk

UNITY WITH NATURE COMMITTEE

*“Our own pulse beats in every stranger’s throat,
And also there within the flowered ground beneath our feet
And – teach us to listen! –
We can hear it in water, in wood, and even in stone
We are earth of this earth, and we are bone of its bone
This is a prayer I sing, for we have forgotten this and so
The earth is perishing”*

Barbara Deming

Annual Session: We planned and carried out a number of activities for the 2004 Annual Session. In addition to our Business Meetings, we sponsored a variety of activities: 1) daily outdoor Worship Sharing ; 2) three interest groups (two viewings and discussions of videos: “*The Next Industrial Revolution*” and “*Fighting Global Warming One House at a Time,*” and a discussion of “Quakers and the Environment—Where are We ?”; 3) collection of \$887 for Right Sharing of World Resources at lunch and dinner on Friday and 4) the combined Quaker Earthcare Witness (QEW, formerly Friends Committee on Unity with Nature) and BYM Unity with Nature bookstore display, which included: lists we had developed of “Ten Things to Do” (environmental action), one for individuals and one for Monthly Meetings, and “Equal Exchange” coffee mugs, to promote the purchase of fair trade/organic/shade-grown coffee. We also worked with the Yearly meeting Program Committee and James Madison University staffs to make sure that recycling receptacles were available, although repeated attempts to have them emptied of trash were unsuccessful.

A detailed proposal for the 2006 Annual Session’s theme was developed for January 2005 submission to the Program Committee. Development of the proposal involved much discussion of the overall message and how best to reach our audience. We are also drafting a mission statement as part of this effort.

Outdoor/direct conservation focus: Sarah Kuzmanoff, Co-Clerk, continued to serve on the board of the Friends Wilderness Center (FWC) and Julie Guroff, the board’s Recording Clerk, is now a member of the Unity with Nature Committee. At a June FWC workday, several Committee members joined other community members in virtually completing the re-roofing of the tree house. At a small October retreat at the Brabson farm, we renewed our spirits with outdoor nature conservation and meditation.

Monthly Meeting contacts: We continued to sponsor eight Monthly Meetings’ membership in QEW, and to share a variety of information from both our Committee and Sandy Spring’s with our overall list of 21 Monthly Meeting contacts.

National affiliation: Member Barbara Williamson became the Clerk of QEW.

Membership: In addition to Julie Guroff (FWC, Bethesda Monthly Meeting), we welcomed new members Mimi Westervelt and Rod Pelton, Goose Creek Monthly Meeting.

YOUTH PROGRAMS COMMITTEE

The Youth Programs Committee of Baltimore Yearly Meeting “oversees and coordinates all Yearly Meeting youth programs – other than camping programs and Junior Yearly Meeting – for junior high/middle school and high school youth....”

In the course of a year, there are five Young Friends conferences, two Young Friends Executive Committee conferences and four Junior Young Friends conferences. We play a supportive/cooperative role with the Young Friends since they are self-governing, and we support the Co-Coordinator (Co-Co's) of the Junior Young Friends. This year there were an average of 60 Young Friends and 25 Junior Young Friends at each conference, respectively.

2004 was a year of change for the Youth Programs Committee. When Tom Fox left his position as Clerk to temporarily take over as Youth Secretary, the committee was without a Clerk for some months. Shortly after Hope Braveheart was hired as Youth Secretary, Tom stepped down from the committee to prepare for his work with Christian Peacemakers Team in Iraq. We hold Tom and his work in the light. Hope's position as Youth Secretary became full-time in the summer. Tom's gifts are greatly missed and Hope's are greatly appreciated. Ted Heck and Betsy Tobin stepped into the open Clerk's position as Co-Clerks.

Youth Programs Committee met five times and had one phone conference this year; three of the meetings were at Annual Sessions. We are still short of our eight-ten adult representatives, but we are more active as a committee and feel much stronger than we did in 2003. We attempted more phone conferences, but the coordination of schedules proved too difficult. We now plan to meet at Interim Meetings and Annual Sessions.

The issues we addressed in 2004 led us into deep reflection. The changes to our current insurance guidelines led us to reflect on what "Self Governance" means in regards to the Young Friends' and Youth Programs Committee's responsibilities. The new guidelines also meant looking at our Friendly Adult Presence (FAP) to Young Friends/Junior Young Friends ratios at conferences. We realize that there could be a time that youth would be told they cannot attend a conference due to lack of adult presence. With the assistance of Young Friends and Junior Young Friends, we are still trying to get more adults involved as FAPs.

Another issue that came to the fore this year was the separateness of the two Junior Young Friends programs: the year-long program organized by the Youth Programs Committee and the Junior Yearly Meeting program at Annual Sessions. This concern had been brewing in the Youth Programs Committee for several years. We struggled for a long time about the best way to broach the subject with the Junior Yearly Meeting Committee, but were unable to avoid causing pain in addressing the issue for members of both committees. We spent time in worship together at Fall Yearly Meeting Day and tried to open the lines of communication in hopes of beginning some healing. These two committees plan to meet together at Annual Sessions 2005 to continue this process. We are all committed to finding a path that is best for the Junior Young Friends of Baltimore Yearly Meeting.

Tom Fox reported that after YouthQuake 2003, the planning committee spent forty percent of their time addressing the Baltimore Yearly Meeting Young Friends' letter. Youth Programs Committee decided it was important to keep these lines of communication open, and Laurie Wilner has become our YouthQuake representative. Our current hope is to send 25 of the Baltimore Yearly Meeting Young Friends to YouthQuake 2006.

Hope Braveheart, the Young Friends, Junior Young Friends and Youth Programs Committee are all trying to broaden the pool of Friendly Adult Presences to assure the smooth functioning of the youth conferences. At several of the conferences, a representative of the host Meeting was present in support of the conference and this proved very helpful. A few conferences were very short-handed which became stressful for the whole community.

The Youth of Baltimore Yearly Meeting are, as always, an amazing group of people. The conferences were well attended and folks are adjusting to some of the new guidelines. Hopefully, we can stay open to the changing guidelines to come in this year. As a Young Friend said "It is all about keeping us safe." With open hearts and willing spirits, we seek God's Light as we go forward.

Betsy Tobin and Ted Heck, Co-Clerks

MONTHLY MEETING MEMBERSHIP STATISTICS

Meeting	—2003—			—2004—			Change (+/-)
	Full	Associate	Total	Full	Associate	Total	
Adelphi*	207	115	322	207	115	322	0
Alexandria	142		142	139		139	-3
Annapolis	62	29	91	60	20	80	-11
Baltimore, Homewood	118	27	145	111	27	138	-7
Baltimore, Stony Run*	445		445	445		445	0
Bethesda	202	123	325	209	132	341	16
Blacksburg*	16		16	16		16	0
Carlisle*	41	4	45	41	4	45	0
Charlottesville*	121		121	121		121	0
Deer Creek	47	15	62	48	15	63	1
Dunnings Creek	42	11	53	41	12	53	0
Fishertown	12		12	14		14	2
Floyd	11	5	16	10	5	15	-1
Frederick*	45	16	61	45	16	61	0
Gettysburg	17		17	12		12	-5
Goose Creek*	185		185	183		183	-2
Gunpowder	89		89	88		88	-1
Herdon	47	25	72	46	24	70	-2
Hopewell Centre	77	20	97	77	21	98	1
Langley Hill	184	74	258	193	76	269	11
Little Britian	83		83	82		82	-1
Little Falls*	56	2	58	56	2	58	0
Maury River*	20	6	26	20	6	26	0
Menallen	41		41	43	1	44	3
Midlothian*	19	22	41	19	22	41	0
Nottingham*	121		121	121		121	0
Patapsco*	17	10	27	17	10	27	0
Patuxent*	15	5	20	15	5	20	0
Pipe Creek*	17	2	19	17	2	19	0
Quaker Lake	8	1	9	8	1	9	0
Richmond*	134	54	188	134	54	188	0
Roanoke	18	1	19	25	1	26	7

Meeting	—2003—			—2004—			Change (+/-)
	Full	Associate	Total	Full	Associate	Total	

MONTHLY MEETING	APPORTIONMENTS		
	2004	2005	2006
Adelphi	\$15,000	\$18,320	\$18,500
Alexandria	8,000	8,000	9,000
Annapolis	9,100	9,100	9,400
Baltimore, Homewood	16,900	16,900	18,500
Baltimore, Stony Run	57,200	57,350	57,300
Bethesda	21,270	21,270	22,400
Blacksburg	1,050	1,150	1,400
Carlisle	2,970	3,100	3,200
Charlottesville	7,780	7,780	7,900
Deer Creek	3,170	3,400	3,000
Dunnings Creek	2,920	2,900	2,580
Fishertown	1,050	900	800
Floyd	455	500	600
Frederick	4,750	4,750	5,500
Gettysburg	660	660	600
Goose Creek	14,000	14,000	14,000
Gunpowder	5,300	6,200	6,520
Herndon	5,000	5,300	6,000
Hopewell	3,800	3,800	4,000
Langley Hill	13,500	14,000	14,800
Little Britain	1,780	1,800	1,800
Little Falls	4,100	5,000	5,000
Maury River	2,200	2,500	3,000
Menallen	3,200	2,000	2,200
Midlothian	2,200	2,200	2,700
Nottingham	5,000	5,000	5,200

**BALTIMORE YEARLY MEETING
BUDGET SUMMARY**

	2004	2005	2006
Revenue	Actual	Budget	Budget
General	\$340,873	\$368,250	\$385,000
Camp Properties	84,228	114,150	140,365
Committee Programs	13,901	17,000	17,000
Youth Programs	11,750	11,750	21,000
Annual Sessions	109,698	121,600	121,600
Camping Programs	545,933	594,626	581,280
Total Operating Revenue	\$1,106,382	\$1,227,376	\$1,266,245
	Capital Budget	Capital Budget	Capital Budget
Camp Capital Improvement Fund	\$45,580	\$75,000	\$50,000
Camp Vehicles Fund		6,000	
Camp Property Restricted Contributions			39,000
Camp Major Repair Reserves	10,066	15,000	12,000
Major Repair Reserves			12,000
Total Capital Improvements	55,646	96,000	113,000
Total Revenue	1,162,028	1,323,376	1,379,245
Disbursements			
Administrative Personnel	\$87,384	\$101,942	\$104,648
Administration	96,692	95,150	102,250
Committee Administration	6,223	19,500	18,820
Extended Service & Membership	62,950	66,600	51,300
Camp Properties	111,992	164,091	184,163
Committee Programs	23,194	15,500	15,500
Youth Programs	46,783	67,796	77,952
Annual Session	107,910	110,850	109,885
Camping Programs	554,264	585,006	600,958
Operating Disbursements	\$1,097,390	\$1,226,435	\$1,265,476
	Capital Budget	Capital Budget	Capital Budget
Capital Improvements at Catoctin	\$13,000	\$25,000	\$25,000
Capital Improvements at Shiloh	32,580	50,000	25,000
Capital Improvements at Opequon	10,054	15,000	12,000
Emergency Improvements			39,000
Camping Program Vehicles	0	6,000	
Capital Improvements on Office			12,000
Total Capital Improvements	\$55,634	\$96,000	\$113,000
Total Disbursements	\$1,153,025	\$1,322,435	\$1,378,476
Surplus/(Deficit)	\$9,004	\$941	\$769

GENERAL ADMINISTRATION BUDGET

	2004	2005	2006
General Revenue	Actual	Budget	Budget
Apportionment	\$324,443	\$337,000	\$350,750
Investment Interest	1,250	1,250	1,250
Contributions	12,130	27,000	30,000
Other Income	315	500	500
Publication sales	2,735	2,500	2,500
Total General Revenue	\$340,873	\$368,250	\$385,000
Disbursements			
Office Personnel			
Administration Personnel Costs	\$79,715	\$94,742	\$96,948
Professional Development	1,817	1,000	2,000
Sabbatical Reserve	1,000	1,000	1,000
Consultant	632	2,000	1,000
Payroll Services	3,220	2,000	2,500
Retirement Plan Services	1,000	1,200	1,200
Total Office Personnel	\$87,384	\$101,942	\$104,648
Office Property Administration			
Utilities	\$4,471	\$3,500	\$4,500
Maintenance	2,546	3,500	3,500
Capital Reserves	3,000	5,600	5,600
Sub-Total Office Property	\$10,017	\$12,600	\$13,600
Office Administration			
Bookkeeping	\$0	\$300	\$100
Audit	10,400	7,000	10,500
Insurance	13,899	5,500	10,000
<i>Interchange</i>	4,868	7,000	5,400
Meetings & Entertainment	1,183	1,000	1,000
Miscellaneous	574	1,000	1,000
Postage	7,753	8,500	8,500
<i>Yearbook</i> Printing	7,932	7,500	8,500
Office Supplies	13,003	14,000	14,000
Computer Supplies	3,269	3,000	3,000

	2004	2005	2006
Office Administration (cont.)	Actual	Budget	Budget
Telephone	5,118	6,000	6,000
Travel--Reps to Governing Boards	2,516	3,500	3,500
Travel--Triennial Representatives	4,000	4,000	4,000
Travel--Office Staff	8,883	10,000	10,000
Presiding Clerk	750	750	750
Interest paid out	1,376	1,000	
Contingency		1,000	1,000
Credit Card & Bank Service Fees	1,151	1,500	1,400
Sub-Total Office Administration	\$86,675	\$82,550	\$88,650
Total Office Administrative	\$96,692	\$95,150	\$102,250
 Committee Administration			
Advancement and Outreach	\$183	\$300	\$200
Camping Program	1,875	2,000	2,000
Camp Property Management	225	100	200
Ministry and Pastoral Care	27	1,400	600
Peace and Social Concerns	17	300	300
Religious Education	1,940	4,000	4,000
Young Adult Friends		100	50
Right Sharing of World Resources	100	100	100
Unity with Nature	660	700	800
Criminal and Restorative Justice	150	200	250
Educational Funding Resources		200	200
Youth Programs Committee	242	500	300
Ad Hoc Gender & Sexual Diversity	271	100	200
Trustees	200	200	200
Web Publishing	314	200	320
Friends in Education		200	200
Indian Affairs	20	600	600
Working Group on Racism		300	300
Yearly Meeting Intervisitation		7,000	7,000
Contingency		1,000	1,000
Total Committee Administration	\$6,223	\$19,500	\$18,820

	2004	2005	2006
Extended Services	Actual	Budget	Budget
American Friends Service Committee	\$400	\$400	\$400
Earlham School of Religion	400	400	400
Friends Committee on National Legislation	400	400	400
Friends Council on Education	400	400	400
<i>Friends Journal</i>	400	400	400
Pendle Hill	400	400	400
William Penn House	400	400	400
Sandy Spring Friends School	400	400	400
World Council of Churches	400	400	400
National Council of Churches	400	400	400
Center on Conscience and War	400	400	400
Right Sharing of World Resources, Inc.	400	400	400
Quaker Earthcare Witness	400	400	400
Friends House		400	400
Washington Quaker Workcamps		400	400
Friends Peace Teams	1,000	500	400
Friends House, Moscow			400
Sub-Total Extended Services	\$6,200	\$6,500	\$6,800
Membership			
Friends General Conference	\$29,600	\$31,000	\$32,000
Friends United Meeting	8,700		
Undesignated	8,700	17,400	
Friends World Committee for Consultation	9,750	11,700	12,500
Sub-Total Membership Contributions	\$56,750	\$60,100	\$44,500
Total Extended Services and Membership	\$62,950	\$66,600	\$51,300

CAMP PROPERTIES BUDGET

Property Revenue	2004	2005	2006
	Actual	Budget	Budget
Camp Summer Rental	\$61,000	\$85,000	\$85,000
Other Rentals	11,666	16,750	18,465
Miscellaneous	400	400	2,900
Property Contributions	11,162	12,000	14,000
Vehicle Leases			20,000
Total Operating Revenue	\$84,228	\$114,150	\$140,365
Property Expenses			
Property Manager Personnel Cost	\$33,993	\$45,924	
Property Operating Expenses			
Utilities	10,494	11,300	\$11,500
Vehicle Maintenance	7,416	6,500	8,000
Telephone	2,303	2,700	2,750
Insurance-Property	6,000	5,800	6,000
Personnel Costs	20,056	25,918	74,713
Building maintenance	10,699	3,000	10,000
Equipment maintenance	1,574	3,400	1,200
Grounds & Forestry	1,653	3,300	2,000
Trash Removal	279	1,750	
Real estate taxes and Expenses	1,417	1,650	4,100
New Equipment	695	600	1,200
Office Administration	2,378		1,700
Miscellaneous	5,035	1,500	1,500
Contingency		1,250	1,000
Work Weekends			1,000
Opequon Lease			6,500
Operating Expenses	\$103,992	\$114,591	\$133,163
Capital Reserves	\$8,000	\$49,500	\$51,000
Total Camp Property	\$111,992	\$164,091	\$184,163
Surplus/(Deficit)	(\$27,764)	(\$49,941)	(\$43,798)

YOUTH PROGRAMS BUDGET

	2004	2005	2006
Revenue	Actual	Budget	Budget
Conference Fees	\$10,213	\$11,000	\$13,000
Contributions	360	750	8,000
Total Income	\$10,573	\$11,750	\$21,000
Expenses Administration			
Youth Secretary Personnel Cost	\$28,616	\$46,271	\$48,897
Scholarships		2,000	1,000
Conference Calls		500	150
Representative Travel (YQ)		500	500
YouthQuake Travel			10,000
Total Administration	\$28,616	\$49,271	\$60,547
Young Friends Conferences			
Printing Costs		\$450	\$450
Site & Food Costs	\$3,556	4,150	3,850
Conference Supplies	709	850	750
Bus Transportation	4,542	2,900	2,900
Total Young Friends	\$8,807	\$8,350	\$7,950
Junior Young Friends Conferences			
Junior Young Friends Coordinators	\$3,660	\$3,445	\$3,600
Printing Costs		150	150
Site & Food Costs	1,961	1,800	2,000
Conference Supplies	275	1,000	500
Mileage & Parking	883	800	800
Total Conferences	\$6,779	\$7,195	\$7,050
Executive Committee			
Printing Costs		\$55	\$55
Stamps and Meter	\$693	1,615	940
Site & Food Costs	1,830	800	900
Conference Supplies	23	375	375
Miscellaneous	34	135	135
Total Executive Committee	\$2,580	\$2,980	\$2,405
Total Expenses	\$46,783	\$67,796	\$77,952
Surplus/(Deficit)	(\$36,210)	(\$56,046)	(\$56,952)

COMMITTEE PROGRAMS BUDGET

Revenue	2004	2005	2006
Committee Programs	Actual	Budget	Budget
Spiritual Formation	\$4,936	\$7,000	\$7,000
Silent Retreat	3,580	5,500	5,500
Young Adult Friends Conferences		500	500
Women's Retreat	5,385	3,000	3,000
TSL/BYM Working Group		1,000	1,000
Total Committee Program's Revenue	\$13,901	\$17,000	\$17,000

Expenses

Committee Programs

Spiritual Formation	\$7,513	\$7,000	\$7,000
Silent Retreat	3,794	5,000	5,000
Young Adult Friends Conferences		500	500
Women's Retreat	11,887	2,000	2,000
TSL/BYM Working Group		1,000	1,000
Total Committee Program Expense	\$23,194	\$15,500	\$15,500

ANNUAL SESSION BUDGET

	2004	2005	2006
Session Revenue	Actual	Budget	Budget
Fees and Lodge	\$97,351	\$105,000	\$105,000
Key Deposit			
Donations	4,279	6,000	6,000
Carey Fund	500	500	500
Other Income	33	500	500
Bookstore	7,535	9,600	9,600
Total Revenue	\$109,698	\$121,600	\$121,600
Session Administration Expenses			
Housing	\$20,857	\$26,000	\$26,000
Food Service	23,534	23,000	23,000
Workgrants	22,053	24,000	24,000
Junior Yearly Meeting	1,200	1,500	1,500
Snacks, etc.	500	500	500
Conference Fee	8,500	9,000	9,000
Scholarship	7,532	500	500
Scholarship-Navajo		500	500
Copier & Administration	325	1,000	500
Honorarium	1,381	1,000	1,000
Travel	2,544	750	750
Postage	742	1,000	750
<i>Interchange</i>	1,000	1,000	1,000
<i>Advance Reports</i>	500	1,000	750
Books UPS	200	350	350
Bookstore	8,419	8,500	8,500
Van Rental	450	500	500
Credit Charge Service	421	500	400
Contingency	415	500	250
Total Session Expenses	\$100,571	\$101,100	\$99,750
Administration Staff	\$7,338	\$9,750	\$10,135
Total Expenses	\$107,910	\$110,850	\$109,885
Surplus/(Deficit)	\$1,788	\$10,750	\$11,715

CAMPING PROGRAMS BUDGET

	2004 Actual	2005 Budget	2006 Budget
Revenue			
Fees-Cash	\$446,330	\$496,158	\$477,512
Fees-Schol Subsidies	17,670	13,800	12,500
Total Camper Payments	\$464,000	\$509,958	\$490,012
Scholarship Contribution		3,200	5,000
Scholarship BMCFAF	3,400	3,800	4,500
Fees-Workgrants	42,928	46,268	46,268
Application Fees	13,163	15,500	14,000
Contributions	14,336	11,900	14,000
T-Shirt Sales	8,106	4,000	7,500
Total Revenue	\$545,933	\$594,626	\$581,280

CAMPING PROGRAMS BUDGET

Expenses

Staff Compensation	\$188,048	\$172,476	\$237,500
Office Staff Compensation	41,882	48,799	
Workgrants	42,928	46,268	46,268
Benefits		2,000	
Payroll taxes	17,080	19,332	18,000
Total Personnel	\$289,938	\$288,875	\$301,768
Transportation	31,430	27,707	31,430
Program	20,555	22,660	22,660
Canoes	3,753	3,720	
Staff Training	10,278	7,000	8,500
Administrative	7,976	4,326	4,030
Background Check			7,560
Telephone	1,579	3,016	3,050
Medical	2,856	1,270	2,000
Laundry	1,738	1,700	1,700
Rentals/Leases	63,028	88,010	90,010
Food/Kitchen	80,641	77,456	75,000
Accounting	4,000	6,695	4,000
T-Shirt	3,340	4,700	4,700
Liability Insurance	5,000	11,021	8,000
Miscellaneous	7,990	1,050	1,050
Scholarships	17,670	20,800	12,500
Vehicle Lease		5,000	14,000
Uncollected Fees	2,492	2,000	3,000
Total Other Expenses	\$264,326	\$288,131	\$293,190
Capital Reserves		8,000	6,000
Total Expenses	\$554,264	\$585,006	\$600,958
Surplus/Deficit	(\$8,331)	\$9,620	(\$19,678)

**BALTIMORE YEARLY MEETING
FUNDS ACTIVITY—2004**

	Balance 1/1/2004	Gifts or Fees	Disbursed	Transfers	Interest from Ed Loans
Funds [Note A]					
Bush Creek Endowment	\$586				
Bush Creek Income	\$3,460				
Carey Memorial Endowment	4,677	\$250			
Carey Memorial Income	629		(\$250)		
Education Fund Endowment	83,661	100			
Education Fund Income	124,780				\$753
Indian Fund Endowment	15,099				
Indian Fund Income	479				
Meeting House Endowment	12,440				
Meeting House Income	39,329				
Yearly Meeting Endowment	7,877		(175)		
Barry Morley Camper Endowment	137,015	39,214			
Barry Morley Scholarship Income			(2,787)		
Sub-total of Endowment	\$261,355				
Sub-total of Income	\$168,677				
Totals of Funds	\$430,032	\$39,564	(\$3,212)	\$0	\$753

BALLEMORE YEARLY MEETING FUNDS ACTIVITY—2004					
Other Funds [Note B]					
Sue Thomas Turner Quaker Education	\$64,805	\$3,000	(\$3,894)		
Ethel Reynolds	81,982		(2,000)		
Fairhill Fund	181,319		(2,000)		\$1,026
Camp Capital Reserves	216,827		(19,787)		
Pre-College Fund	22,683				231
Yearly Meeting Assistance	8,424				
Counseling Service	2,183		(500)		
Alternatives to Violence	2,030	45	(1,420)		
Friends in Education	2,667				
Women's Retreat	11,487	6,885	(11,627)		
Totals of Other Funds	\$594,407	\$9,930	(\$41,227)	\$0	\$1,258
Custodial Funds [Note C]					
Mathews Fund Endowment	\$1,276				
Mathews Fund Income	1,272				
Total of Custodial Funds	\$2,548				
TOTAL OF ALL FUNDS	\$1,026,987	\$49,494	(\$44,439)	\$0	\$2,011

Note A: Permanently Restricted Fund with unexpended and expendable funds where they exist. Page 153

Note B: Other Funds are temporarily restricted either by the donor or by the Yearly Meeting.

