

YEARBOOK

OF

BALTIMORE YEARLY MEETING

OF THE

RELIGIOUS SOCIETY OF FRIENDS

INCLUDING MINUTES OF THE 344TH ANNUAL SESSION

August 4 — August 9, 2015

ADDRESSES OF FRIENDS GROUPS

- American Friends Service Committee**, 1501 Cherry Street, Philadelphia, PA 19102; 215-241-7000; www.afsc.org
- AFSC-South Region**, 75 