Note C: Custodial Funds are held in trust for another friendly organization and are notavaible to the Yearly Meeting.

**BALTIMORE YEARLY MEETING
INVESTMENT PORTFOLIO—2004**



SNYDER-COHN-COLLYER-HAMILTON & ASSOCIATES P.C.



Independent Auditor's Report

To the Committee of Trustees
Baltimore Yearly Meeting of the Religious Society of Friends, Inc.
Sandy Spring, Maryland

We have reviewed the accompanying Statement of Financial Position of Baltimore Yearly Meeting of the Religious Society of Friends, Inc. as of December 31, 2004 and 2003, and the related statements of activities and cash flows for the years then ended, in accordance with Statements on Standards for Accounting and Review Services issued by the American Institute of Certified Public Accountants. All information included in these financial Statements is the representation of the management of Baltimore Yearly Meeting of the Religious Society of Friends, Inc.

A review consists principally of inquiries of meeting personnel and analytical procedures applied to financial data. It is substantially less in scope than an audit in accordance with generally accepted auditing standards, the objective of which is the expression of an opinion regarding the financial statements taken as a whole. Accordingly, we do not express such an opinion.

Based on our review, we are not aware of any material modifications that should be made to the accompanying financial statements in order for them to be in conformity with generally accepted accounting principles.

May 26, 2005

Certified Public Accountants and Business Advisors
4520 East West Highway, Suite 520, Bethesda, MD 20814-3338
Phone: 301-652-6700 Fax: 301-986-1028
Web: cpahelp.com E-Mail: advice@cpahelp



(A copy of the complete report is available in the Baltimore Yearly Meeting Office.)

**BALTIMORE YEARLY MEETING
OF THE RELIGIOUS SOCIETY OF FRIENDS, INC.
STATEMENTS OF FINANCIAL POSITION**

December 31	2004	2003 (Restated)
Assets		
Current Assets		
Cash	\$ 106,505	\$ 95,887
Accounts receivable		
Monthly Meetings	6,752	16,673
Camp fees	5,852	9,262
Accrued investment income	920	1,049
Inventory of publications at cost	2,297	4,884
Prepaid expenses	1,371	3,578
Contributions receivable	-	35,000
Current portion of educational loans receivable	47,353	40,139
Current portion of notes receivable-other	<u>20,000</u>	<u>20,000</u>
Total current assets	<u>191,050</u>	<u>226,472</u>
Investments	<u>546,399</u>	<u>502,294</u>
Land, buildings, improvements and equipment		
net of accumulated depreciation	<u>1,936,217</u>	<u>1,910,548</u>
Other assets:		
Educational loans receivable, net of current portion	44,746	45,861
Notes receivable - other, net of current portion	<u>4,307</u>	<u>5,332</u>
Total other assets	<u>49,053</u>	<u>51,193</u>
Total asset	<u>\$ 2,722,719</u>	<u>\$ 2,690,507</u>

**BALTIMORE YEARLY MEETING
OF THE RELIGIOUS SOCIETY OF FRIENDS, INC.
STATEMENTS OF FINANCIAL POSITION**

December 31	2004	2003 (Restated)
Liabilities and net assets		
Current liabilities:		
Accounts payable and accrued expenses	\$ 10,565	\$ 18,243
Agency funds	4,992	19,777
Deferred revenue	9,850	-
Notes payable	<u>25,000</u>	<u>40,000</u>
Total current liabilities	<u>50,407</u>	<u>78,020</u>
Net assets:		
Designated for camp capital projects	186,069	216,828
Designated for other purposes	32,548	6,448
Other unrestricted	<u>1,537,805</u>	<u>1,510,163</u>
Total unrestricted	1,756,422	1,733,439
Temporarily restricted	614,970	617,692
Permanently restricted	<u>300,920</u>	<u>216,356</u>
Total net assets	<u>2,672,312</u>	<u>2,612,487</u>
Total liabilities and net assets	\$ <u>2,720,719</u>	\$ <u>2,690,507</u>

**BALTIMORE YEARLY MEETING
OF THE RELIGIOUS SOCIETY OF FRIENDS, INC.
STATEMENT OF ACTIVITIES**

For the year ended December 31, 2004 (Reviewed)

	<u>Unrestricted</u>	Temporarily <u>Restricted</u>	Permanently <u>Restricted</u>	<u>Total</u>
Support, Revenues, Gains, and Reclassifications				
Apportionments	\$ 324,443	\$ -	\$ -	\$ 324,443
Yearly Meeting revenue	108,915	-	-	108,915
Other program revenues	19,618	-	-	19,618
Contributions	39,612	61,136	5,245	105,993
Investment income	359	18,583	-	18,942
Use of facilities	72,666	-	-	72,666
Publication sales	2,560	-	-	2,563
Summer Camps	558,940	-	-	558,940
Net gain on sale of property and equipment	3,930	-	-	3,930
Net gains on investments	-	37,665	-	37,665
Other revenue	<u>326</u>	<u>-</u>	<u>-</u>	<u>326</u>
Total support, revenues and gains	1,131,372	117,384	5,245	1,254,001
Net assets released from restrictions	44,143	(44,143)	-	-
Reclassification of donor restrictions	<u>41,644</u>	<u>(75,963)</u>	<u>34,319</u>	<u>-</u>
Total support, revenues, gains and reclassifications	<u>1,217,159</u>	<u>(2,722)</u>	<u>39,564</u>	<u>1,254,001</u>
Expenses				
Program expenses				
Yearly Meeting and other programs	463,208	-	-	463,208
Summer camps	<u>560,307</u>	<u>-</u>	<u>-</u>	<u>560,307</u>
Total program expenses	1,023,515	-	-	1,023,515
General administration	152,111	-	-	152,111
Fundraising	<u>18,550</u>	<u>-</u>	<u>-</u>	<u>18,500</u>
Total expenses	<u>1,194,176</u>	<u>-</u>	<u>-</u>	<u>1,194,176</u>
Change in net assets	22,983	(2,722)	39,564	59,825
Net assets - beginning	<u>1,733,439</u>	<u>617,692</u>	<u>261,356</u>	<u>2,612,487</u>
Net assets - ending	<u>\$ 1,756,422</u>	<u>\$ 614,970</u>	<u>\$ 300,920</u>	<u>\$ 2,672,312</u>

**BALTIMORE YEARLY MEETING
OF THE RELIGIOUS SOCIETY OF FRIENDS, INC.
STATEMENT OF ACTIVITIES**

For the year ended December 31, 2003 (Restated)

	<u>Unrestricted</u>	<u>Temporarily Restricted</u>	<u>Permanently Restricted</u>	<u>Total</u>
Support, revenues, gains, and reclassifications				
Apportionments	\$ 314,567	\$ -	\$ -	\$ 314,567
Yearly Meeting revenue	86,299	-	-	86,299
Other program revenues	18,988	-	-	18,988
Contributions	24,768	131,435	6,058	162,288
Investment income	689	16,577	-	17,266
Use of facilities	67,991	-	-	67,991
Publication sales	2,175	-	-	2,175
Summer camps	556,222	-	-	556,222
Net gain on investments	10,782	44,123	-	54,905
Other revenue	1,931	-	-	1,931
Total support, revenues, and gains	<u>1,084,412</u>	<u>192,135</u>	<u>6,085</u>	<u>1,282,632</u>
Net assets released from restrictions	160,654	(160,654)	-	-
Reclassification of donor restrictions	<u>7,722</u>	<u>(11,722)</u>	<u>4,000</u>	<u>-</u>
Total support, revenues, gains and reclassifications	<u>1,252,788</u>	<u>19,759</u>	<u>10,085</u>	<u>1,282,632</u>
Expenses				
Program expenses:				
Yearly Meeting and other programs	514,090	-	-	514,090
Summer camps	<u>519,170</u>	<u>-</u>	<u>-</u>	<u>519,170</u>
Total program expenses	1,033,260	-	-	1,033,260
General administration	216,658	-	-	216,658
Fundraising	<u>-</u>	<u>-</u>	<u>-</u>	<u>-</u>
Total expenses	<u>1,249,918</u>	<u>-</u>	<u>-</u>	<u>1,249,918</u>
Change in net assets	2,870	19,759	10,085	32,714
Net assets - beginning	<u>1,730,569</u>	<u>597,933</u>	<u>251,271</u>	<u>2,579,773</u>
Net assets - ending	<u>\$ 1,733,439</u>	<u>\$ 617,692</u>	<u>\$ 261,356</u>	<u>\$ 2,612,487</u>

STAFF REPORTS

CAMP ADMINISTRATIVE SECRETARY

The past 9 months in this new job have been very challenging. The learning curve has been steep. I never could have imagined all of the balls in the air I'm supposed to keep up at one time! Josh Riley, the past Camp Administrative Secretary, has been extremely helpful to me, always answering my calls and my questions, no matter the hour! One of the greatest lessons, and yet one I already intrinsically knew, was how great our Camp Directors are and what a great job they do. Now I know it from a different perspective and I have to say, they have surpassed my expectations in terms of how well they run camp, how committed they are to the Camping Program – the campers, staff, volunteers, and the people of the Yearly Meeting. So a tremendous Thank You goes out to Elaine Brigham, Dana Foster, Linda Garrettson, Melissa Poole, and Whitney Thompson. I look forward to working with you all more, learning your styles more, figuring out ways to support you better, developing trust with each of you, and just reveling in who you are and how you do this incredible thing we call the Baltimore Yearly Meeting Camping Program.

I am looking at some interesting challenges for the coming year. One is to increase enrollment of girls at Shiloh and Catoctin. This year our enrollment was down again, with 516 campers total, and far more boys than girls. Last year we had 528 campers and in 2003 we had an all time high of 580 campers. I am also greatly challenged by keeping the program within the budget when the enrollment was below what was projected. In addition, the administrative work is becoming more complex with increasing demands from ourselves and outside sources that involve more documentation, more written policy, more filling out of official forms for permits, and background checking of all of our 120 staff members and another 120 or so volunteers.

I, along with the Camping Program Committee, have been struggling with the difficult conundrum of keeping the fees to attend camp low (we charge ½ to 1/3 what other comparable programs charge) while meeting the growing demand for scholarships and trying to pay more of our freight to the Yearly Meeting for the use of the properties. We would like for everyone who wants to come to camp to be able to do so without regard for ability to pay, but we had requests for over \$28k in scholarship and a budget of only \$17k. Most of that scholarship money comes directly out of camper fees. We had to ask every person who applied for scholarship this year to reconsider the requested amount. We are working on a better scholarship application for the coming season that will help us make more informed decisions about how to disperse that precious resource.

Wish List

- \$1 million scholarship endowment
- 50 or so girls between the ages of 9-13 who want to come to Shiloh or Catoctin
- when you talk to David Hunter, the Camp Property Manager, tell him how grateful you are that he is working so hard to help the Yearly Meeting be good stewards of our resources
- each Meeting send a group of people to help at a camp work weekend

Thanks for this opportunity to serve the Yearly Meeting.

Jane Megginson

GENERAL SECRETARY

Administration

The cost of running your Yearly Meeting office continues to increase. We have worked to save on phone, postage, and copier charges, but the cost of insurance and medical insurance in particular has continued to climb. The Yearly Meeting purchases medical insurance for staff through the Washington Council of Agencies—a collection of non-profits in the Washington metropolitan area. We are anticipating a 40-50 percent increase this year in premiums. I have begun to shop our medical insurance around to other companies, and I am a part of several Quaker bodies (initiated by Friends General Conference and other organizations in the Philadelphia area) investigating self-insurance.

Another insurance challenge and opportunity over the past year arose from our general liability insurance carrier. GuideOne asked that the Yearly Meeting develop policies and procedures especially in regards to child safety. Interim Meeting, committees, and groups within the Yearly Meeting have begun to work on policies and procedures concerns. Several Meetings have already noted the increase in the premiums for our liability and property insurance.

Staff

BYM staff changes come. Josh Riley left his service to Baltimore Yearly Meeting at the end of 2004, after six years of employment. During his tenure the camping program grew to where we are now with three residential camps (Catoctin, Shiloh, and Opequon) and one traveling camp (Teen Adventure). Josh developed procedures for registering some 500 children and youth who attend our camps. Most recently he worked with a web database firm that allows parents to register on-line—saving time and expenses. All camp forms are on the web site for downloading.

Jane Megginson assumed the responsibilities of Camp Administrative Secretary in January 2005. Because she knew the office, having served almost three years as Administrative Assistant, and the camping program, having worked on staff at the old Opequon and Shiloh, this has been a very smooth transition. Jane is working with the camp directors, staff, children, and parents for a successful summer.

Jane has taken on the challenge of pulling together current policies and procedures from the different camps. The camp directors conduct training that helps the staff maintain appropriate boundaries and care for the safety of the campers, but information is not always exchanged among the camps. Recognizing the excellent training and thoughtful procedures relating to child safety already in place among them, Jane will assemble these components into one document, so directors can share. Jane is also working with the Camping Program Committee and directors to develop procedures that will comply with the request for child safety (sexual abuse) from the insurance carrier and the state.

Jane is also exploring how to increase our outreach through advertising and offering scholarships. Offering scholarships to deserving children helps us to foster an open and welcoming community, and the funding of the scholarship is high on Jane's agenda.

David Hunter, Camp Property Manager, continues to work long hours to maintain and improve our properties. He faces challenges as opportunities to serve as a steward of our resources. The more David works (in his third year) the more work he discovers is needed to repair and improve the properties. David oversees the work of the caretakers at Shiloh and Catoctin, organizes work weekends, oversees and manages several larger projects, and plans future projects. He brings spirituality to his work, a care for the properties and the programs that these properties provide space for, and a deep commitment to making efficient use of our financial resources.

Hope Braveheart, Youth Secretary, is now completing her first year of full-time employment with the Yearly Meeting. She supports the Junior Young Friends and Young Friends programs, and meets regularly with the Youth Programs Committee. Needless to say this has been an educational year for Hope, as she attended the 2004 Annual Session, Young Friends and Junior Young Friends conferences, committee meetings, and Interim Meeting.

Youth and child safety has been high on Hope's agenda this year. She has worked with the Youth Programs Committee, the Young Friends Executive Committee, and several "working groups" in develop procedures to ensure the safety of our youth at conferences and Annual Sessions.

Hope is exploring new avenue of service for youth through workcamps. She is working with Andrei Israel, of Washington Quaker Workcamps, to organize opportunities for youth.

Linda Ricci assumed the position of bookkeeper late last year, and has worked to understand the Yearly Meeting, its programs, and the financial accounting system. As you can imagine the spring and summer is very busy with fees from camping programs, and Annual Session registration. There is a lot of income and expenses in these few months and Linda is tracking all of this for us.

Gene Klinger became our part-time Administrative Assistant last fall, and pretty soon I recognized that we needed someone full-time in the position. Gene has served as the full-time Administrative Assistant since January. He is a valuable asset to the office and the Yearly Meeting. He manages the database and its updates, organizes the mailings, responds to requests for information, sends out mailings and notices requested by committees, etc.

Betsy Proch, Adelphi, is the new editor for the *Interchange*. After several years of editing the *Interchange*, it became time for me to lay this responsibility down. I am grateful that Betsy has stepped forward to the work. Office staff will continue to send out requests for information. In an effort to economize I made a decision to print only three issues of the *Interchange* each year—March, May, and September. By using the web and sending out e-mails the office will keep the Monthly Meetings and our members informed of important events and opportunities.

Jim Rose, Patapsco, is the web manager. He has already done a tremendous amount of work in redesigning the site, making it easier to find material, adding additional material to the site, adding links to other organizations, and assisting Meetings in designing and updating their web sites.

Travel and Visitation

Many of my weekends are taken up with travels to Monthly Meetings and committee meetings. My travels also have taken me outside Baltimore Yearly Meeting. During this year I served as the “supervisor” for Susan Kaul’s field education for her master’s program from the Earlham School of Religion; led a weekend on angels at Powell House; presented a program on Quaker spirituality to the Quaker Memorial Presbyterian Church in Lynchburg, Virginia; led a workcamp exploratory trip to Israel and Palestine; participated in the Virginia Council of Churches Executives Retreat; participated in Interfaith Conference of Metropolitan Washington; attended the Quaker Workers retreat; and attended the annual Superintendents and Secretaries Gathering.

Baltimore Yearly Meeting Budget Development

At the Stewardship and Finance Committee meeting on 23 April one Friend asked a question that many may have wanted to ask over the years, “How is the annual budget developed?” Let me give you summary of the process used in developing the budget. For as we all know the budget determines the apportionment.

The Yearly Meeting asks programs to be self-supporting.

The camping program is the largest program of the Yearly Meeting, and it takes great care in developing its budget. As the program has grown, and with it paying a more fair share of the upkeep and maintenance of the properties, the staff and Committee have worked to maintain a balance between raising tuition, increasing staff salaries, and program needs. Let me remind you that the 2006 budget is developed before the 2005 season even begins, and in most years before we have audited financial statements. A draft camping program budget is presented to the Stewardship and Finance Committee in February.

The camping program budget includes not only the salary of camp staff, but also the compensation for the Camp Administrative Secretary. In recent years the rent “paid” to the Camp Property Management Committee has increased to pay a “full share” of the use of the properties. And the camping programs pay the estimated cost of the liability insurance.

The camp properties budget is developed by the Camp Properties Manager and the Camp Properties Management Committee. They look to the complete needs of the properties, understanding that the primary function of the camps is to support the summer camping programs. Their budget includes the compensation of the Property Manager, Caretakers, and a more adequate amount for replacement, property insurance, and vehicle maintenance.

The Youth Programs Committee and the Youth Secretary recognized a couple years ago that their budget needed to grow and to be separated so that Friends can see more of the work they undertake. The Youth Programs budget includes the compensation for the Youth Secretary, and the income and expenses related to the Young Friends and Junior Young Friends conferences. As you might expect this program carries our largest support from the apportionment, as it is ongoing outreach to our youth.

The Program Committee and office staff develop the Annual Session budget to cover expenses of housing, food, administration, and program support (Junior Yearly Meeting, speakers, Young Friends, etc.). In recognition of the amount of time office staff “gives” to the planning, organizing, and carrying out of Annual Session, a portion of the administrative compensation package was “charged” to the Annual Session budget.

Committee programs (Silent Retreats, Spiritual Formation, etc.) are self-supporting.

Each committee is asked to submit an administrative budget request. This budget item allows the committee to mail its minutes to members, support other organizations, and purchase material that will benefit their work.

The office staff develops the Office Administrative section of the budget. The staff not only try to hold down cost by seeking the least expensive source of supplies, and sending out more material by e-mail to save postage, but often ask the question “Do we really need this?” Postage and phone expenses have gone down in the past couple of years as a result.

The General Secretary, with the input of the Supervisory Committee, develops a compensation budget for office staff. A “compensation policy” of a COLA plus one percent was just added to the Personnel Policy.

The Stewardship and Finance Committee recommends an amount for the organizations listed in Extended Service and Membership.

So there in a nut shell is how the Baltimore Yearly Meeting budget is developed. It takes several weeks and begins in the very early stages of the current operating budget. I wish I could say that the budgeting process is an exact science, but that would be an over-statement. We take our history and project out for growing and new programs, and do our best to develop a budget, and therefore apportionment, which will support the ministry of our growing Yearly Meeting.

I give thanks for this opportunity to serve Baltimore Yearly Meeting.

Frank Massey

YOUTH SECRETARY

Experiencing the first full year of serving as Youth Secretary I have become familiar with the gifts and burdens that come with this job. Fortunately, the gifts of working for Baltimore Yearly Meeting far out weigh the burdens. I have been pulled in many directions this year as parents and youth have described their needs and vision for Young Friends and Junior Young Friends. Using that confusion as an opportunity to more deeply center within me has been good spiritual exercise.

It is healthy to have a high and predictable attrition rate of youth for any youth group. However, that fact combined with having three youth secretaries within three years and preparing new safety procedures has had a significant impact on the expectations, continuity and feeling of stability at and around conferences.

The year began for Young Friends with the Executive Retreat at the William Penn House in Washington, DC. This proved to be an ideal location for Young Friends traveling from long distances as the metro and train station are within walking distance. Frank Massey, Lauri Perman and Michael Cronin met with Young Friends to help clarify decisions that had been made by Baltimore Yearly Meeting. Self governance was discussed and further explored by both Young Friends and Friends.

Visiting New England Yearly Meeting during the mid-winter retreat as a Resource Person (or Friendly Adult Presence) was extremely helpful. Observing a similar community with similar issues helped to illuminate the strengths and needs of BYM Youth. I spent four days watching, listening, observing the needs, struggles, and Light of this similar community.

In 2nd month Phoebe Stern, Andrei Israel, Frank Massey and I traveled in Israel and Palestine with the hope that a youth work-camp might be something Palestinian and Arab Israeli Youth would welcome. We received an overwhelming response—Yes! Every organization we met with offered us an invitation, support and excitement. Currently an advisory group has come together to help guide the program and travel plans of our proposed trip in the summer 2006.

Young Friends (YFs) gathered in Nottingham, Baltimore Stony Run, Frederick (YF Executive Committee Retreat), Sandy Spring, State College and Adelphi. The workshops included Boundary Issues, Body/Energy Work, Massage, Global Quaker Awareness, Peace Vigils, and Camp Games.

This year Junior Young Friends (JYFs) gathered at Sandy Spring, Stony Run, Goose Creek and Deer Creek. The workshops included trust games, gender issues, diversity and acceptance, and community service. Community Building was the yearly theme during each conference and workshop.

We had a total of 42 middle school-aged Friends attend this year, with an average of 22 at each conference. Our highest attending conference was in March with 30 JYFs. During the year we had a total of twelve 6th graders, three 7th graders, and twenty-seven 8th graders. Twenty-six attenders were new to the community.

Friendly Adult Presences (FAPs) were low in number at the beginning of this year. We've had an increased number of FAPs at each YF conference since 2nd month 2005. About half of the new FAPs are parents of Young Friends. We had between 55 to 75 Young Friends at each conference with at least a 1 to 10 ratio of Young Friends to FAPs after 2nd month 2005.

A minor addition was included to the Young Friends Handbook in 2nd month 2005. The Executive Committee also scheduled an additional (3rd) Retreat to worship and discern how best to support Young Friends who are in transition. Further handbook revisions will be discussed. The Junior Young Friends are creating their own handbook and look forward to more additions within the next year.

As the number of available FAPs is increasing so is the request for FAP guidelines and training. This has come from FAPs at conferences with questions about the community and how to best serve as a Friendly Adult Presence. Training and Guidelines are being developed with the first FAP training for Young Friends and Junior Young Friends to occur at Annual Session.

As I continue on this journey with Baltimore Yearly Meeting I hope to uncover exactly what principles work best for building the foundation for a safe, healthy, spirit-led, fun, and joyful community. By building a foundation, I mean to put in writing the "magical moments" and actual grunt work that happens behind the scenes, without which there is less opportunity for our Youth to explore the sanctuary and sacred space that conferences are. I believe the raw material is already here. It is within us. May we discover it in each other.

It's hard to know when to add this next paragraph into this report. I was visiting New England Yearly Meeting when Josh Riley called me with the news. Caitlin Dunbar passed away unexpectedly. In addition to the family Memorial Service, a Meeting for Worship/Memorial Service was held at the Young Friends Conference following Caitlin's funeral. The sadness felt in the room did not take me by surprise. It was the raw reverence and awe that broke my heart open. It was a gift to witness Young Friends experience grief, life and death. Never has silence and worship seemed so tangible.

Hope Braveheart

REPORTS OF AFFILIATED ORGANIZATIONS

AMERICAN FRIENDS SERVICE COMMITTEE MIDDLE ATLANTIC REGION

Recently a Quaker sent these words over the Internet about AFSC: *Do Friends see the naming of AFSC in . . . highly charged cases, as a “religious group,” as leverage on the historic integrity of the Religious Society of Friends - even as AFSC has evolved away, or seems to be evolving away from being a “Quaker” organization?*

As Friends decline in number, and “Quaker groups” become professionalized - how do we manage to keep our identity as we work with friends from the wider world who share our outward concerns, yet are not that familiar with our inward faith?

These kinds of questions are not new. On what basis, however, does this Friend feel able to say that AFSC is “evolving away” from being a Quaker organization? Just in the past year, after two years of reflection and study, an AFSC national Board committee (nearly all of whom are Friends) approved a framework to: 1) Clarify and strengthen the role of Worship in governance and decision-making in the organization, 2) Expand the Quaker practice of “seasoning” concerns in seeking clarity about work AFSC will take on through prayer and discussion at all relevant levels, and 3) Clarify the role of AFSC staff, identifying it primarily as the implementation of the work chosen.

How would AFSC Friends explain the spiritual basis for their own involvement in the kind of work that AFSC does? These words come from the late Stephen Cary, birthright Friend, longtime AFSC employee, and eventually AFSC national Board Clerk, in his biography, *An Intrepid Quaker: One Man’s Quest for Peace*:

The Religious Society of Friends is my home. Three aspects of Quakerism hold me there. First is its foundation, which rests on human perfectibility, not on a human sinfulness redeemable only through God’s grace.

. . .

For Friends this is more than pious speculation. It has substance in evidence accumulated over three centuries of a growing understanding of right relationships with other peoples and other cultures, of a broadened definition of violence, of deeper insight into institutionalized evil and the power of nonviolence, and a clearer grasp of the requirements of reconciliation.

Second, our optimism about human potential leads Friends to focus attention on our responsibilities in this world, rather than on preparing ourselves for the next one. In the words of William Penn: “True Godliness don’t [sic] drive men out of the world. Rather it drives them out into it, in order to mend it. . . .”

Third, Friends are seekers. Ours is a religion of search, not of arrival. . . . I like the call to be open to others’ truths, to be ready to learn from them, and to have no illusions that mine is the one true faith to which all others must subscribe. . . .

Many Friends, and even Quaker organizations, would consider these key to their own Quaker commitment, and agree that, by living with these in our daily thoughts and actions, we share the ways of Friends with others. Appropriately enough, last year Baltimore Yearly Meeting focused on the importance of inclusiveness of people of varied origins and perspectives; the year before on finding peace and sharing it with the world. We would all do well to attentively hold ourselves, AFSC, BYM, and other Friends’ organizations to these standards, and see how all are faring. If we do this with care, we may find that Friends, in fact, will not “decline in number.”

With that said, how well did AFSC Middle Atlantic Region “let its life speak” this year?

In the Baltimore Yearly Meeting Area
Baltimore Urban Peace Movement

Baltimore Votes! Coordinated registration of 2300 new voters in inner-city Baltimore neighborhoods with neighborhood organizations as partners.

VetNet: Mentoring, education, arts, communication and conflict transformation programs for incarcerated veterans.

Civil Liberties: Senate hearings in the 1970s judged that the FBI had used unlawful practices to spy on citizens. However, many victims of these practices are still imprisoned; they and these practices that are starting to be used again need to be brought to light.

BRIDGE: Baltimore is part of this regional coalition that worked this year to equalize state funding of schools between rich and poor countries.

DC Peace and Economic Justice Program: Peta Ikambana is the new Area Director in DC. Born in the Republic of the Congo, he came to us by way of working in youth programs in Philadelphia.

Youth in the Know: The DC youth were active in planning the youth nonviolence day held at the National Cathedral on the King holiday in January. They continue planning a major HIV/AIDS awareness weekend. Mentoring programs continue.

Civil Liberties: The Project is advocating for a neighbor whose home was invaded by police and severely damaged, although no wrongdoing was found.

Africa Initiative Participation: The DC Program hosted students who were part of the African Youth Campus Tour coordinated by the AFSC national office, networking them with African students at universities in DC.

“Eyes Wide Open” Exhibit in Washington

MAR arranged for and hosted the national AFSC’s “Eyes Wide Open” traveling exhibit of boots representing the (then 1400 plus) U.S. military dead and shoes to represent many more Iraqi dead. Visitors at the National Cathedral on the King holiday and another Church during the Presidential inauguration were deeply moved. The DC Program and area Friends supported this event.

Help Increase the Peace Program

Help Increase the Peace (HIPP), MAR’s national program for youth, is based in Washington. Summer institutes build skills among trainers so that, in schools and elsewhere around the country, teens can break down stereotypes, gain communication skills, and build communities of nonviolence. One institute is being held at Friends Meeting of Washington this summer.

Project Voice

Project Voice, a national program with roots in Baltimore and Philadelphia, plans to expand in DC. In Baltimore it helped Sikh immigrants defend their rights, partnered with an inner-city Church to build community between Blacks/Latinos and community gardening with immigrants from Afghanistan, India and Iran. A hotline offers legal information.

*A Sampler from Beyond the Baltimore Yearly Meeting Area
In West Virginia*

Sandy Spring Friends School students again participated in a work camp repairing homes and Gail Gann, AFSC-MAR committee member from Baltimore, coordinated a clothing drive and sent a truckload of clothes to flood victims.

Upper New York State

The MAR Program Evaluation Committee conducted an evaluation of local MAR programs, including HIPP and Welfare Watchdogs. Programs are evaluated every three years.

New Project in Pittsburgh

Last year the Ford Foundation gave a grant to AFSC's Peacebuilding Unit to conduct projects encouraging public discourse. Friend Scilla Wahrhaftig developed a Listening Project to hear people's social and political concerns about security; many Friends from the Pittsburgh Meeting helped conduct it. A report, "People Count: Listening to Voices for Democracy," noted that people wanted to find their own ways to respond to a shared sense of insecurity about the public welfare. Another project in which a group of doors became painted works of art that traveled on display has become an ongoing MAR project.

Ways of staying in Contact with MAR

At Baltimore Yearly Meeting MAR holds workshops and interest groups each year related to current work. MAR Committee members are present to talk to during the week. Riley Robinson is currently BYM's representative to AFSC/MAR.

The Middle Atlantic Region News is mailed to all Quaker Meetings in the region, in multiple copies if requested. In it are detailed "on the scene" articles about AFSC programs and profiles of those involved with MAR. Please feel free to contact the MAR office if you'd like to receive it, or view it at our web site.

Web Sites

AFSC maintains a large web site with information about the various programs (AFSC.org). At the home page, you can sign up for an informative monthly e-mail newsletter. Baltimore, DC and HIPP web pages are linked from the main AFSC site.

Brochures A number of program information brochures are available.

MAR Outreach Committee

Nancy Beiter, Kristin Henderson, and Riley Robinson are BYM members.

For Quaker Meetings

Staff in the MAR area and Baltimore regional offices respond to individual Meeting requests for speakers and workshop training when possible and offer Listening Project training.

American Friends Service Committee, Middle Atlantic Region
4806 York Rd. / Baltimore, MD 21212
(410) 323-7200 / (410) 323-7292 (fax) / mar@afsc.org
<http://www.afsc.org/midatlantic>

Riley Robinson

Note: In my sixth and last year as BYM's representative to AFSC-MAR, I would like to thank the Yearly Meeting for giving me this most rewarding opportunity.

FRIENDS COMMITTEE ON NATIONAL LEGISLATION
QUAKER WITNESS IN WASHINGTON

Why is it so important to have a Quaker voice in Washington in the 21st century? Especially in times of warfare, Quakers are called to bear witness to God's love for every person by providing a clear voice for peace and by opposing violence and articulating its alternatives. We recognize that achieving lasting peace involves not just a cessation of war but addressing the injustices and disparities that give rise to violent conflict among people.

In the aftermath of the terrorist attacks of September 11, 2001, our nation's "war on terrorism" threatens to make permanent a war economy and national security state. We see rapid erosion of civil liberties and disregard of basic human needs. Security is being used as a justification for furthering U.S. unilateralism, militarism, withdrawal from treaties, blocking or ignoring cooperative efforts for peace and justice, and disregard for international law.

Here in Washington, DC, it often seems that the fundamental Quaker testimonies of peace, integrity, simplicity, and community are not just disregarded, but constantly undermined by a few holding political power. This echoes the historical experience of Friends. Many of the principles that our Quaker predecessors first practiced and advocated seemed to their contemporaries extreme, radical, or even unthinkable: the direct experience of God with no intermediary clergy, the equality of women and co-education, religious tolerance, charging the same price to every customer, renunciation of capital punishment, abolition of slavery, and respect for universal human rights. These practices and the ideas that evolved from Quaker faith challenged the established order. But now these practices and ideas are commonly accepted, even applauded in leading democracies around the world. Our history tells us that the power of truth and the force of love can restrain our government and eventually transform it.

Our history gives us hope. The spirit which leads us and the faith which supports us are both strong. The calling of Quakers to witness to those in power in the nation's capital remains vital. The work of FCNL is one way Friends fulfill this call.

Partisan legislative gridlock was the reality of the 2nd session of the 108th Congress. Day in and day out, for most of 2004, the House and Senate were unable to agree to a budget resolution, a national energy policy, and the reauthorization of Head Start, highway and public transportation, welfare, international affairs, or Indian health programs. They didn't agree on most appropriations bills, and thus, the most essential business of this Congress didn't get done in anything resembling a timely fashion.

This dysfunctional legislative environment challenged us at FCNL to direct grassroots lobby efforts effectively (it was hard to know if or when a bill was going to come up). Despite this difficult context, we can report numerous accomplishments in several key areas.

- ***Building democracy:*** We got out the vote. Hundreds of people across the country participated in and supported FCNL's nonpartisan VOTE 2004 campaign. In the final month leading up to the elections, we helped to achieve one of the highest voter turnouts in U.S. history.
- ***Iraq Peace Campaign:*** We convened and facilitated the Iraq Policy Working Group for lobbying to end the U.S. occupation of Iraq and to achieve a cease-fire, while supporting reconstruction and stabilization efforts.
- ***Middle East Peace:*** We participated in the Churches for Middle East Peace (CMEP) delegation to the Middle East and through CMEP we continued to work for a just peace between Israelis and Palestinians.
- ***Nuclear disarmament:*** We worked with leaders from both parties and stopped new nuclear weapons. Funding for new nuclear weapons and related programs was cut because we and others lobbied hard.
- ***Nuclear threat reduction:*** We strengthened constraints on the spread of nuclear weapons by increasing funding for essential nuclear nonproliferation efforts.
- ***Law of the Sea:*** We renewed FCNL work with leaders from both parties on ratification of the Law of the Sea treaty, although ratification was stymied by resistance of Senate leadership to scheduling a vote.
- ***Preventing Torture:*** We lobbied successfully for the "Durbin Amendment" to the military authorization bill, which reiterated prohibitions against torture.
- ***SMART Security:*** We built a core Congressional group for "Sensible, Multilateral American Responses to Terrorism," an alternative to the "global war on terrorism." The timely SMART security campaign — a multi-year legislative and grassroots effort to promote pragmatic alternatives to the "shock and awe" militarism — made significant progress in its first year, gaining 50 cosponsors.
- ***U.S.–Korea policy:*** FCNL Education Fund's East Asia Policy Education Project, the only full-time effort on the Hill promoting human rights and freedom for North Korea through peaceful relations and dialog between the U.S. and North Korea, has gained Congressional attention and increasing influence on the Hill with leaders from both parties.

- ***Stopping genocide:*** We responded to the horrific scenes of genocide in the Sudan, working with leaders from both parties.
- ***Energy policy:*** We developed FCNL's new program to reduce U.S. oil dependence through research and writing on energy and oil dependence.
- ***Lobby training and mobilizing:*** Staff traveled to many states to provide lobby training and organize grassroots advocates, particularly on nuclear weapons issues.
- ***Native American Advocacy:*** The rejuvenation of our Native American Program continued. We recognized our historic alliance with Native Americans at the opening of the new National Museum of the American Indian in September. Throughout the year we worked with leaders from both parties to urge Congress to honor the promises it made through treaties and laws. Hundreds of communications from FCNL's network contributed to the passage of a key land consolidation and probate reform bill.
- ***Information Services:*** We worked hard to meet the popular demand for FCNL information, analysis, policy recommendations, and action suggestions, a demand which grew and grew in 2004. New publications on Peaceful Prevention and on Nuclear Disarmament flew out the door, and were reprinted more than once. The FCNL web site <www.fcnl.org> continued to serve as a primary resource for legislative advocates.
- ***Young Adult Programs:*** FCNL continued to include young adults in our work and governance, with events planned especially for them. And, of course, we continued our Legislative Intern program with five interns.

FCNL had a good year. The legislative program is as strong as it has ever been. The number of people across the country engaged in and supporting FCNL's work continued to grow. FCNL's "War is Not the Answer" yard signs and bumper stickers continued to offer a prominent and poignant witness for peace across the country, and public demand for these remained strong.

Our building reconstruction is well under way. And, FCNL enjoys the confidence and trust of Friends and like-minded people across the country.

This *very brief* summary report does not touch on every issue FCNL worked on in 2004. The work of FCNL lobbyists in Washington, DC, is supported by the active engagement of the FCNL General Committee, volunteers, and thousands of citizen lobbyists around the country. Our successes are your successes. We have much for which to be thankful.

Joe Volk, Executive Secretary

FRIENDS HOUSE MOSCOW

Friends House Moscow (FHM) began in 1996 as an independent organization with an international Quaker Board. It is registered in the United Kingdom as a charitable company (FHM UK Ltd) and in the USA, a non-profit organization (FHMSA). Last year, the Board registered its presence in the Russian Federation as “Dom Druzei” (DD). There is still no charity law in Russia, so DD is registered as a regional social organization. Together these three organizations carry out Quaker work in Russia, including the support of the unprogrammed Quaker Meeting in Moscow.

As it is still bureaucratically cumbersome to be a religious organization in Russia, even after the fall of the Soviet Union, supporting the Monthly Meeting in Moscow is an important undertaking. FHM support of the Moscow Monthly Meeting includes paying the rent of the room in which Meeting for Worship is held. Although Quakers have been active in relief work in Russia for most of the past 300 plus years, we are still not able to apply for recognition as a religious organization. Rules made 13 years ago require 15 consecutive years of registration. The Monthly Meeting in Moscow has registered for the past 9 consecutive years. We have 6 more to go.

Eventually, FHM would like to hang out our shingle and be a real Quaker Center in Moscow. Although that is not legally possible now, we are working on the requirements to achieve this legal status. Meanwhile, we are busy translating Quaker materials into Russian and supporting seekers by holding annual gatherings and through our web site, www.quakers.ru, which has an English forum page. Currently, FHM is located in a Stalinist period apartment (Moscow 105064; Zemlyanoy Val 25/45) overlooking one of Moscow’s railway stations. Our two staff members live and work in our apartment.

As a charity funding organization, FHM is doing a lot of good things. The purpose of our charity work is to enable and empower Russians to carry out projects that are consistent with Quaker Testimonies. Currently, FHM employs one Russian, one British staff member, and a temporary intern.

Our staff accepts applications from grassroots Russian organizations. They work with the organizations to edit them and translate the applications into English for the Board to consider. In some cases, we are the only funding agency that the applicants can apply to. In others, we supplement other charities’ work.

The list of projects that Friends House Moscow has supported over the years is long and varied. It includes:

- The Alternatives to Violence Project (AVP), which began as a project for training peace marchers and is perhaps our most significant Quaker outreach project. Today we have AVP manuals translated into Russian, which we use to train teachers, students, business people, prison guards, military officers, and refugees.
- Working with Russian Conscientious Objectors is another important program. All Russian men have a compulsory two years of military service. The Russian Constitution guarantees alternative service, but the Russian government has no alternative service programs available for Conscientious Objectors outside of the military. FHM has set up alternative service model programs and provides organizational support for those alternatives. The projects we fund assist Russian men with their military hearings, and provide public education through radio programs and presentations in high schools.
- Working with children in Russian orphanages is very important, as the number of orphaned and abandoned children is growing in Russia. If parents cannot afford all of the children they have, they often consider the orphanage as their alternative. Sadly, if parents go to visit their children more than twice a year, the child is no longer eligible for adoption. In addition, orphanages in Russia are for specific age groups. Therefore, throughout their childhood, children are moved from one orphanage to another, which destroys relationships and bondings that the children may have formed with teachers and other students. At 16 years of age, the children leave the orphanage usually totally lacking in skills, often to end up as criminals. The FHM “Big Change” program helps adults who were orphans get a high school equivalency education. Our KRUG program enriches the lives of orphans by offering such opportunities as theater classes, weaving workshops, and music lessons.
- Disabled people in Russia are hidden and neglected. The FHM Raduga program, begun by mothers of disabled children with help from FHM, finds volunteers to teach disabled children. This program is so successful that it now has a wait-list of 250 children.
- Helping refugees, who are mostly from the Caucasus region of Russia and from former parts of the Soviet Union, has been another FHM contribution. Through FHM projects, refugee children receive tutoring and play therapy. For adults, FHM has funded cottage industries, by supplying necessary equipment such as sewing machines.

The money for these projects comes from Quakers, mainly in Britain, France, Germany, and the USA. Last year, FHM spent \$53,604, and America contributed \$15,585.

There is much more that FHM could do. Every year the Board turns down good projects that we cannot afford to fund. A little money goes a long way in Russian charity work. If you are able to help support the work of Friends House Moscow, please send your tax-deductible donations to Julie Harlow at 1163 Auburn Drive, Davis, CA 95616. If you do not yet receive our newsletter, which is free of charge, please ask Julie to put your name on our mailing list.

Marsha Holliday, Representative

FRIENDS HOUSE RETIREMENT COMMUNITY

During the last year Friends House Retirement Community has been substantially focused on the completion and opening of Thomas Hall, a new state-of-the-art Alzheimer's-Dementia Care Center. We are happy to announce that on Saturday, May 14, Friends House Retirement Community celebrated the opening of Thomas Hall. More than 150 celebrants, some third and fourth generation residents of the historic Sandy Spring area community, Friends House Community, and Baltimore Yearly Meeting, gathered for the official dedication and ribbon-cutting ceremony. The Center named Thomas Hall, honors the heart-felt commitment made by the Thomas Family to the community and this special building project. In many ways it was a celebration of community, a family reunion, as much as it was a ribbon-cutting ceremony.

Other supporters and dedication features of the Center include: Derrick House, Ligon House, The Sandy Spring Bank Heritage Walkway, the Lansdale Courtyard, and a number of other dedicated family and quiet rooms.

Unique features of the Center include the Derrick and Ligon Houses, designed with family kitchens and living rooms. Looped pathways, quiet rooms, line-of-sight nursing stations, and large ceiling-to-floor windows are additional features. New technologies incorporated in the Hall will allow family and friends to see and communicate with residents from any computer with a high speed internet connection. These same technologies will allow nursing staff to monitor residents in their rooms such that care can be provided when residents are unable to notify staff of their needs. The Lansdale Courtyard is an open courtyard garden, featuring seasonal plants, flowers and shrubs, a pergola, benches, and growing boxes along the Sandy Spring Heritage Walkway. The looped pathways surround the garden providing residents with the opportunity for exercise, in fresh air, in natural sunlight, and in a secure garden setting.

The Center is just one phase of a \$2.5 Million Community of Caring Campaign envisioned by the Friends House Community a little over two years ago, addressing the growing community need for specialized Alzheimer's-Dementia Care. Another phase of the Campaign, under construction, is the total renovation of Haviland Hall into 23 assisted living units —19 of which are private rooms and 2 double rooms for couples.

Before inviting celebrants in to view Thomas Hall, John Smallwood, Clerk of the Friends House Board, said, "This is a special moment in our ministry. Today the broader community can take pride in affirming that Sandy Spring is truly a community built through caring."

With the addition of the Thomas Hall dementia facility for skilled nursing home residents and the conversion of Haviland Hall to an assisted living facility Friends House has become one of the few senior care communities in the nation that can provide a full continuum of care to low and moderate income seniors.

We are warmly thankful for the holistic support of the members of the Baltimore Yearly Meeting in the expansion of our ministry services and ask that you continue to hold our mission in the light as we continue to serve seniors in the autumn and winter of their lives.

Darryl Clemmer, Executive Director

FRIENDS PEACE TEAMS

This past year has been a very exciting one for Friends Peace Teams. It has been a time of expanding our peace team work and our capability to administer it. During the past 11 years FPT work has been accomplished mainly by volunteer effort. We have reached the point where we can enhance our effectiveness by revising our governance structure and establishing an office with paid staff. We are in the process of discerning what staffing model will best support our mission and facilitate growth faithful to the Spirit. Our budget is approximately \$250,000 per year and we will soon be launching a fundraising campaign to expand our programs.

FPT programs include trauma healing educational workshops for local communities in the Great Lakes Region of Africa. We have been conducting Alternatives to Violence workshops and training local facilitators, particularly in Burundi, Rwanda, Uganda, and Kenya. This work is called our African Great Lakes Initiative Program (AGLI). Healing and rebuilding communities is a focus of these programs where ethnic and religious conflict and results of the genocide have torn the communities apart. The effectiveness of these programs is measurable and they have been greatly appreciated. There is much more need than we can meet with our current organization.

Some preliminary work is planned for additional work in Latin America. FPT also serves Friends by assisting them with clearness and training for peace team work and helping peace team members and their Meetings during their term of service and upon return. Much information about this is available on the web site: www.friendspeaceteams.org. The e-mail address is fpt@quaker.org. We publish Peace Teams News in hard-copy and by e-mail. Please subscribe to this to find out more about peace team programs, results, and plans.

We have adopted a mission statement as follows: “Friends Peace Teams is a Spirit-led organization working around the world to develop long-term relationships with communities in conflict to create programs for peacebuilding, healing and reconciliation. FPT’s programs build on extensive Quaker experience combining practical and spiritual aspects of conflict resolution. We invite participation by all who share our commitment to this work.”

In the last year we created a self-perpetuating Board of Directors that is responsible for Friends Peace Teams work. Yearly Meetings are invited to participate in this peace work by naming a Yearly Meeting Representative to the FPT Advisory Council rather than the board. The representative will participate in an annual meeting along with those from the Working Groups involved in the FPT programs in specific geographical regions of the world. This will allow meaningful and interactive participation by the Yearly Meeting representatives, yet avoid the current work overload.

For more information visit the web site or write to Friends Peace Teams, PO Box 141, Hyattsville, MD 20781, or call 877-814-6972. For the AGLI programs, call 314-645-0336.

J. E. McNeil, Representative

REPRESENTATIVES TO THE FRIENDS UNITED MEETING GENERAL BOARD

The Friends United Meeting General Board met three times in 2004. It faced four issues: dealing with the Baltimore Yearly Meeting concern in a way that did not fracture FUM, starting an office in Africa, returning to financial viability, and implementing the vision adopted last year. For a brief history of FUM, consult the FUM Representatives Report in the 2004 *Yearbook*.

To process the *BYM concern* about its personnel policy, the Executive Committee of the Board is handling the issue. At each General Board Meeting, the Executive Committee met with Baltimore Yearly Meeting General Board members. (All three BYM Board members attended the three Board meetings.) The Executive Committee has endorsed our Yearly Meeting’s intervisitation plan and suggested that other Yearly Meetings welcome BYM members to their sessions

and exchange visitors with other Yearly Meetings. New England Yearly Meeting approved a Minute of Exercise last year; they should consider a final version this year. Both Southeastern and Canadian Yearly Meetings have protested FUM's personnel policy.

FUM now has an *African office*; given that more members of FUM live in East Africa than in North America, it is vital that there be an office in Africa. In December, John Muhanji (Nairobi Yearly Meeting) was appointed FUM Representative. He will be assisted by James and Eden Grace (New England Yearly Meeting). A location in Kisumu has been selected.

FUM has been spending more on a current basis than it has been receiving. It does have its financial processes in order, but getting the costs in line with the income remains a challenge. Because of this, FUM's unrestricted reserves have been reduced to \$200,000. It does have significant Board restricted and temporarily restricted funds, but FUM does not have a large endowment. Progress toward *financial viability* has been frustratingly slow, but there has been progress.

At its February 2004 meeting, the General Board approved a four-part *vision statement*; the difficult October 2003 meeting on this concern was discussed in last year's report. There are four components, Evangelism/Outreach, Leadership training, Global partnerships, and communication.

Evangelism: "We invite people everywhere to know the joy and power of life in Christ. Through publications and the Internet, we support the outreach work of our member Yearly Meetings and we connect inquirers to existing Meetings for Worship. We encourage the formation of new worship groups with a program of communications and mentoring. We support local Friends in discerning God's call to new mission outreach."

Leadership training: "For Friends, leadership is always understood in the context of the gathered community that comes together in unity to discern the will of God. Leadership, therefore, requires both servanthood and bold obedience to Jesus, our living Teacher and Lord. Friends United Meeting brings leadership groups together to learn from each other and for training. In projects around the world Friends United Meeting equips children, youth, and adults with skills for leadership, discernment of good and evil, and the spiritual depth to speak to the condition of people with compassion and truth. FUM encourages and trains Christian leaders to work with love, integrity, and accountability for the Kingdom of God."

Global partnership: "Friends from the United States began overseas missionary work over a hundred years ago. They are now outnumbered by Friends in East Africa, the Middle East, and the Caribbean. As a faithful international com-

munity, we seek to model the body of Christ. We recognize that we are dependent on each other and need to receive each other's gifts. We work together to celebrate the Kingdom of God among us in genuine global partnership."

The General Board is genuinely interested in making Friends in Africa equal partners. One problem is that neither North Americans nor Africans are wealthy enough to travel to the other continent for three General Board meetings a year. There is a seven-or-eight-hour time difference, so remote conferencing is also difficult. Improving partnership continues to be a concern. The General Board approaches this by asking Friends outside of the United States how they want to partner. Another aspect of the problem is the greater wealth of North American Friends.

Communication: Outreach, leadership training, and global partnerships require a program of effective communication. Friends United Meeting is committed to:

- Proclaim Friends' vision to seekers and connect those who respond to the community of faith by professional, inspired use of the media including the Internet.
- Present the discipleship implications of our faith; mentor strong faith communities by publishing books, pamphlets, and curricula.
- Promote global partnership by creating international versions of our periodicals and providing accessible and cost-effective materials for leadership training.

Other items: FUM joined a new ecumenical group, Christian Churches Together in the USA. To some extent, this organization bridges the National Council of Churches of Christ, National Association of Evangelicals gap. The website of this group is <<http://www.christianchurchestogether.org>>.

Senior FUM staff have three-year appointments that coincide with the Triennium (2004-08). The General Board re-called Retha McCutchen as General Secretary, Colin South as Global Ministries Director, and Paul Smith as Financial Services Director. Ben Richmond will retire from FUM at the end of this (2002-05) Triennium.

Howard Fullerton, Board Representative

FRIENDS UNITED MEETING

Friends United Meeting is a *program* of Friends – a cooperative program of twenty-six Friends Yearly Meetings in Canada, Cuba, Jamaica, Kenya, and the United States. The 27th Yearly Meeting, Uganda Yearly Meeting, will be received at the 2005 Triennial in July. *Friends United Meeting is committed to*

energize and equip Friends through the power of the Holy Spirit to gather people into fellowships where Jesus Christ is known, loved and obeyed as Teacher and Lord. Our priorities are evangelism, leadership training, global partnership, and communication.

The past year was focused on living into the above four priorities adopted in 2004. There are several items of note.

- 1) The Africa Ministries Office, located in Kisumu, Kenya was officially opened on 21 March 2005 with a day of celebration and dedication. Prior to that date, the Africa Ministries staff (John Muhanji, Africa Ministries Representative from Nairobi YM, and James and Eden Grace, field staff from NEYM) had accompanied FUM's U.S.-based leadership (Brent McKinney, Retha McCutchen, and Colin South) in a series of visits with Yearly Meetings in Kenya and Uganda. At those visits, Kenyan Friends expressed appreciation for the creation of the Africa Ministries Office, and shared the ways that they envisioned partnering with FUM to enhance the ministries of Friends. The fruits of these discussions in the form of provisional short, medium and long-term plans for the work of FUM Africa Ministries can be read at <http://www.fum.org//worldmissions/blog/2005/03/africa-ministries-office-powerpoint.html>.
- 2) *The Christian Faith of Friends*, a pamphlet written by Ben Richmond, is available and widely used by Churches/Meetings with Friends United Meeting. These are available by calling FUM at 765/962-7573.
- 3) A task group met to evaluate Quaker Hill Bookstore in view of the priorities of evangelism, leadership training, global partnership and communication. The group identified increased mail order and Internet sales as essential to meet the needs of the Friends' market.
- 4) New beginnings...
 - a. The General Board, meeting in Richmond, Indiana and Kaimosi, Kenya approved a three-year study of the Kaimosi Hospital with the view toward future acceptance as an FUM project.
 - b. General Board/Richmond sent Johan Maurer (former FUM General Secretary) and Colin South (Director of Global Ministries) to study feasibility of opening a new FUM work in Russia.
 - c. A catalog of Quaker titles available through Quaker Hill Bookstore distributed to Friends Churches/Meetings.
 - d. Two Friends from Kenya will serve as FUM field staff at Ramallah Friends Schools in the 2005-06 school year – Joshua Lilande as teacher and Henry Mukwanja as Friend in Residence.

- 5) Books, *Engaging Scripture* by Michael Birckell and *Signs of Salvation* by Benjamin Richmond were published. These books are available at www.quakerhillbooks.org.
- 6) As the official publication of Friends United Meeting, *Quaker Life* is published ten times a year with articles “to inform and equip you to know Jesus Christ.” The web site continues to be a great outreach tool that brings requests by Friends and non-Friends for sample copies and new subscriptions. To read *Quaker Life* articles and to subscribe go to <http://www.fum.org/QL/index.html>.
- 7) FUM received the resignation of Ben Richmond effective July 2005. A search is in place to fill the North American Ministries Representative’s position.
- 8) Updated financial software for a nonprofit was installed and data transferred. This change reflects the new organizational structure to include departments of Global Ministries and Communication and enable FUM to monitor budget in light of priorities.

Friends United Meeting Staff Report

FRIENDS WORLD COMMITTEE FOR CONSULTATION

The Friends World Committee for Consultation (FWCC) is composed of the divergent world-wide branches of Quakers for the purpose of witnessing to our faith and expressing Friends’ testimonies in the world. Holding gatherings for these divergent Friends to meet and get to know each other is one of the primary ways of strengthening our ties to each other. These gatherings are Triennials, section meetings and regional meetings. The next Triennial will be held in Ireland in 2007.

Within Baltimore Yearly Meeting, your representatives desire to inform you of the work and purpose of FWCC and welcome any opportunity to speak to groups about FWCC. We have spoken to several groups during this year and seek more opportunities during the coming year.

BYM is part of the Southeast Region along with North Carolina YM (FUM), North Carolina YM (Conservative), Southern Appalachian YM, Southeastern YM and Jamaica YM. Seven people from BYM attended the regional retreat in Cane Creek, North Carolina in the fall of 2004 where they had a very rich sharing with each other. The next regional meeting is tentatively planned to be held in Jamaica in the fall of 2005. Jamaican Friends are particularly anxious to have continued exchanges within this section. (For some time there has been a cooperative effort between North Carolina YM (FUM) and Jamaica YM in holding a

Bible school every summer in Jamaica.) The regional level provides a great opportunity closer to home for the type of exchange FWCC wishes to foster between divergent Friends.

BYM has appointed four young Friends to attend the World Gathering of Young Friends in the UK in August 2005. While the WGYF is not an official function of FWCC, it is whole heartedly endorsed and encouraged by FWCC and one of our BYM representatives is very involved in this effort.

At the sectional level, we are part of the Section of the Americas which encompasses South, Central and North America. Five people from BYM attended the sectional meeting in Phoenix, Arizona in March 2005. Three of your representatives are very active in serving on committees for the Section and two more have been co-opted for service to the Section. All of the business of the Section is conducted in Spanish and English. Spanish-speaking Friends are asking for more Quaker materials; some are already in print and being translated into Spanish but there is a need for other materials which don't exist and need to be developed. After our recent sectional meeting in Phoenix, a group stayed after the meeting for the purpose of developing new materials. The Executive Secretary, Margaret Frazier and Loida Fernandez, Committee of Latin American Friends, recently completed a highly successful three-week trip through Bolivia and to Peru meeting with many Friends and Churches. Two of the Philadelphia staff are bilingual. In March 2006, the Section of the Americas meeting will be held in Chiquimula, Guatemala. Within our Section, FWCC has a Visitation program whereby a designated visitor of one Yearly Meeting visits another one during its Annual Meeting. Last year Anne Moore, Philadelphia YM, visited with us during our Yearly Meeting. Within the Section we hear of the work of the Field Secretaries who spend most of their time visiting and working with all the types of Friends in the Midwest and West. The Section of the Americas recently published Friends *Peace Witness in a Time of Crises*, a report of the presenting panels at the Peace Conference organized by FWCC at Guilford College, Greensboro, North Carolina, January 17-20, 2003. It is available for purchase.

The financial situation of FWCC at the world level and the section level has been poor for sometime. It has come under critical examination and fiscally responsible planning at both the world and sectional levels has resulted. At the sectional level, a three-year fund raising campaign has now begun after competition of a feasibility study. Great effort is being dedicated into turning around the fiscal situation and the expectation is that it will indeed be successful. BYM contributes to Section of the Americas and twenty-five percent of our contribution is sent on to the World Office in London for their important and valuable work. Our administrative staff at all levels is dedicated to the purpose and mission of FWCC and fostering good relations between the members of our Religious Society of Friends.

Your own representatives serve this Yearly Meeting with pleasure and continue to seek opportunities to share with you the work of the Friends World Committee for Consultation.

Friends World Committee for Consultation Staff Report

RIGHT SHARING OF WORLD RESOURCES

God calls us to the right sharing of world resources, from the burdens of materialism and poverty into the abundance of God's love, to work for equity through partnership with our sisters and brothers throughout the world.

“But just as you excel in everything—in faith, in speech, in knowledge, in complete earnestness and in your love for us—see that you also excel in this grace of giving... Our desire is not that others might be relieved while you are hard pressed, but that there might be equality. At the present time your plenty will supply what they need, so that in turn their plenty will supply what you need. Then there will be equality, as it is written: He who gathered much did not have too much, and he who gathered little did not have too little.” 2 Corinthians 8:7, 13-15, NIV.

Taking 2004, Right Sharing of World Resources' fifth year as an independent Quaker organization as an opportunity for reflection and visioning, the RSWR Board of Trustees completed a six-month strategic planning project. The project resulted in four strategies which will guide RSWR in the next three to five years:

- Continue with the best practices of the previous five years
- Increase RSWR's presence among North American Quakers, with special attention to young Friends
- Move toward increasing involvement in decision-making by project partners
- Explore a paradigm shift from wealth, economics-based development to sustainability, with a new understanding of resources.

We also note the following highlights:

- \$240,000 disbursed to 51 projects, including four in response to the tsunami disaster in south India. Thirty (59%) of the projects are in (south) India; 14 (27%) are in Kenya, all with Quaker partners; six (12%) are in Sierra Leone; one (2%) is in the Philippines
- Fifteen (29%) of all project partners are Quaker
- A 10% increase in total income from the previous year. Individual Friends households provide 75% of RSWR's income, Monthly Meetings and Churches provide 12%, Yearly Meetings 3%, and special events (e.g. Simple Meal) 4%. The balance of the income is from interest and restricted gifts.

RSWR continues to provide Friends the means by which we can examine our life of plenty, to provide a practical outlet to assist and empower some of the poorest people on the planet (some of whom are Quakers), and to come to a deeper understanding of economic discipleship as part of our individual and corporate life as a faith community.

Right Sharing Of World Resources, 232 College Avenue, Richmond, Indiana 47374-5360; 765/983-1879; rswr@earthlink.net; www.rswr.org

Right Sharing of World Resources Staff Report

SANDY SPRING FRIENDS SCHOOL

Although most people believe the highlight of the Sandy Spring Friends School academic year 2004/2005 has been the building process of our new middle school, new athletic center, new performing arts center, modifications of current buildings for the fifth grade to move back to the lower school, and the expansion of the dining room, the School's primary objective this year, as it is each year, has been to be true to our mission as a Quaker school where we try to inspire our students to "let their lives speak." From the School's perspective some of our "real" highlights are as follows:

- Improvements to the International Student Program
- Increased opportunities for American students and families to interact with international students
- The Clerk of the Board of Trustees and his wife visiting Korea resulting in the creation of the Korean Parents Association
- Larger contingent of international students
- The addition of a co-director of the International Student Program
- Expanded Community Service Opportunities
- The Parents Association has fed over 750 people at Shepherd's Table through their Caring with Casseroles project
- Meals have been provided to Sandy Spring Friends School community members in times of need through the Food for Friends program
- The Alternative Gift Market at Winterfest raised over \$3,000 to help support international, national, and local causes
- Lower and middle school students participated in bagging lunches for St. Gerome's Shelter in Hyattsville, making fleece blankets for Project Linus, and decorating pots and planting flowers for Friends House

- Sponsoring a holiday toy drive, a warm clothing drive, a non-perishable food drive, and a book drive
- The ink recycling program

Learning Differences

- The Parents Association has established a committee to provide information to and act as a support network for parents
- The School now has learning specialists in each division, along with a counselor in each division, and a part-time counselor in the boarding program.
- Additional library books have been added to the collection of books on learning differences

Environment

- Decision to build the new facilities all within the current 14-acre part of the campus so that most of the property will be left in its natural environment
- The moving of some trees rather than their removal
- Certain trees that had to be removed have been milled on the campus and will be used as a part of the current and future projects
- Plans for the construction of a new “Earth House,” which will become a faculty residence. By adding five-percent cement to the soil and sand from the site upon which the house will be built, this Earth House will become the “greenest” building in Maryland.
- The design team of our new facilities included the expertise of an arborist
- Bio-swales were incorporated in the storm water management plan to manage storm water runoff
- Mechanical systems were designed for high energy efficiency, including recovery systems that are being used again
- The use of Hardiplank on the exterior of the buildings, which is a long-lasting composite cement product that requires less maintenance and less use of natural resources than other wood-based products
- Rubber flooring used throughout the new buildings in lieu of vinyl composite tile (VCT is toxic in its production, maintenance, and disposal) and the rubber flooring has a longer life cycle than VCT and is a renewable resource

- All roofs are metal and are non-heat absorbent, resulting in a reduction in energy consumption
- All mechanical units and lighting are energy efficient
- Low volatile organic compound rated paint used in all buildings
- The base for the new road is reclaimed concrete
- A new maintenance position was created that called for 25 percent of this person's time to be spent on composting the waste from all meals on campus
- Buses are being converted to using biodiesel fuel.

In addition to the above, the year had its usual times that reflect the gamut of the human experience. The sounds that permeate the campus are primarily sounds of laughter and joy as students are engaged in learning, both in the classroom and in their socialization process. Enrollment is strong, faculty turnover has been minimal, and in all aspects of our program we have attempted to keep the mission of the School as a basis for all that we do.

Diversity

- We now have a Diversity Committee in each division of the School, as well as an all-school committee and at the Board of Trustee level. These committees bring speakers to the campus, look at the curriculum, and generally, attempt to be sure all students who come to Sandy Spring Friends School are given equal opportunities to succeed.
- The Lower School has an Internship Program with Gallaudet University which not only brings Gallaudet students to our classrooms, but also enriches and expands opportunities for our Lower School students.
- Thirty-four percent of our students are non-European American. We have 24 international students representing China, Korea, Nigeria, Saudi Arabia, Taiwan, and Thailand. Fourteen percent of our students are Quaker.
- Nineteen percent of our student body receives some form of financial aid. This does not include faculty/staff children who receive tuition remission.

Ken Smith, Head Master

WASHINGTON QUAKER WORKCAMPS

The ministry of Washington Quaker Workcamps continues to grow in exciting new directions. This school year we provided spirit-centered service-learning experiences for three times as many young people as last year. New partnerships with service organizations have expanded and deepened our work projects, and new groups of young people have joined our circle. But through all these exciting changes, our work remains grounded in the spirit that has guided Quaker workcamps for nearly a century—the understanding that ‘work is love made visible’ and the belief that service is an essential part of our spiritual development.

We continue to support the work of Friends’ schools by providing extra-curricular service-learning programs grounded in Quaker faith and practice, thereby reinforcing the work in the classroom. This year, we led workcamps for groups from Tandem Friends School (Charlottesville, Virginia), Sandy Spring Friends School, Sidwell Friends School, and Oakwood Friends School (Poughkeepsie, New York).

We also continue to lead workcamps for other religious and secular groups across a wide spectrum. This year we worked with Georgetown Day School (Washington, DC), Norwood School (Bethesda, MD), and a youth group from White Memorial Presbyterian Church (Raleigh, NC). Our workcamps support the service-learning goals of these groups and introduce these young people to Quaker values.

This year, for the first time, we partnered with the Christmas in April program to renovate the home of a disabled senior citizen. The immediacy of working directly with a very warm-hearted woman with simple needs proved deeply moving for both workcampers and leaders. The impact of our cleaning, painting and repair work was dramatic.

This year has also seen a deepening of our relationship with William Penn House. Cooperating with William Penn House has enabled us to use its residential facilities for our own workcampers and also to offer service programs for groups who come to stay at William Penn House while they are in Washington.

Last fall, the Boards of the two organizations decided to strengthen the bond even further by placing Washington Quaker Workcamps formally under the care of William Penn House. Washington Quaker Workcamps will continue to lead powerful workcamps and service-learning programs, but it will have the additional security of being backed by the resources of William Penn House. Under the care of William Penn House, Washington Quaker Workcamps will have lower overhead and administrative expenses, while it enjoys much greater access to young people coming from outside of Washington who can benefit from workcamp experiences.

Our work would not be possible without the support of Friends who volunteer as Board members, workcamper leaders, consultants, and who help spread the word about our programs. Please hold our ministry in the light, and please contact Director Andrei Israel to learn how you can be part of this exciting work.

Andrei Israel, Director

WILLIAM PENN HOUSE

As I finish my second year as Director, a day does not go by when I am not thankful for this opportunity I have been given for Quaker service. On a daily basis, we get to play host to people of conscience from throughout the world. They journey to our nation's capital to lobby, protest, celebrate, or just to vacation. The issues that they speak to with deep dedication range the gamut from saving the forests to ending war.

William Penn House has had a long tradition of serving youth—young Friends in particular. This house is a virtual window onto the world of future generations. As an every day eyewitness to this view, I can tell you that it is an encouraging vision. Young people come to us from all over the nation to study, witness, learn, and serve their fellow man. These young people hale from all of the states and territories (even the disenfranchised colony of Washington, DC). They come from all socio-economic backgrounds, yet they have one thing in common; they believe that they can make a difference and make the world a better place to live.

One of our goals as an organization is to be a place where the next generation of leaders - in particular, Quaker leaders - can be nurtured. We see our internship opportunities as one way to meet this goal. Our interns typically are recent college graduates who see William Penn House as a place to test and grow their talents and their spirit. Many have left here to go on to work for Quaker or other non-profit organizations. Each of our interns has been a blessing and has helped the House to change and to adapt to an ever evolving world. In June 2004, at the end of his year-long internship with us, Justin Anderson accepted a staff position at the Friends Committee on National Legislation (FCNL). As Justin left the House, we welcomed Amy Marie Babcock as his replacement. Amy is a graduate of Earlham School of Religion. She served as a pastor in a Quaker Church for two years before joining our intern staff. Also, during the summer and fall, Sarah Klein interned with us as a last co-op work experience to meet graduation requirements for Antioch College. When she left us at Thanksgiving, we welcomed Caroline Kernahan, a graduate of Guilford College. Caroline will be with us until late 2005.

During 2004, Robert Chambers joined our staff as janitor. For several years, William Penn House has hired housekeeping staff from addiction treatment programs. This has had mixed results. All have had the best intentions of staying clean, yet have found it harder than anticipated. And Robert had tried treatment programs before. But now, Robert has become one of our success stories. Having had no previous history of job stability, Robert has now been with William Penn House for over a year and has been clean of drugs for over two years. And, thanks to Robert's dedication, William Penn House is clean as a whistle, too.

In 2004 I believe we made important progress both in the development of William Penn House as a Quaker organization and as a valuable resource to the wider Quaker community. Two major initiatives take center stage in this progression:

- *This year we started to work more collaboratively with Washington Quaker Workcamps (WQW).* We provided office space at the House for WQW and were happy to share the salary and the talents of their new part time director, Andrei Israel, so that he could have a full time position. As a result, we have an increasing number of work camps that use William Penn House as their base of operations which in turn increases our exposure with local Quakers and Quaker youth groups. Schools and youth groups from out of town who stay at William Penn House can now easily add a service opportunity to their Washington experience. The experiment has worked so well that we plan to absorb WQW into William Penn House sometime in the next year as a program of the House. And, equally important, Andrei has become a very valued member of our staff.
- *This year we answered a call from Friends Association for Higher Education (FAHE) for someone to develop curricula for teaching peace studies in schools.* William Penn House staff, board members and resource people in the William Penn House network labored through the spring and summer to put together a weekend seminar that would meet the challenge of FAHE. With the help of the Chace Fund, we developed a weekend program for educators based on the Multi-Track Diplomacy work of Ambassador John McDonald. The Multi-Track Diplomacy perspective begs the question of how we support the creation of a culture of peace rather than simply develop responses to conflict. The pilot seminar was presented in early October. It was attended by Quaker educators of varied traditions. So far our feedback indicates that the pilot was a success and that additional seminars would be well received.

Additional program highlights from 2004 included both the youth and inter-generational lobby weekends that we co-sponsored with FCNL; the wonderful graduate level educational seminar on human rights conducted by the University of Washington, our ongoing special relationship with the Emerson Hunger Fellows and the opportunity to host Native Americans participating in the opening ceremonies of the Museum of the American Indian.

As an outreach to our local Quaker community, William Penn House marked its third year of hosting a monthly potluck and dialogue series. On the evening of the 1st First Day of each month, 20 to 30 Quakers from D.C. area Monthly Meetings gather for hospitality and learning. Most importantly, we are getting to know each other as individuals while sharing ministry, leadings, and knowledge. All of the speakers have come from the local Quaker community and serve to highlight the vast wealth of knowledge held right here in our midst.

Our progress this past year and our continued high level of activity would not have been possible without the many talents of my Associate Director, Patricia Coffman. Her bookkeeping talents and computer literacy have helped bring our office into the new millennium. Her eye for detail and sense of organization enrich our programs and her long history of living in community has added to the fabric of the community at this House. Her grace and energy are no small part of this year's economic success and the progress that we have made in repainting and refurbishing this historic House.

As we slip into 2005, we at William Penn House are planning for 2006 and William Penn House's 40th anniversary. We hope by the 40th anniversary to accomplish two key labor and cash intensive goals. We hope to have completely repainted the whole House, creating more comfortable surroundings for our guests. We also hope to have upgraded the Cory Conference Room to a state-of-the-art seminar space to better serve our program clients. With these kinds of goals, continued expansion of programs and a healthy set of advanced hospitality bookings for months to come, 2005 promises to be a busy, rewarding year.

Byron Sandford, Executive Director

OFFICERS

YEARLY MEETING

Clerk	Lauri Perman, State College	(04) 2005-2007
Recording Clerk	Deborah Haines, Alexandria	(03) 2004-2006
Treasurer	Kevin Caughlan, Sandy Spring	(03) 2003-2005

TRUSTEES

Clerk: Howard Zuses

Edward Hawkins, Bethesda	2000-2006
James Shotts, Blacksburg	2000-2006
Joan Clippinger, Warrington	2000-2006
Howard Zuses, Sandy Spring	2001-2007
Walter Fry, West Branch	2001-2007
Schuyler Elsbree, Annapolis	2002-2008
Douglas Eaby, Nottingham	2003-2008

Kevin Caughlan, Treasurer
Lauri Perman, Clerk of Yearly Meeting

OFFICE STAFF

Camp Administrator: Jane Megginson
Property Manager: David Hunter, Frederick
Youth Secretary: Hope Braveheart, Sandy Spring
Administrative Assistant: Gene Klinger, Sandy Spring
Maria Bradley, Sandy Spring
Bookkeeper: Linda Ricci

INTERIM MEETING

Clerk: Michael Cronin

Adelphi	Frederick	Patuxent
Alexandria	Gettysburg	Pipe Creek
Annapolis	Goose Creek	Quaker Lake
Baltimore, Homewood	Gunpowder	Richmond
Baltimore, StonyRun	Herndon	Roanoke
Bethesda	Hopewell Centre	Sandy Spring
Blacksburg	Langley Hill	State College
Carlisle	Little Britain	Valley
Charlottesville	Little Falls	Warrington
Deer Creek	Maury River	Washington
Dunnings Creek	Menallen	West Branch
Fishertown	Midlothian	Williamsburg
Floyd	Nottingham	York
	Patapsco	

SEARCH COMMITTEE OF INTERIM MEETING

Clerk: David Hines

2006

Katrina Mason, Bethesda (03)
Margaret Stambaugh, Gettysburg (03)

2007

Helena Cobban, Charlottesville (04)
David Hines, Richmond (04)

2008

SUPERVISORY COMMITTEE

Clerk: Michael Cronin

2006

Meg Meyer, Baltimore, Stony Run (02)
Gretchen Hall, Alexandria (02)

2007

Elaine Bell, Charlottesville (05)
Lamar Matthew,
Baltimore, Stony Run (05)

Ex officio

Kevin Caughlan, Treasurer
Michael Cronin,
Clerk of Interim Meeting
Lauri Perman,
Clerk of Yearly Meeting

ADVANCEMENT AND OUTREACH

Clerk:

2006

Sara Satterthwaite, Washington (03)
Walter Brown, Langley Hill (00)

2007

Deborah Legowski, Sandy Spring (01)
Ken Stockbridge, Patapsco (04)
Mark Haskell, Washington (04)
Deborah Haines, Alexandria (04)

2008

Susie Fetter, Roanoke (02)
Neil Froemming, Washington (02)
Eric Uberseder, Dunnings Creek (05)
Roger Starr, Sandy Spring (05)

INTERVISITATION WORKING GROUP

Marcy Seitel, Adelphi
Howard Fullerton, Sandy Spring
Deborah Legowski, Sandy Spring
Ken Stockbridge, Patapsco
Rebecca Richards, Gunpowder
Georgia Fuller, Langley Hill
Sharon Stout, Adelphi
Walter Brown, Langley Hill
Maria Bradley, Sandy Spring

CAMP PROPERTY MANAGEMENT

Clerk: Allen Fetter

2006

Tom Horne, Takoma Park (00)
Wayne Finegar, Sandy Spring (03)

2007

Randy Rogers, Alexandria (04)

2008

Allen Fetter,
Baltimore, Stony Run (05)
Paul Buchanan-Wollaston,
Deer Creek (05)
Greg Tobin, Frederick (05)
Neil Mozer, Sandy Spring (05)

Ex Officio

Ted Hawkins, Bethesda, Trustees
Arlene Rodenbeck, Bethesda,
Stewardship and Finance
David Hunter,
Camp Property Manager

CAMPING PROGRAM

Co-Clerks: Tasha Walsh
Steve Gilbert

2006

Annie Storr, Adelphi (00)
Kevin Caughlan, Sandy Spring (00)
Betsy Krome, Williamsburg (03)
Lois Carter Fay, Valley (03)

2007

Anna Krome-Lukens,
Williamsburg (04)
Katrina Mason, Bethesda (04)
Tasha Walsh, Maury River (04)
Steve Gilbert, Sandy Spring (04)
Al Best, Ashland (04)
Chrissy DeVinney, Goose Creek (04)
Arlene DeBlanc, Sandy Spring (04)
Peter Doo,
Baltimore, Stony Run (01)
Carol Ahlum, Frederick (01)
Jody Hopkins,
Baltimore, Homewood (01)

2008

Connie Parks, Annapolis (05)
Wes Jordan, Annapolis (05)
Nancy Eynon Lark, Adelphi (05)

CRIMINAL AND

RESTORATIVE JUSTICE

Clerk: Joan Anderson
Jack Fogarty

2006

Joan Anderson, Carlisle (00)

2007

Jack Fogarty, Sandy Spring (01)
Peggy Fogarty, Sandy Spring (01)
Bette Hoover, Sandy Spring (04)
James Matsen, Oxford (01)

2008

Kit Mason, Takoma Park (05)
David Greene,
Baltimore, Homewood (05)
George Sinnott, Sandy Spring, (05)
Stacia Roesler, Alexandria (05)

**EDUCATIONAL FUNDING
RESOURCES**

Clerk: Oliver Moles

2006

Janet Johnson, Sandy Spring (03)

Brett Leonard, Goose Creek (04)

2007

Oliver Moles, Langley Hill (01)

David Chamberlin, Goose Creek (02)

June Confer, Adelphi (04)

Liza Bruce, Richmond (04)

2008

FAITH AND PRACTICE REVISION

Clerk: Sheila Bach

Sheila Bach, Langley Hill (02)

Margaret Stambaugh,

Gettysburg (02)

Martha Gay, Adelphi (02)

Mochiko DeSilva, Sandy Spring (04)

Sam Legg, Baltimore, Stony Run (04)

Pamela Cook, Valley (04)

Julie Gouchenour, Valley (04)

Jim Rose, Patapsco (04)

Susan Hills, Langley Hill (05)

FRIENDS IN EDUCATION

Clerk:

2006

Anne Wilcox, Washington (02)
Annette Breiling, Seneca Valley (02)
Nick Fessenden,
 Baltimore, Stony Run (02)
Michael De Hart, Sandy Spring (03)

2007

Christine Fernsler, Alexandria (02)
Victor Kryston, Goose Creek (02)

2008

Linda Uberseder, Nottingham (02)
Janet Favero, Annapolis (05)

INDIAN AFFAIRS

Clerk: Virginia Spencer

2006

Nancy Miller,
 Baltimore, Stony Run (01)
Roger Wolcott, Sandy Spring (00)
Susan Lepper, Washington (03)
Sharon Stout, Adelphi (03)
Dellie James,
 Baltimore, Stony Run (03)

2007

Virginia Spencer, Frederick (04)
Rebecca Trussel, Goose Creek (04)
Mary Mallet, Sandy Spring (04)

2008

Joanna Mendelman, Annapolis (05)
Mary Ann Hillier, Sandy Spring (05)
Chuck Veckert, Sandy Spring (05)
Jennie Burton, Charlottesville (05)
David Etheridge, Washington (05)

TORREON/STARLAKE WORKING GROUP

Nancy Beiter, Washington
Anna Brown, Gunpowder
Susan Lepper, Washington
Rich Liversidge, Sandy Spring
Katrina Mason, Bethesda
Pete Schenck, Takoma Park
Aleen Starkweather, Sandy Spring
Sharon Stout, Adelphi
Jane Stowe, Adelphi

MANUAL OF PROCEDURE

Clerk: Howard Fullerton

2006

Howard Fullerton, Sandy Spring (03)
Chip Tucker, Charlottesville (03)

2007

Katherine Smith, Maury River (04)
Ann Marie Moriarty, Adelphi (04)

2008

MINISTRY AND PASTORAL CARE

Clerk: Don Gann

2006

Ed Norton, York (00)
Frances Norton, York (00)
Don Gann,
 Baltimore, Stony Run (02)
David Yount, Alexandria (00)
Howard Fullerton, Sandy Spring (03)

2007

Georgia Fuller, Langley Hill (01)
Lamar Matthew,
 Baltimore, Stony Run (04)
Ria Hawkins, Bethesda (04)

2008

Caroline Pelton, Goose Creek (02)
Laura Nell Obaugh,
 Hopewell Centre (02)
Janice Fridie, Frederick (05)
Marika Cutler,
 Baltimore, Stony Run (05)
Gail Gann, Baltimore, Stony Run (05)

NOMINATING

Clerk: Dorothea Malsbary

2006

Dorothea Musgraves Malsbary,
Sandy Spring (01)
Cynthia Power, Charlottesville (03)

2007

Barbara Thomas, Annapolis (04)
Catherine Tunis, Herndon (04)

2008

Ramona Buck, Patapsco (02)
Jason Eaby, Nottingham (05)
Linda Wilk, Hopewell Centre (05)
Bronna Zlochiver, Sandy Spring (05)

PEACE AND SOCIAL CONCERNS

Clerk: Ellen Atkinson
JE McNeil

2006

Myra Wolcott, Sandy Spring (00)
Ellen Atkinson, Sandy Spring (03)
C.J. Swet, Pipe Creek (03)

2007

J.E. McNeil, Washington (01)
John Salzberg, Bethesda (01)
Ellen Arginteanu, State College (04)
Bill Mims, Langley Hill (04)

2008

Lella Smith, Goose Creek (02)
Harold Saunders, Annapolis (05)
Leada Dietz, York (05)
Ginny Webb-Keller,
Sandy Spring (05)
Barbara Bien, Gunpowder (05)

PROGRAM

Clerk: Liz Hofmeister

2006

Margaret Stambaugh,
 Gettysburg (00)
Linda Coates, Little Britain (00)
Maria Bradley, Sandy Spring (03)

2007

Liz Hofmeister, Bethesda (01)
Sheila Bach, Langley Hill (04)

2008

Teresa Dutton,
 Baltimore, Homewood (02)
Ruth Flower, Takoma Park (05)
Bette Hoover, Sandy Spring (05)

Ex-officio

Presiding Clerk: Lauri Perman

Registrar: Rebecca Rawls

Junior Yearly Meeting Clerk:
 Karen Cunnyngham

Young Friends Yearly Meeting

Planners: Julia Barge, Amrit Moore

Staff:

Hope Braveheart
Gene Kinger

RELIGIOUS EDUCATION

Co-Clerks: Chuck Fager
 Josh Humphries

2006

Betsy Tobin, Frederick (00)
Sarah Buchanan-Wollaston,
 Deer Creek (00)
Patricia Barber, Goose Creek (03)
Elizabeth Johnsen, Sandy Spring (03)
Tom Wolfe, Adelphi (03)

2007

Jean Pfefferkorn, Patapsco (04)
Carol Moragus, Maury River (04)

2008

Josh Humphries, Roanoke (02)
Margo Lehman, Sandy Spring (02)
Janet Worsham, Richmond (05)
Chuck Fager, State College (05)

RIGHT SHARING OF WORLD RESOURCES

Karen Grisez, Washington (05)
Tom Shapiro, Seneca Valley (05)

STEWARDSHIP AND FINANCE

Clerk: Frannie Taylor

2006

Arlene Rodenbeck, Bethesda (00)
Frannie Taylor, Goose Creek (00)
Lorne Garrettson, Sandy Spring (03)
Allen Briggs, Blacksburg (03)

2007

Dick Bellin, Washington (01)
Glenn Riley, Adelphi (04)
Sharon Stout, Adelphi (04)
Hank Rupperecht, Frederick (04)

2008

Don Lamb-Minor, Annapolis (05)
Natalie Finegar, Sandy Spring (05)

UNITY WITH NATURE

Co-Clerks: Mark Brabson
Sara Kuzmanoff

2006

Pat Weiss, Sandy Spring (00)
Joan Clement, Adelphi (03)
Gladys Swift, Charlottesville (00)

2007

Alan Borst, Sandy Spring (01)
Mark Brabson, Little Britain (01)
Janney Wilson, Goose Creek (04)
Paul Luckenbaugh, Bethesda (04)

2008

Barbara Williamson, Richmond (02)
Sarah Kuzmanoff, Langley Hill (02)
Sue deVeer, Frederick (05)
Sylvia Oliva, Annapolis (05)

YOUTH PROGRAMS

Co-Clerks: Betsy Tobin
Ted Heck

2006

Susan Buniva, Midlothian (02)
Laurie Willner, Langley Hill (03)
Barbara Galloway, Sandy Spring (03)

2007

Betsy Tobin, Frederick (01)
Ted Heck, Richmond (01)
Benjamin Zuses, Sandy Spring (04)

2008

Peg Hensen, State College (05)
Rick Honn, Sandy Spring (05)

YOUNG FRIENDS

EXECUTIVE COMMITTEE

Clerk: Rosie Whitney

Assistant Clerks: Sean Wilner,
Katie Bellie

Recording Clerks: Jenny Vekert,
Nellie Cook

Treasurer: Liz Virgo

Assistant Treasurer: Chip Trail

BYFN Editors: Laura Rupprecht,
Maggie Dorr

Yearly Meeting Planners: Julia Barge,
Amrit Moore

Youth Programs Committee:
Dani Crane, Alex Hayden

Members-at-Large: Jossie Dowling,
Mepi Meyers, John Stitz

Web Coordinator: Sean Hickey

YOUNG ADULT FRIENDS

CLERK: Rebecca Haines Rosenberg,
Alexandria

Assistant Clerk: Jemma Mayer,
Maury River
Leslie Keffer-Kine,
Valley

AD HOC COMMITTEE ON GENDER AND SEXUAL DIVERSITY CONCERNS

Clerk: Aron Teel

Maria Bradley, Sandy Spring
Betty Brody, Alexandria
Nancy Clark, Baltimore, Homewood
Martha Gay, Adelphi
Hugh Fuller, Langley Hill
Josh Humpries, Roanoke
Joe Izzo, Washington
Lamar Matthew, York
Sylvia Oliva, Annapolis
Lauri Perman, State College
Rebecca Richards, Gunpowder
Riley Robinson, Washington
Tom Ryan, State College
Katherine Smith, Maury River
Margaret Stambaugh, Gettysburg
Bonnie Stockslager, Herndon
Aron Teel, Charlottesville

**WORKING GROUP ON ENDING
RACISM AMONG
FRIENDS**

Clerk: Pat Schenck

Jean Marie Prestwidge Barch, Valley
Jennie Caughlan, Sandy Spring
Jane Meleny Coe, Bethesda
Michael Cronin, Washington
Elizabeth DuVerlie,
 Baltimore, Stony Run
David Etheridge, Washington
Ron Free, Maury River
Neil Froemming, Washington
Lauri Perman, State College
Carol Phelps, Washington
Sara Satterthwaite, Washington
Pat Schenck, Annapolis
Maryhelen Snyder, Langley Hill
Claudia Wair, Langley Hill

YEARBOOK TEXT EDITORS

Howard Fullerton
Lauri Perman
Deborah Haines
Michael Cronin
Frances Schutz
Gene Klinger
Maria Bradley

REPRESENTATIVES TO CORPORATIONS AFFILIATED WITH THE YEARLY MEETING

FRIENDS HOUSE INC. AND FRIENDS NURSING HOME, INC. TRUSTEES

2006

Nominated by Baltimore Yearly Meeting

John Smallwood, Langley Hill (00) [Clerk]

Ari Preuss, Sandy Spring (03)

Bill Anthony, Sandy Spring (03)

Deborah Bogg True, Sandy Spring (05)

Nominated by Board

Ruth Flower, Takoma Park (00)

Barbara Brown, Sandy Spring (04)

2007

Nominated by Baltimore Yearly Meeting

Steve Berry, Sandy Spring (04)

Elizabeth Garrettson, Sandy Spring (01)

Diane Younkings, Frederick (01)

Rebecca Rawls, Langley Hill (04)

Nominated by Board

Sean Beeny, Langley Hill (01)

George Edwards, Sandy Spring (04)

Nancy Sherwood, Sandy Spring (04)

2008

Nominated by Baltimore Yearly Meeting

Nan Elsbree, Annapolis (02)

Eric Thompson, Baltimore, Stony Run (02)

Alan DeSilva, Sandy Spring (05)

Dorothea Malsbary, Sandy Spring (02)

Rachel Messenger, Alexandria (05)

Nominated by Board

Howard Zuses, Sandy Spring (02)

Rob McGarrah, Bethesda (02)

SANDY SPRING FRIENDS SCHOOL

Clerk: Jeff Jones

2006

Baltimore Yearly Meeting

John Fogarty, Bethesda (98)
Lizzie Fetter, Baltimore, Stony
Run (02)

Sandy Spring Meeting

John Hartge (02)
John Hines (02)

Board

Terry Franklin
Carey Leahey
John McEwan
Jack Matthews
Thomas Payne
James Vereen

2007

Baltimore Yearly Meeting

Lib Segal, Washington (04)
Chuck Harker, Sandy Spring (04)

Sandy Spring Meeting

James Brache (99)
Elizabeth Hartge (99)
Peter Ligon (03)
Liz Osterman (03)
Jennifer Schauffler (99)

2008

Baltimore Yearly Meeting

Jodi Leeser, Sandy Spring (04)

Sandy Spring Meeting

Robin Hiscock (00)
Mary Grady (04)

Board

Lin Delaney
Jeff Jones
Mike Miller
Linda Dallas Reider

2009

Baltimore Yearly Meeting

Jean Wilson, Goose Creek (01)

Sandy Spring Meeting

Amy Christianson (05)
Barbara Gibian (05)

Board

Charles Horning
Alkia Jones
Cynthia McKee

AFSC CORPORATION

2006

Lella Smith, Goose Creek (03)

2007

John Salzberg, Bethesda (02)

Nancy Beiter, FMW (04)

2008

Riley Robinson, Washington (05)

**EXECUTIVE COMMITTEE, MIDDLE-
ATLANTIC REGION OF AFSC**

2005

Jolee Robinson, Adelphi (05)

**FRIENDS COMMITTEE ON NATIONAL
LEGISLATION, GENERAL COMMITTEE**

2006

Nathan Harrington,

Sandy Spring (00)

Ross Capon, Bethesda (03)

2007

Jack Fogarty, Sandy Spring (01)

Mike Snyder, Goose Creek (04)

2008

Karen Grisez, Washington (04)

Sharon Stout, Adelphi (05)

**FRIENDS GENERAL CONFERENCE
CENTRAL COMMITTEE**

2006

John Darnell, Frederick (00)
Steve Elkinton, Langley Hill (03)
Julie Isaacs, Washington (03)
Caroline Pelton, Goose Creek (03)
Walter Brown, Langley Hill (03)

2007

Pat Fox, Bethesda (01)
Becca Haines Rosenberg,
 Alexandria (04)
Ken Stockbridge, Patapsco (04)
Kevin Douglas-Olive,
 Baltimore, Homewood (04)
Nancy Moore,
 Baltimore, Stony Run (04)
Maria Bradley, Sandy Spring (04)
Ann Martyn, Floyd (04)
Dave Lewis, Dunnings Creek (04)

2005

Byron Sandford, Washington (02)
Chuck Fager, State College (02)
Don Gann, Baltimore, Stony Run (02)
Hope Braveheart, Sandy Spring (05)
Maia Carter Hallward,
 Washington (05)
Stoph Hallward, Washington (05)

**FRIENDS PEACE TEAMS
REPRESENTATIVE**

Linda Heacock, Richmond (05)
Alternate:
David Ethridge, Washington (05)

**FRIENDS UNITED MEETING
GENERAL BOARD**

2008

Rich Liversidge, Sandy Spring (00)
Walt Fry, West Branch (03)
Rachel Stacy, Gunpowder (05)

*Triennial Program
Planning Committee*

Rich Liversidge

*General Board
Nominating Committee*

Walt Fry

**FRIENDS WORLD COMMITTEE FOR
CONSULTATION,
SECTION OF THE AMERICAS**

2006

Flossie Fullerton, Sandy Spring (00)
Dona Manoukian, Langley Hill (01)

2007

Sheila Bach, Langley Hill (05)
Sage Taylor, Sandy Spring (05)

2008

Robert Fetter, Roanoke (03)

**WILLIAM PENN HOUSE
CONSULTATIVE COMMITTEE**

2007

Michael Newheart, Adelphi (05)
Alternate:
Bonnie Peregoy, Annapolis (05)

CALENDAR OF MEETINGS

BALTIMORE YEARLY MEETING OF THE RELIGIOUS SOCIETY OF FRIENDS

The 335th annual session to be held at
James Madison University
Harrisonburg, Virginia
July 31–August 6, 2006

INTERIM MEETING

March 25, 2006
June 17, 2006
October 28, 2006

QUARTERLY MEETINGS

CENTRE

Clerk: Susan Williams

Dunnings Creek	June 4
Fishertown	
State College	April 9
West Branch	October 15

CHESAPEAKE

Clerk: Ken Stockbridge

Annapolis
Baltimore, Homewood
Baltimore, Stony Run March 12
Gunpowder September 10
Little Falls June 11
Patapsco
Patuxent
Sandy Spring
Seneca Valley Preparative

NOTTINGHAM

Clerk: Charles Hilaman

Nottingham
"The Brick" Meeting House
Little Britain, Eastland
Little Britain, Penn Hill

WARRINGTON

Clerk:

Carlisle
Frederick
Gettysburg
Menallen
Pipe Creek
Warrington
York

MONTHLY MEETINGS

ADELPHI

Mailing address: 2303 Metzerott Road, Adelphi, MD 20783

Meeting place address: Same as above

[Wheelchair accessible] [Hearing assistance system available] [Signing interpreter available by request with sufficient notice]

Telephone: 301/445-1114–Meeting House telephone

Web site: <http://adelphi.quaker.org/>

First Day schedule: Worship, 10:00 a.m.; First Day school, 10:20 a.m. except Junior Meeting fourth First Day at 10:00 a.m. Early Meeting at 9:00-9:45 on first, second, fourth and fifth First Days. Singing at 9:45, and earlier on third First Days.

Business Meeting schedule: Second First Day of the month, following Meeting for Worship, except for May, July, and August when it may be the third First Day.

Travel directions: Located a few miles north of Washington, D.C., the Meeting House is between Riggs and Adelphi Roads, near the University of Maryland. From Maryland Route 650 (New Hampshire Avenue), go east on Metzerott Road; the Meeting House is on the right, one block past the (first) traffic signal at Riggs.

Metro's route R-8 (Calverton) bus stops one block from the Meeting House (at the corner of Riggs and Metzerott). The Montgomery County Ride-On route 20 (Holly Hall) bus stops about 1/2 mile from the Meeting House (near the corner of New Hampshire and Southampton).

Clerk: Ann Marie Moriarty; **Assistant Clerk:** Mosi Harrington; **Treasurer:** Karen Cunyngnam; **Ministry & Worship:** Jolee Robinson; **Religious Education:** Jo Francis & Michael Levy

ALEXANDRIA

Mailing address: 8990 Woodlawn Road, Ft. Belvoir, VA 22060

Meeting place address: Same as above

[Wheelchair accessible] [Hearing assistance system is available]

Telephone: 703/781-9185–Meeting House telephone

First Day schedule: Worship, 11:00 a.m.; First Day School, 11:00 a.m.;
Adult RE, 10:00 a.m.

Business Meeting schedule: First First Day of the month, 1:00 p.m.
(Second First Day in September)

Travel directions: From I-495 (Capital Beltway) take Route 1 going south.
Go about eight miles and pass Woodlawn Plantation on the right; turn right at
the next light onto Woodlawn Road, then immediately left to the Meeting
House.

From I-95 coming north, take Fort Belvoir exit and go north on Route 1 about
ten miles. Pass the second gate to Fort Belvoir; take the next left onto
Woodlawn Road, then immediately left again into the Meeting House.

Clerk: Linda Spencer; **Assistant. Clerk:** : Warren Treuer; **Treasurer:** Bud
Kloss & Rachel Messenger; **Ministry & Oversight:** James Courtwright;
Religious Education: Gretchen Hall (children) & Judy Elvington (adult)

ANNAPOLIS (CHESAPEAKE QUARTERLY MEETING)

Mailing address: 351 Dubois Road, Annapolis, MD 21401

Meeting place address: Same as above

[Wheelchair accessible] [Hearing assistance system 72.9 MHz]

Telephone: 410/573-0364–Meeting House telephone

Web Site: <http://quaker.org/annapolis>

First Day schedule: Worship, 11:00 a.m.; First Day School, 11:00 a.m.;

Adult religious education, 9:30 a.m. on second and fourth First Days.

Business Meeting schedule: First First Day of the month, 9:00 a.m.

Travel directions: From Route 50 toward Annapolis take Exit 24 toward Bestgate Road. Go .5 miles to first right onto N. Bestgate Road. Take first left onto Dubois Road. Go to the end. Meeting House is on the left.

Clerk: Leo Pickens; **Treasurer:** Wes Jordan; **Ministry & Worship:** Phil Favero & Marilyn Gilmore; **Religious Education:** Carin Krafft;

Stewardship & Finance: Don Lamb-Minor; **Peace:** Jennifer DeLorge

ASHLAND WORSHIP GROUP [RICHMOND]

Mailing address: c/o Richmond Friends Meeting, 4500 Kensington Avenue, Richmond, VA 23221

Meeting place address: contact Richmond Friends Meeting

Telephone: 804/358-6185- Richmond’s Meeting House telephone

Travel directions: Call Richmond Friends Meeting for further information.

AUGUSTA WORSHIP GROUP [VALLEY]

Mailing address: c/o Steve Tabscott, Contact, 606 Fraser Lane, Staunton, VA 24401

Meeting place address: Various homes

[Not wheelchair accessible] [No hearing assistance system]

Telephone: 540/885-7973

First Day schedule: Worship, 10:00 a.m. First Days in various homes.

Travel directions: Call contact for directions.

Contact: Steve and Jeanne Tabscott

BALTIMORE, HOMEWOOD (CHESAPEAKE QUARTERLY MEETING)

Mailing address: 3107 North Charles Street, Baltimore, MD 21218

Meeting place address: Same as above

[Wheelchair accessible] [Hearing assistance system available]

Telephone: 410/235-4438–Meeting Office telephone

e-mail: HomewoodFriends@verizon.net

Web site: <http://www.homewoodfriends.org/>

First Day schedule: Meeting for Worship: 10:30 a.m.; First Day School: 10:50 a.m.

Business Meeting schedule: Third First Day of the month, 12:15 a.m.

Travel directions: On North Charles Street directly across from the Baltimore Museum of Art Drive, and John Hopkins University, Homewood Campus.

Clerk: Beth Edelstein; **Assistant Clerk:** Mina Brunyate; **Treasurer:** Teresa Dutton; **Ministry & Worship:** Mina Brunyate; **Stewardship &**

Finance: Anne Greene

BALTIMORE, STONY RUN (CHESAPEAKE QUARTERLY MEETING)

Mailing address: 5116 North Charles Street, Baltimore, MD 21210

Meeting place address: Same as above

[Barrier-free] [Hearing assistance system available]

Telephone: 410/435-3773—Meeting office telephone; fax: 410/435-3779

e-mail: stonyrunfriends@starpower.net

Web site: <http://www.stonyrunfriends.org/>

First Day schedule: Worship, 9:30 a.m. (scent-free) and 11:00 a.m.; (in July and August, Worship at 8:30 a.m. (scent-free) & 10:30 a.m.); First Day School, 11:20 a.m. (10:20 a.m. in July and August) Childcare for all meetings.

Business Meeting schedule: Nov. thru Mar.: first First Day (Sunday) of the month at 1:00 p.m.; Apr., May, June, Sept., Oct.: first Third Day (Tuesday) of the month at 7:30 p.m.; July, Aug.: on a First Day, as arranged, at 11:15 a.m.

Travel directions: Beltway (I-695) Exit 25 South for Charles Street. The Meeting House is located 4.3 miles south of I-695 Charles Street exit, on the right side of Charles Street, immediately after Cathedral of Mary Our Queen (south of Northern Parkway).

Clerk: Arthur Boyd; **Treasurer:** J. Michael Boardman; **Ministry &**

Counsel: Elizabeth DuVerlie; **Religious Education:** Michael LaBua;

Stewardship & Finance: Margaret Allen

BETHESDA

Mailing address: P.O. Box 30152, Bethesda, MD 20824

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

[Wheelchair accessible] [Hearing assistance system available]

Telephone: 301/986-8681

e-mail address: bethesdfm@igc.apc.org

First Day schedule: Worship, 9:30 a.m. (except on first First Day of each month) and 11:00 a.m. every First Day; First Day School, 11:20

Business Meeting schedule: First First Day of the month, 9:15 a.m.
(except July and August)

Travel directions: Bethesda Meeting is located on the campus of Sidwell Friends Lower School at Beverly Road between Edgemoor and Hampden Lanes. Parking is ample.

From the Red Line Metro Bethesda Station: At the station's bus depot level, walk alongside the base of the cascade and sculpture to the stop sign at the end of the bus ramp. Cross street and walk three blocks west to Edgemoor, crossing Woodmont Avenue and then Arlington Road. Turn left onto Beverly Road. The Meeting House is at mid-block. (Many Montgomery County Ride-on and Metro buses also stop at the Bethesda Station.)

From the Beltway Exit 36: Drive south toward Washington on Old Georgetown Road (Rt. 187) for 2.2 miles. Move into the middle lane at the Auburn Avenue traffic light. At the next light, a five-way intersection, take a soft right (less than 90 degrees) onto Arlington Road. Turn right at the second light onto Edgemoor Lane, then turn left onto Beverly Road. The Meeting House is at mid-block.

From Washington, D.C.: Enter Bethesda from Wisconsin Avenue and turn left at the Bradley Boulevard traffic light. Turn right at the second light onto Arlington Road. Proceed .4 mile to the traffic light at Edgemoor Lane. Turn left, then turn left again onto Beverly Road. The Meeting House is at mid-block.

Clerks: Richard Mounts & Marion Ballard; **Treasurer:** Alex Bell; **Ministry & Worship:** Ellanor Fink; **Religious Education:** Ron Akins; **Stewardship & Finance:** Andrei Kirilenko & David Lingelbach

BLACKSBURG

Mailing address: c/o Steve Hulburt, Clerk, 612 Nellie's Cave Road,
Blacksburg, VA 24060

Meeting place address: Cooper House, 305 Washington Street SW,
Blacksburg, VA 24060

[Wheelchair accessible] [No hearing assistance system]

e-mail address: shulburt@mail.mcps.org (Steve Hulburt's)

Web Site: <http://www.blacksburgfriends.org/>

First Day schedule: Worship, 10:00 a.m.; First Day School, 10:10 a.m.

Business Meeting schedule: First First Day of the month, 11:30 a.m.

Travel directions: Call Cooper House at (540) 552-2473 or Clerk (540) 552-0200

Clerk: Steve Hulburt; **Treasurer:** Phoebe Crofts; **Ministry & Counsel:** Allen Briggs; **Religious Education:** Elizabeth Briggs

CARLISLE (WARRINGTON QUARTERLY MEETING)

Mailing address: 252 "A" Street, Carlisle, PA 17013

Meeting place address: Same as above

[Wheelchair accessible] [No hearing assistance system]

Telephone: 717/249-8899—Meeting House telephone

First Day schedule: Worship, 10:00 a.m.; First Day School, 10:15 a.m.
(Children present at first 15 minutes of worship)

Business Meeting schedule: Second First Day of the month, 11:30 a.m.

Travel directions: From center of downtown (intersection of High and Hanover Streets), go west on High to College St. (3rd traffic light). Turn right on College St., then right at "A" Street (Meeting House at next alley).

Clerk: Andy Hoover; **Treasurer:** Joan Anderson; **Ministry & Counsel:** Elaine LeBanc; **Religious Education:** Mary Ann Evans (children), Fred Baldwin (adult); **Stewardship & Finance:** Joan Anderson

CHARLOTTESVILLE

Mailing address: 1104 Forest Street, Charlottesville, VA 22903

Meeting place address: Same as above

[Wheelchair accessible] [Hearing assistance system available]

Telephone: 434/971-8859–Meeting House telephone

Web site: <http://avenue.org/quakers/>

First Day schedule: Worship, 8:30 a.m. and 11:00 a.m. (Fall, Winter and Spring); 8:30 a.m. and 10:00 a.m. Summer; First Day School, 11:00 a.m.-11:45 a.m. September- June. Adult discussion: 9:45 a.m.

Business Meeting schedule: First First Day of the month; call the Meeting House phone for time.

Travel directions: From US 29 in Charlottesville, turn east onto Barracks Road. Follow on Barracks, which becomes Preston, for about one mile uphill and down, to the intersection with Forest (one short block after the light at Rose Hill). Go left onto Forest about four blocks. The Meeting House is at the end of the street on the right. Park in the adjoining Murray School lot.

Co-clerks: Anne McKeithen and Helena Cobban; **Treasurer:** Allison Sleeman; **Ministry & Worship:** Chip Tucker; **Religious Education:** Jon Nafziger (children) & Ann Haskell (adult)

DEER CREEK

Mailing address: P.O. Box 415, Darlington, MD 21034

Meeting place address: 1212 Main Street, Darlington, MD

[Wheelchair accessible] [No hearing assistance system]

Telephone: 410/457-9188–Meeting House telephone

Web site: <http://www.bym-rsf.org/deercreek/>

First Day schedule: Worship, 10:45 a.m.; First Day School, 10:00 a.m.

Business Meeting schedule: Third First Day of the month, 9:30 a.m.

Travel directions: The Meeting House is in Northern Harford County, about forty miles northeast of Baltimore, about one-fifth mile east of US 1, on MD 161.

Clerk: Henry S. Holloway; **Treasurer:** Christine Gregory; **Ministry & Counsel:** James E. Pickard; **Religious Education:** Sarah Buchanan-Wollaston; **Stewardship & Finance:** Richard Holloway

DUNNINGS CREEK (CENTRE QUARTERLY MEETING)

Mailing address: Marcia Rogish, 99 Pine Crest Drive, Indiana, PA 15701-1279

Meeting place address: Dunnings Creek Meeting House, Fishertown, PA [Wheelchair accessibility in progress] [No hearing assistance system]

e-mail address: mrogish@adelphia.net

First Day schedule: Worship, 10:45 & 10:30 a.m. in July & August; First Day School, 10:00 a.m.

Business Meeting schedule: Second First Day of the month, 10:00 a.m.

Travel directions: The Meeting is about nine miles northwest of Bedford, PA, in Fishertown, PA. From westbound Route 56 a road goes off to the left into Fishertown by Dot's Carry Out restaurant. Dunnings Creek Meeting House is a brick structure on the left about one-half mile after leaving Rte 56.

Co-Clerks: Marcia Rogish & Sue Grazier; **Treasurer:** Ingrid Hoffnar

FISHERTOWN (CENTRE QUARTERLY MEETING)

Mailing address: c/o Fred Ickes, Clerk, Fishertown, PA 15539

Meeting place address: Fishertown Meeting House in Fishertown, PA [Not wheelchair accessible] [No hearing assistance system]

First Day schedule: Worship, 10:45 a.m.; First Day School, 9:30 a.m.

Business Meeting schedule: Third First Day of the month, 11:15 a.m.

Travel directions: Fishertown is about nine miles northwest of Bedford, PA, on PA Route 56. From northbound Route 56 a road goes off to the left into Fishertown. Fishertown Meeting House is a white-frame structure on top of the hill on the right about three-quarters mile after leaving Route 56.

Clerk: Fred Ickes; **Treasurer:** Shirley Conner

FLOYD

Mailing address: 1199 Christiansburg Pike, Floyd, VA 24091

Meeting place address: 1199 Christiansburg Pike (2 miles from Post Office) Floyd, VA 24091

[Wheelchair accessible] [No hearing assistance system]

First Day schedule: Worship: 10:00; First Day School: 10:00 a.m.

Business Meeting schedule: First First Day of the month, 12:00 p.m. at the Meeting House, proceeded by pot-luck.

Travel directions: From places other than Roanoke: from the Floyd traffic light go 8/10 of a mile on 221 in the direction of Roanoke; take a left onto Christiansburg Pike (Rt. 615) for two miles; Meeting House is on the right-hand side.

From Roanoke take 221 in the direction of Floyd; just before the village, turn right at Harris & Baker Furniture Co. onto Christiansburg Pike (Rt. 615) for 2 miles; Meeting House is on the right-hand side.

Clerk: Jo Parr; **Treasurer:** Steve Beese; **Ministry & Oversight:** Rebecca Dameron and Jo Parr; **Religious Education:** Wil and Mary Stratton (adult);

Stewardship & Finance: Steve Beese

FREDERICK (WARRINGTON QUARTERLY MEETING)

Mailing address: 723 N. Market Street, Frederick, MD 21701

Meeting place address: Same as above

[Wheelchair accessible] [No hearing assistance system]

Telephone: 301/631-1257–Meeting House telephone

Web site: <http://www.frederickfriends.org/>

e-mail: clerk@frederickfriends.org

First Day schedule: Singing, 10:00 a.m.; Worship, 10:30 a.m.; First Day School, 10:45 a.m.

Business Meeting schedule: Fourth First Day of the month, 9:00 a.m.

Travel directions: From U.S. Route 15 (North or South) exit onto 7th Street heading east. North Market is 4th traffic light, turn left onto one-way street–1/2 block to Meeting House which is the first freestanding house on the left.

Clerk: Francey Williams; **Treasurer:** Dan Huebner; **Ministry & Counsel:** Mary Ann Ford; **Religious Education:** Carol Ahlum & April Miller;

Stewardship & Finance: Tom Hubbard

FREDERICKSBURG WORSHIP GROUP [ALEXANDRIA]

Mailing address: Evelyn Bradshaw, Convenor, 5713 Castlebridge Rd., Apt. 226 Fredericksburg, VA 22407-6044

Meeting place address: Campus Christian Center, 1213 Dandridge Avenue, Fredericksburg, VA

[Wheelchair accessible] [No hearing assistance system]

e-mail address: ebradshw@staffnet.com (Evelyn Bradshaw's)

First Day schedule: Worship, 11:00 a.m., third floor chapel

Travel directions: The Campus Christian Center is on Dandridge Avenue, which runs off College Avenue just across from the Mary Washington College campus.

Convenor: Evelyn Bradshaw

FRIENDS HOUSE WORSHIP GROUP [SANDY SPRING]

Mailing address: c/o Sandy Spring Friends Meeting, 17715 Meeting House Road, Sandy Spring, MD 20860

Meeting place address: Friends House, 17340 Quaker Lane, Sandy Spring, MD

[Wheelchair accessible] [No hearing assistance system]

Telephone: 301/924-4900-Friends House Nursing Home, Monday through Friday

First Day schedule: Worship, 10:00 a.m. in Miller Center

Travel directions: Friends House is in Montgomery County in the community of Sandy Spring. Take Route 108 to Norwood Road and look for sign.

Contact: Friends House

FRIENDSHIP PREPARATIVE [WASHINGTON]

Mailing address: P.O. Box 9684, Washington, DC 20016

Meeting place address: Sidwell Friends Upper School, Kogod Arts Center, 3825 Wisconsin Avenue, NW, Washington, DC

[Wheelchair accessible] [No hearing assistance system]

Telephone: 202/483-3310—Friends Meeting of Washington telephone

First Day schedule: Worship, 11:00 a.m.; No First Day School.

Travel directions: Take Red line Metro to Tenley station. Walk or take #30 bus south on Wisconsin Ave. From Beltway 495 exit #19, South. Six miles on Wisconsin Ave., turn left at 3825 Wisconsin Ave. between Upton and Quebec Streets. Main drive toward Manor House curves north behind tennis courts to parking area. Proceed down walk to Kogod Center for the Arts (one-story building north of Manor House). Meeting Room is at far end of lobby.

Contact: Robert Liles II

GETTYSBURG (WARRINGTON QUARTERLY MEETING)

Mailing address: P.O. Box 4151, Gettysburg, PA 17325

Meeting place address: Glatfelter Lodge, Gettysburg College, Gettysburg [Wheelchair accessible] [No hearing assistance system]

Telephone: 717/334-1375

First Day schedule: Worship, 10:30 a.m.; First Day School, 10:30 a.m.

Business Meeting schedule: Second First Day of the month, after rise of Meeting.

Travel directions: From the square in Gettysburg (intersection of US 30 and US [Business] 15) go north one block on Carlisle St. to Water St. Left on Water, go one block and through College Gate to parking lot. Walk north about 75 yards until you see the Memorial Wall. Glatfelter Lodge (Faculty Lounge) is the old stone building with stained glassed windows nearest the wall.

Clerk: Margaret Stambaugh; **Treasurer:** Steve White; **Ministry & Counsel:** Margaret Stambaugh; **Religious Education:** Denise Sivy

GOOSE CREEK

Mailing address: P.O. Box 105, Lincoln, VA 20160

Meeting place address: 18204 Lincoln Road, Lincoln, VA 20160

[Wheelchair accessible] [No hearing assistance system]

Telephone: 703/777-5979–Meeting House telephone

web site: <http://goosecreek.quaker.org/>

First Day schedule: Worship, 9:45 a.m.; First Day School, 10:00 a.m.
(following brief worship with adults).

Business Meeting schedule: 11:00 a.m. first First Day of the month

Travel directions: The Meeting House is in Loudoun County, south of Purcellville. From VA Route 7 (Business) turn south on VA Route 722, Maple Avenue (traffic light at this intersection), which crosses Route 7 (Business) near shopping centers and a 7-11 convenience store. The Meeting House is 1.7 miles south, on the left side of the road, in the village of Lincoln. Parking is in the lot across from the Meeting House.

Clerk: Michael Snyder; **Treasurer:** Tim Brown; **Ministry & Oversight:** Caroline Pelton; **Religious Education:** Patricia Barber & Wendy Gooditis; **Stewardship & Finance:** John Unger

GUNPOWDER (CHESAPEAKE QUARTERLY MEETING)

Mailing address: P.O. Box 737, Sparks, MD 21152-0737

Meeting place address: 14934 Priceville Road, Sparks, MD
[Wheelchair accessible] [No hearing assistance system]

Telephone: 410/472-4583–Meeting House telephone

Web site: <http://gunpowder.quaker.org/>

First Day schedule: Worship, 11:00 a.m.; Adult Forum, 10:00 a.m. first First Days; First Day School, 11:00 a.m., with opening exercises second, fourth, and fifth First Days during the school year at 10:30 a.m.

Business Meeting schedule: Third First Day of the month, 9:30 a.m.

Travel directions: Sparks is about 21 miles north of Baltimore on the Harrisburg Expressway (I-83). Gunpowder Meeting is west of Sparks and west of I-83. Exit I-83 at Belfast Road (Exit 24), turn west toward Butler. Go one-third mile to Priceville Road; left on Priceville Road for one mile. Where Priceville Road turns right and Quaker Bottom Road continues ahead at the crest of a steep grade, make a sharp right turn into the Meeting House.

Clerk: Amy Yerkes Schmaljohn; **Treasurer:** Andrew Passmore, II;

Ministry & Counsel: Linda Davis; **Overseers:** Donna Smith; **Religious**

Education: Mandy Hudson; **Stewardship & Finance:** Susan Rudy

HERNDON

Mailing address: 660 Spring Street, Herndon, VA 20170

Meeting place address: Same as above
[Wheelchair accessible] [No hearing assistance system]

Telephone: 703/736-0592–Meeting House telephone

Web site: <http://www.herndonfriends.org/>

First Day schedule: Singing, 10:15 a.m.; Worship, 10:30 a.m.; First Day School, 10:45 a.m. (following worship with adults)

Business Meeting schedule: Second First Day of each month except May, July & September at the rise of Meeting.

Travel directions: From Dulles Toll Road, go north on Centreville Road which becomes Elden Street. At about 1.2 miles, turn right onto Spring Street, then left on Locust to the parking lot on right.

Clerk: Asa Janney; **Treasurer:** Al Taylor; **Ministry & Oversight:** Dennis Jones; **Religious Education:** Deborah Kirkman; **Peace & Social**

Concerns: Margaret Fisher; **Stewardship & Finance:** Michael Marquardt

HOPEWELL CENTRE

Mailing address: c/o Anne Bacon, 433 Marion St., Winchester, VA 22601

Meeting place address: 604 Hopewell Road, Clearbrook, VA 22624

[Wheelchair accessible] [No hearing assistance system]

Web site: <http://hopecentre.quaker.org/>

e-mail address: abacon@visuallink.com

First Day schedule: Hopewell Meeting House: Worship, 10:00 a.m.; First Day School, 11:15 a.m.: On the fourth First Day of each month we meet at Centre Meeting House in Winchester (corner of Washington & Piccadilly Streets).

Business Meeting schedule: Second First Day of the month, 11:15 a.m.

Travel directions: Clearbrook is seven miles north of Winchester on Route 11; Meeting House is about 1 mile west of Route 11 on Hopewell Road; a large stone sign marks the point to turn west. From I-81, take Clearbrook exit #321, turn west to the Meeting House, about one mile on south side of Hopewell Road.

Clerk: Anne Bacon; **Treasurer:** James T. Riley & David McCormick;

Ministry & Counsel: Genesee Bondurant; **Religious Education:** Linda Wilk & Martha Handley; **Stewardship & Finance:** James T. Riley & David McCormick

LANGLEY HILL

Mailing address: P. O. Box 118, McLean, VA 22101

Meeting place address: 6410 Georgetown Pike, Langley, McLean, VA
[Wheelchair accessible meeting room] [Hearing assistance system available-72.9 MgH]

Telephone: 703/442-8394—Meeting House telephone

e-mail address: langleyhill-owner@yahoogroups.com

Web site: <http://www.quaker.org/langleyhill>

First Day schedule: Worship, 10:00 a.m., 9:30 a.m. second First Day; First Day School, 10:30 a.m. (Nursery at 10:00 a.m.).

Business Meeting schedule: Second First Day of the month, 10:30 a.m. at the rise of meeting.

Travel directions: From Washington: cross Chain Bridge and turn right onto Route 123; continue two miles to the well-marked right turn onto Route 193 (Georgetown Pike); follow Georgetown Pike six-tenths of a mile to the Meeting House on the right. From the Beltway: leave the Beltway, turning east (toward Langley and Washington) onto Route 193 (Georgetown Pike); follow Georgetown Pike almost two miles to Meeting House on left.

Clerk: Doug Smith; **Treasurer:** Dorothy Clark; **Ministry & Worship:** Walter Brown & Rebecca Rawls; **Care & Clearness (Oversight):** Anne Hunt & Dona Manoukian; **Religious Education:** Mary Yeane & Lauren Stockbower; **Stewardship & Finance:** Dorothy Clark

LITTLE BRITAIN (NOTTINGHAM QUARTERLY MEETING)

Mailing address: c/o Suzanne Lamborn, Clerk, 225 Lees Bridge Road, Nottingham, PA 19362

Meeting place address: See Eastland and Penn Hill

First Day schedule: See Little Britain-Eastland and Little Britain-Penn Hill.

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

Travel directions: See Little Britain-Eastland and Little Britain-Penn Hill.

Clerk: Suzanne Lamborn; **Treasurer:** George Lamborn; **Ministry & Counsel:** Mark Brabson

LITTLE BRITAIN-EASTLAND (NOTTINGHAM QUARTERLY MEETING)

Mailing address: c/o Linda Coates, Clerk, 126 S. Fulton Street, Strasburg, PA 17579

Meeting place location: at Kirks Mills and Friends Roads, Little Britain [Wheelchair accessible] [No hearing assistance system]

First Day schedule: Meeting for Worship, 11:00 a.m.; First Day School, 10:00 a.m.

Travel directions:

From points south: Route I-95 North from Baltimore. Exit onto Route 152 (Fallston) West; to U.S. Route 1 North to Conowingo Hydroelectric Dam; after bridge, at top of hill, turn north onto Route 222. After crossing Pennsylvania border, take right fork at Y in road (approximately 1 mile) onto Little Britain Road; drive about three miles, turn right onto Friends Road. Eastland Meeting House is on the Left.

From points north/west: Exit from Rt. 30 to Fruitville Pike (South). Follow through Lancaster City (becomes Prince St/272(S). Follow 272 approximately 20 miles south to Wakefield. After passing Penn Hill Meeting House and Robert Fulton Fire Company, turn Left continuing on 272 S. Follow four (4) miles to Stop sign. Turn Right onto Little Britain Road. Take Second (2nd) Left (approximately 1.5 miles) onto Friends Road. Eastland Meeting House on Left at top of hill.

Clerk: Linda Coates

LITTLE BRITAIN-PENN HILL (NOTTINGHAM QUARTERLY MEETING)

Mailing address: c/o Mary Kirk, Clerk, 248 Pilottown Road, Peach Bottom, PA 17563

Meeting place location: Wakefield, PA, just south of junction US Route 222 and PA Route 272

[Wheelchair accessible] [Hearing assistance system available-microphone and speaker]

First Day schedule: Worship, 11:00 a.m.; First Day School, 10:00 a.m.

Travel directions: Nine miles north of US Route 1 on US Rte 222 at Wakefield, PA; 200 feet south of the split of US Rte 222 and PA Rte 272.

Clerk: Mary Kirk

LITTLE FALLS (CHESAPEAKE QUARTERLY MEETING)

Mailing address: P. O. Box 240, Fallston, MD 21047

Meeting place address: 719 Old Fallston Road, Fallston, MD 21047

[Wheelchair accessible] [No hearing assistance system]

Telephone: 410/877-3015–Meeting House telephone

Web Site: <http://www.bym-rsf.org/littlefalls/littlefalls.html>

First Day Schedule: Worship, 10:30 a.m.; First Day School, 11:15 a.m.

Business Meeting schedule: First First Day of the month, 11:15 a.m.

Travel directions: At intersection of either Interstate 95 or US 1 and Route 152, go west on 152. Cross 147 (Harford Rd.) and turn left at second light. This will be Old Fallston Rd. after passing school complex. Little Falls Meeting is about 3/4 mi. on the left.

Interim Clerk: Barbara Siebens; **Treasurer:** Ellen Stromdahl; **Overseers:** Beth Babikow; **Religious Education:** Virginia Remsberg & Maureen Clark (children), Cathy Kilmon & Judy Harlan (adult); **Peace & Social Concerns:** Tracey Stambaugh, **Communications:** Alice Remsberg.

LOUISA COUNTY WORSHIP GROUP [CHARLOTTESVILLE]

Mailing address: c/o Diane Grandstrom, Convenor, 138 Twin Oaks Road, Louisa, VA 23093

Meeting place address: Same as above.

[Not wheelchair accessible] [No hearing assistance system]

First Day schedule: Worship, 10:00 a.m. First and Third First Days.

Business Meeting schedule: Third First day, after Meeting for Worship.

Travel directions: Take Interstate 64, then Shannon Hill Exit (#149). Turn north on Route 605. Take 605 for about five miles. Turn left on Yanceyville Road (#646). Go one mile, turn left on Vigor Road (#697). This becomes a gravel road. Continue to top of the hill. Turn left on Tupelo Ridge Road. Pass Dairy Barn on left then park in lot on left. Walk up hill past big building on left. Go in next big building on right (called Kaweah). Meeting room is first room on the left.

Convenor: Diane Grandstrom; **Treasurer:** Marione Cobb; **Corresponding Secretary:** Dianne Grandstrom

LYNCHBURG INDULGED [ROANOKE]

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

Meeting place address: Lynchburg College Spiritual Life Center, 500 Westwood Avenue, Lynchburg, VA

[Not wheelchair accessible] [No hearing assistance system]

First Day schedule: Worship, 10:30 a.m.

Travel directions: Call contact person.

Contact: Heidi Koring ; **Ministry & Worship:** James Owens

MATTAPONI PREPARATIVE [WILLIAMSBURG]

Mailing address: c/o Charles Maloney, Dayspring Farm, 942 Buena Vista Rd, Cologne, VA 23181-4010

Meeting place address: Same as above

[Not wheelchair accessible] [No hearing assistance system]

Telephone: (540) 785-9401

First Day schedule: Worship, 10:00 a.m. first and third First Days

Business Meeting schedule: Third First Day of the month, after the rise of Meeting.

Travel directions: From Charlottesville, take Route 64 East to Richmond. Just before Richmond, take 295 North and East around Richmond.

*Stay on 295 until exit for Route 64. Take 64 East towards Williamsburg and Norfolk. Stay on 64 East until the first West Point exit. That will put you on Route 33. Go through the town of West Point after approximately eight to nine miles. After another five to six miles, at the intersection of Route 33 and Route 14 E, turn right. You will be turning right towards Gloucester. After 1/2 mile, the farm is on the right. It is a big white farm house and you will see a sign for Dayspring Farm.

Travel Directions: From Baltimore or D.C., take Interstate 95 South, through Fredericksburg, all the way to Route 295. Take 295 East towards Williamsburg and Norfolk. Follow directions from *.

Clerk: Charles Maloney; **Treasurer:** Doug Austin

MAURY RIVER

Mailing address: P.O. Box 582, Lexington, VA 24450

Meeting place address: W. Midland Trail at Waterloo Drive, 10 miles west of Lexington, VA

[Wheelchair accessible] [No hearing assistance system]

Web site: <http://www.bym-rsf.org/mrmm/index.html>

First Day schedule: Worship at 10:00 a.m.; Adult discussion 11:30 a.m.; Potluck follows discussion; First Day School, 10:00 a.m. with children joining meeting at 10:40 a.m. (except fourth First Day 10:00 a.m.)

Business Meeting schedule: Fourth First Day of the month, 11:30 a.m.

Travel directions: From I-81, take I-64 West to exit #50 (Kerrs Creek). At the top of the exit ramp, turn left, crossing over I-64. At the next intersection, turn right onto State Route 850 (W. Midland Trail). Travel west four miles through farmland to State Route 629 (Waterloo Drive). Turn left. The Meeting House is on the right just across the bridge.

Clerk: Peggy Dyson-Cobb; **Treasurer:** Mary Helen Brainard; **Ministry &**

Worship: Jim Warren; **Religious Education:** Nancy G. Anderson;

Stewardship & Finance: Elise Sheffield

MENALLEN (WARRINGTON QUARTERLY MEETING)

Mailing address: c/o Barclay Brooks, Clerk, 45 Rice Avenue, Biglerville, PA 17307-0845

Meeting place address: 1107 Carlisle Road (PA Rt. 34), Biglerville, PA
[Wheelchair accessible] [No hearing assistance system]

Telephone: 717/677-7797–Clerk

First Day schedule: Worship, 10:30 a.m.; First Day School 10:30 a.m.

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

Travel directions: The Meeting is about ten miles north of Gettysburg, PA, on PA Rt. 34. Passing through Biglerville, go two and a half miles past the Biglerville traffic light. The Meeting House is on the right.

Clerk: Barclay Brooks; **Treasurer:** Margaret (Peggy) Fisher; **Ministry &**

Counsel: Barclay Brooks

MIDLOTHIAN

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

Meeting place address: 2502 Huguenot Springs Road, Midlothian, VA
[Wheelchair accessible] [No hearing assistance system]

e-mail: clerk@midlothianfriends.org

Web site: <http://www.midlothianfriends.org>

First Day schedule: Worship, 11:00 a.m. every First Day; First Day School, 11:15 a.m.

Business Meeting schedule: Second First Days—odd number months 9:30 a.m. and even number months 12:30 p.m.

Travel directions: Rt. 60 West from the village of Midlothian; right on Huguenots Springs Road; travel about 2 miles; Meeting House on the left.

Clerk: Brian Buniva; **Treasurer:** Martha Tyler; **Ministry & Worship:** Howard Brod; **Care & Counsel:** Gloria Umbach; **Religious Education:** Beth Schanz & Cate Myers; **Stewardship & Finance:** Ed Pope

NORFOLK PREPARATIVE [WILLIAMSBURG]

Mailing address: P.O. Box 11469, Norfolk, VA 23527

Meeting place address: location varies: call (757) 627-6317 for directions
[Not wheelchair accessible] [No hearing assistance system]

Telephone: 757/627-6317 for messages

First Day schedule: Worship, 10:00 a.m.

Business Meeting schedule: First First Day of the month, following Meeting for Worship at 11:30 a.m.

Travel directions: Call 757/627-6317 for directions

NOTTINGHAM (NOTTINGHAM QUARTERLY MEETING)

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

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

[Wheelchair accessible] [No hearing assistance system]

Telephone: 610/932-8572–Meeting House telephone

Web Site: <http://www.oxfordfriends.org>

First Day schedule: First Day School, 9:45 a.m.; Worship, 11:00 a.m.

Business Meeting schedule: Second First Day of the month, 9:30 a.m.; M&C meets Fourth First Day at 12:30 p.m.

Travel directions: Take PA Route 472 exit from US Route 1. Turn onto Route 472, also known as Lancaster Avenue (from north a left turn and from south a right turn). Continue about one mile, bear right at a church to a stop light. Turn right at that light onto Third Street and continue through the next light. The Meeting House is on the right about midway in the block.

Clerk: Charles Hilaman; **Ministry & Counsel:** Harriet D. Magoon & Janet Eaby; **Stewardship & Finance:** Douglas Eaby; **Treasurer:** Gail Pietryzk;

Religious Education: Ellie Hilaman

PATAPSCO (CHESAPEAKE QUARTERLY MEETING)

Mailing address: Mt. Hebron House, 2331 Mt. Hebron Drive , Ellicott City, MD 21042

Meeting place address: Same as above

[Wheelchair accessible] [No hearing assistance system]

Web site: <http://www.patapscofriends.com/>

Phone: 410/465-6554

First Day schedule: Worship, 10:30 a.m.; First Day School , 10:30 a.m.

Business Meeting schedule: First First Day at noon , call Clerk for details

Travel directions: Take Route 29 North to the end. Turn left onto Old Frederick Road (also known as Route 99). Take first right onto Mt. Hebron Drive . Take second left onto Calvin Circle . Please park on the street, not in the church parking lot. Mt. Hebron House is across the parking lot from the church.

Clerk: Ramona Buck; **Assistant Clerk:** Terry Griffith; **Treasurer:**

Jahanna Danos; **Ministry & Care:** Jean Pfefferkorn; **Religious**

Education: Roger Reynolds; **Advancement & Outreach:** Carol Dana;

Peace: John Farrell

PATUXENT (CHESAPEAKE QUARTERLY MEETING)

Mailing address: P.O. Box 536, Lusby, MD 20657

Meeting place address: 12220 H.G. Trueman Road, Lusby, MD
[Wheelchair accessible] [No hearing assistance system]

Telephone: 410/394-1233

Web site: <http://www.patuxentfriends.org/>

First Day schedule: Worship, 10:00 a.m.; First Day School, 10:15 a.m.

Business Meeting schedule: First First Day of the month, 11:30 a.m.

Travel directions: Rt. 2 and 4 south from Prince Frederick; 18 miles. Turn left on Rousby Hall Road (Rt. 760); turn right at the first light on Rt 765 (H.G. Trueman Road). Go 0.7 miles south. You will pass Southern Calvert Baptist Church on the left; continue a short distance past the Church and a road, then turn left into the next driveway (by a yellow mail box) to the Meeting House.

Clerk: Vicki Rhoades; **Treasurer:** Ann Trentman; **Ministry & Counsel:** Cynthia Gonzalez; **Religious Education:** Kim Keck

PIPE CREEK (WARRINGTON QUARTERLY MEETING)

Mailing address: P.O. Box 487, Union Bridge, MD 21791-0487

Meeting place address: 455 Quaker Hill Road, Union Bridge, MD
[Wheelchair accessible] [No hearing assistance system]

Telephone: 301/831-7446

First Day schedule: Worship, 10:00 a.m.

Business Meeting schedule: First First Day of the month, 11:30 a.m.

Travel directions: From Main Street (MD75) in Union Bridge turn east on East Locust Street, cross the railroad tracks, and go up the hill. Bear right at the fork; the Meeting House is 0.2 mile on the right.

Clerk: Charles J. Swet; **Co-Treasurers:** Bill Atwater & Frank Reitemeyer

QUAKER LAKE

Mailing address: c/o Tim Lietzke, Clerk, 10 Greentree Drive, Keysville, VA 23947

Meeting place address: at the home of Nels Beck, 114 Wilson Circle, Hampden Sydney

[wheelchair? One step] [No hearing assistance system]

Telephone: 434/223-4160

First Day schedule: 4:15 p.m. on all First Days but one each month; First Day School: 4:30 p.m. if children are present

Business Meeting schedule: Date and time varies; call for information

Travel directions: Go about 3 miles south on 15 from Farmville to a stoplight. Turn right onto 133. Presently take the right fork, which takes you through the campus of Hampden-Sydney College. Turn left onto Atkinson Avenue, which becomes Wilson Circle, and proceed to 114 Wilson Circle .

Clerk: Tim Lietzke; **Treasurer:** Barbara Lietzke

RICHMOND

Mailing address: 4500 Kensington Avenue, Richmond, VA 23221-2301

Meeting place address: Same as above

[Wheelchair accessible-entire building] [Hearing assistance system]

Telephone: 804/358-6185–Meeting House telephone

Web site: <http://www.richmondfriends.org/>

First Day schedule: Worship, 9:30 a.m. and 11:00 a.m.; First Day School, 11:20 a.m.

Business Meeting schedule: Third First Day, 11:00 a.m.-12:30 p.m.

Travel directions: From the north, take I-95 to Exit 79. Take I-195 South for one and one-half miles and exit at Broad Street/US Route 250. Go right/west on Broad/250 one-half mile to Commonwealth (second traffic light). Go left/south on Commonwealth 12 blocks to Kensington. The Meeting House is on the corner of Kensington and Commonwealth Avenues.

Clerk: Don Miller; **Assistant Clerk:** Dan Shaw; **Treasurer:** Sanford Hostetter;

Ministry & Worship: Jean Jones Andersen; **Religious**

Education: Brooke Kossan; **Financial Stewardship:** Eden Glenn

ROANOKE

Mailing address: 825 Illinois Ave., Salem, VA 24153

Meeting place address: Rice Room, Jefferson Center, 541 Luck Ave., SW,
Roanoke

[Wheelchair accessible] [No hearing assistance system]

Telephone: 540/982-1034–Meeting House telephone

First Day schedule: Worship, 10:30 a.m.; First Day School, 10:30 a.m.

Business Meeting schedule: Third First Day of the month, at rise of
Meeting.

Travel directions: Call (540) 982-1034 for direction to the meeting place,
temporarily at a Community Center.

Clerk: Judy Marlow; **Treasurer:** Herb Beskar; **Ministry & Counsel:**
Angie Martin; **Peace & Social Concerns:** Jenny Chapman; **Religious**

Education: Josh Humphries; **Stewardship & Finance:** Herb Beskar

SANDY SPRING (CHESAPEAKE QUARTERLY MEETING)

Mailing address: 17715 Meeting House Road, Sandy Spring, MD 20860

Meeting place address: 17715 Meetinghouse Road, Sandy Spring, MD
[Wheelchair accessible] [Hearing assistance system available]

Telephone: 301/774-9792–Community House

Web site: <http://www.sandyspring.org/>

First Day schedule: Worship, 9:30 a.m. every Sunday and 11:00 a.m.
(except first First Day), Thursday, 7:30 p.m. worship at Meeting House; First
Day School, 11:20 a.m. (except first First Day). Ministry & Counsel meets
third First Day 9:15 a.m. Worship also 10-10:30 a.m. at Miller Center, Friends
House.

Business Meeting schedule: First First Day of the month, 11:00 a.m.

Travel directions: Sandy Spring is in Montgomery County on Route 108,
between Ashton and Olney. Turn south from Route 108 across from the Post
Office onto Meeting House Road . The Meeting House is the last building on
the parking circle.

Clerk: Rosalind Zuses; **Treasurer:** Nancy Sherwood; **Ministry &
Counsel:** Tom Farquhar; **Religious Education:** Mike Ratcliffe;

Stewardship & Finance: Beth Garrettson

SENECA VALLEY PREPARATIVE [SANDY SPRING]

Mailing address: c/o Nancy Swift, 12228 Wonder View Way, North Potomac, MD 20878

Meeting place address: Kerr Fellowship Hall, Boyds Presbyterian Church, 19821 White Ground Road, Boyds, MD

[Not wheelchair accessible] [No hearing assistance system]

First Day schedule: Worship, every First Day, 11:30 a.m. First Day School , 11:50 a.m. ; Potluck, 12:45 p.m.

Business Meeting schedule: Second First Day of the month, 1:30 p.m.

Travel directions: From I-270, take Exit #10 MD Route 117 (Clopper Road) northwest to Boyds (about 6.5 miles). At the stop sign in Boyds, leave Route 117 (which turns right through an underpass) and go straight ahead onto White Ground Road . The church is on the left approximately 2/10 of a mile down White Ground Road . Park in the far parking lot. We meet in the back building, 19821 White Ground Road, Kerr Fellowship Hall, on the second floor.

Clerk: Lowell Christy; **Treasurer:** Thomas Shapiro; **Ministry &**

Oversight: Melinda Kramer; **Religious Education:** Annette Breiling

STATE COLLEGE (CENTRE QUARTERLY MEETING)

Mailing address: 611 East Prospect Avenue, State College, PA 16801

Meeting place address: Same as above

[Wheelchair accessible] [Hearing assistance system available]

Telephone: 814/237-7051–Meeting House telephone

Web site: <http://www.statecollegefriends.org>

First Day Schedule: Worship, 8:30 a.m. (except Business Meeting Sundays) and 11:00 a.m.; First Day School, 10:45 a.m.

Business Meeting schedule: Usually first First Day of the month, 9:00 a.m.

Travel directions: State College, Pennsylvania, is in central Pennsylvania. From Harrisburg use 322W. Use Business Route 322 into State College . Turn right (north) on University Drive (at the Kentucky Fried Chicken); go 1.2 miles. Turn left (west) on East Prospect Avenue. Go one block to the Meeting House. From Huntingdon, Pennsylvania , use Route 26 to University Drive and turn south.

Clerk: Margy Frysinger; **Treasurer:** Paul & Darlene Clark; **Care & Concern:** Gary Fosmire; **Worship & Ministry:** Alice Kelsey & Dorothy Habecker; **Religious Education:** Rebecca Lerner & Yuri Plowden; **Stewardship & Finance:** Tim Kelsey

TAKOMA PARK PREPARATIVE [ADELPHI]

Mailing address: P.O. Box 11365, Takoma Park, MD 20913-1365

Meeting place address: Sangha (a fair trade store), 7014 Westmoreland Avenue, Takoma Park, MD

[Wheelchair accessible] [No hearing assistance system]

Telephone (messages only): (301) 891-8887

First Day schedule: Worship, 10:30 a.m.; second hours occasionally following meeting

Business Meeting schedule: First First Day of the month, following meeting for worship

Travel directions: (1) From the Takoma Park Metro station. Walk east on Carroll Avenue toward the downtown area. Turn left (still on Carroll) at the clock tower where Carroll intersects Laurel Avenue. Walk north one short block; turn right on Westmorland Avenue. Sangha is at the corner of the group of stores above the “Westmoreland wall,” and across Westmoreland from the Gazebo park. Entrance is around the East side of the building.

(2) **From South:** Drive north on New Hampshire Avenue to East-West Highway (Route 410). Turn left on Route 410.

*When Route 410 blends with Carroll Avenue (a multi-cornered intersection by the food co-op), veer to the left to stay on Carroll. Pass the stone firehouse on your left and drive south two long blocks till you see a gazebo on your left. Turn left on the street just past the gazebo (Westmorland). Sangha is at the corner of the group of stores above the “Westmoreland wall,” and across Westmoreland from the Gazebo park. Entrance is around the East side of the building. Parking is up the steep driveway **BEHIND** the building. Parking spaces in front are reserved for other tenants and for handicapped spaces.

(3) Drive south on New Hampshire Avenue (Route 650) to East-West Highway, Route 410. Turn right on 410, then follow the directions above, beginning at the *.

Co-Clerks: Ruth Flower & Arthur Karpas; **Treasurer:** Arthur David Olson; **Ministry & Organization:** Betsy Proch

VALLEY

Mailing address: c/o Robert Duffield, Clerk, 1491 Virginia Avenue, Apt. 403, Harrisonburg, VA 22802

Meeting place address: 363 High Street, Dayton, VA 22821
[Wheelchair accessible] [No hearing assistance system]

Telephone: 540/879-9879

Web site: <http://vfm.quaker.org/>

First Day schedule: Worship, 10:00 a.m., followed by potluck meal on first First Day of month, adult Religious Education on third and fourth First Day; First Day School: 11:15 a.m..

Business Meeting schedule: Second First Day of the month, at the rise of meeting.

Travel directions: Call 540/574-3825

Clerk: Frank Barch; **Treasurer:** Sam Moore; **Ministry & Worship:** Wick Fary; **Religious Education:** Kara Karr; **Care & Counsel:** Pamela Cook

WARRINGTON (WARRINGTON QUARTERLY MEETING)

Mailing address: c/o Faith Basehore, Clerk, 230 Germany Road, East Berlin, PA 17316

Meeting place address: Meeting House, Wellsville, PA
[Not wheelchair accessible] [No hearing assistance system]

First Day schedule: Worship, 11:00 a.m.; First Day School: 11:20 twice a month

Business Meeting schedule: First First Day of the month, 11:45 a.m.

Travel directions: Near Wellsville, PA, about 14 miles northwest of York, on PA 74.

Clerk: Faith Basehore; **Treasurer:** Elizabeth Tauser; **Ministry & Counsel:** Terry Smith Wallace; **Religious Education:** Patricia Bear

WASHINGTON, FRIENDS MEETING OF

Mailing address: 2111 Florida Avenue NW, Washington, DC 20008-1912

Meeting place address: Same as above

[Wheelchair accessible Meeting Room and Parlor Level] [Hearing assisted equipment available in Meeting Room.]

Telephone: 202/483-3310–Meeting office telephone

e-mail address: fmw.dcfriends@verizon.net

Web site: <http://fmw.quaker.org/>

First Day schedule: Worship, 9:00 a.m. in Meeting House Parlor, 10:30 a.m. in Quaker House Living Room (special welcome to gay men and lesbians), 10:30 a.m. in the Meeting House Meeting Room, and 6:00 p.m. in Meeting House Decatur Place Room; First Day School, 10:50 a.m.

Daily Worship: 7:30 a.m. at William Penn House, 515 East Capitol St SE

Weekly Worship: Wednesday, 7:00 p.m. in Meeting House Parlor.

Business Meeting schedule: 11:45 a.m. every second First Day except July (third First Day) and August (no business).

Travel directions: The Meeting House is in Northwest Washington near Dupont Circle. It is on Florida Avenue between R and S Streets and between 21st and 22nd Streets. The office entrance is on the Decatur Place side of the building. For detailed instructions, call the Meeting office between 8:00 a.m. and 4:00 p.m. weekdays or see the FMW web site.

Public Transportation-Metro: Go to the Dupont Circle station on the Red line. Exit at Q Street. Walk north (uphill) on nearby Connecticut Avenue to the second traffic light at Florida Avenue. Turn left on Florida and go one half block to the Meeting House on the right.

Clerk: Kennan Garvey; **Alternate Clerk:** Gerri Williams; **Treasurer:**

Jacqueline DeCarlo; **Ministry & Worship:** Ann Cline; **Religious**

Education: Lara Jordan James; **Finance & Stewardship:** Grant Thompson

and Tim Cline, Co-clerks; **Peace:** Sarah Warren

WEST BRANCH (CENTRE QUARTERLY MEETING)

Mailing address: c/o Donna McGary, Clerk, 3458 Grandview Road,
Curwensville, PA 16833-7834

Meeting place address: Grampian, PA

[Wheelchair accessible for Meeting Room. Bathrooms downstairs are not]
[No hearing assistance system]

First Day schedule: Worship, 11:00 a.m.; First Day School, 10:00 a.m.

Business Meeting schedule: At the call of the Clerk.

Travel directions: On US 219, 12 miles southwest of Clearfield, PA.

Clerk: Donna McGary; **Treasurer:** Karen Wriglesworth; **Ministry & Counsel:** Walt Fry; **Religious Education:** Lori Rancik

WILLIAMSBURG

Mailing address: P.O. Box 1034, Williamsburg, VA 23187

Meeting place address: Williamsburg Montessori School, 4214 Longhill
Road, Williamsburg, VA

[Wheelchair accessible] [No hearing assistance system]

Voice Mail: 757/253-7752

Web site: <http://www.williamsburg-friends.org/>

First Day schedule: Worship, 10:00 a.m.; Second Hour Forum, 11:30 a.m.;
First Day School, 10:15 a.m.

Business Meeting schedule: Second First Day of the month, 11:30 a.m.,
with potluck following.

Fourth Day Schedule: Midweek meeting for worship, 6:00 p.m. held in the
small chapel of Williamsburg United Methodist Church, 514 Jamestown Rd

Travel directions: From I-64, take Rte. 199 to Longhill Road (Route 612);
go west past Olde Towne Square and Lafayette High School. Williamsburg
Montessori is on the right.

Co-Clerks: Suzanne Tignor & Thayer Cory; **Treasurer:** Len McMaster;

Ministry & Counsel: Mary Jane Foley; **Religious Education:** Eli
Courtright; **Stewardship & Finance:** Rhet Tignor; **Peace & Social**

Concerns: Deanna Rote

YORK (WARRINGTON QUARTERLY MEETING)

Mailing address: 135 W. Philadelphia St., York, PA 17403

Meeting place address: 135 W. Philadelphia Street, York, PA 17403
[Wheelchair accessible] [No hearing assistance system]

Telephone: 717/259-6388—Clerk

e-mail address: edandfran@adelphia.net

Web site: www.yorkfriendsmeeting.org

First Day schedule: Worship, 11:00 a.m.; 9:30 a.m. Worship Sharing/
Discussion

Mid-week Meeting for Worship: Wednesday 7:00 p.m.

Business Meeting schedule: First First Day of the month, 9:30 a.m.
(Except July and August)

Travel directions: 135 Philadelphia Street is in the center of York.

Clerk: Leada Dietz; **Treasurer:** Dick Waggy; **Ministry & Counsel/**

Community Life: Fran Norton & David Fitz; **Religious Education:** Louise
Heckert; **Peace & Social Concerns:** Pat Long; **Stewardship & Finance:**
Leada Dietz

DIRECTIONS TO OUR CAMPS AND YEARLY MEETING OFFICE

CATOCTIN: From Route I 70, Route I 270, and Route 340, take 15 North at Frederick, MD. Go about 10 miles north to the u-turn at the Cunningham Falls State Park - Manor Area. Proceed south on Route 15 and turn right 0.5 miles at the next road - Catoctin Hollow Road. Go 3.6 miles to Mink Farm Road and turn left. Proceed 2 miles turning right at Foxville-Tower Road. The driveway to the camp is on the right just beyond the bridge.

From points north on Route 15 take 15 south past Thurmont. Take MD Rt. 77 West at Thurmont for 2.5 miles. Turn left at Catoctin Hollow Road. After several miles turn right on Mink Farm Road. Follow it for 1.9 miles. Turn Right on Tower Road. The camp driveway is immediately on your right.

From Hagerstown and Points West take I 70 east. Get off at exit 42 (Myersville, Gambril State Park). Turn left (north) on to Route 17. After .8 miles, turn right as indicated by the Greenbriar and Gambril State Parks sign. Also note the brick church on the left. Go only a short distance further to Route 40. Turn right on to Route 40. Turn left into Gambril State Park, just past the DanDee Motel (.7 miles beyond the turn off Ridge Road). Proceed to the top of the mountain. You will find that the road comes to a “T” at the High Knob

Scenic Area. Turn right at the “T”. Follow the paved road for 7.4 miles. At this point there is a “Y” in the road, marked by a Frederick Watershed sign. Take the left fork of the “Y” onto Mink Farm Road. Proceed slowly (15 mph) past Middlepoint Road (on the left) to Tower Road, one mile and on the left. Turn left onto Tower Road. The camp is on your immediate right.

SHILOH: From DC – From the Beltway go west on I-66 to exit 43. Go south on Rt. 29 for about 55 miles, past Warrenton and Culpeper. Two miles after Madison, turn right on Rt. 230 at the light. There will be a Sheetz convenience store on your right. Go six miles to Hood, turn right on Rt. 613, and go three miles to the end. It comes to a “T” just after you cross a small bridge. Turn right on Middle River Road (Rt. 667),

* go 1.4 miles to the camp driveway which crosses a wooden bridge on the right just after a sharp left curve. It is directly across from the Shiloh Church of the Brethren. The church sign is easier to see than is Shiloh’s.

From Richmond – Take I-64 west 71 miles to Charlottesville. Turn north on 29 and go 18 miles to Ruckersville. Turn left on 33 West. After several miles you will turn right at a stoplight for Rt. 33 business towards Stanardsville. As you enter Stanardsville, turn right on Rt. 230, go three miles, then turn left on Middle River Road (Rt. 667). [From * above]

OPEQUON: From I-81: Take exit 321 (Clearbrook). Go east on Hopewell Road to a “T” with Route 11. There will be a church in front of you and the Olde Stone Restaurant to your right. Turn left, then *take your immediate right* onto Brucetown Road . Opequon is three miles from this turn....

...As you proceed on Brucetown Road you will pass Clearbrook Park, cross a set of railroad tracks, go through the little town of Brucetown and pass through a residential area. You will go down a hill passing several single family homes/ trailers on your right. At the bottom of this hill make a right turn into the camp driveway. If you get to a ‘Y’, the right fork of which crosses a one lane concrete bridge, you’ve gone too far.

BALTIMORE YEARLY MEETING OFFICE: From I-495, take exit #31A (Route 97 North—Georgia Avenue towards Wheaton). Go a little over 10 miles. Make a right at Route 108 East. Go about 2 miles; you will see Sherwood Elementary School on the left. At the next light (Norwood Road) make a right. Turn left into Friends House Retirement Community (Quaker Lane). Follow Quaker Lane all the way around Friends House Apartments. Quaker Lane ends at the Baltimore Yearly Meeting office. You will see a basketball hoop in the parking lot. Park and come in through the door with the “Baltimore Yearly Meeting Office” sign.

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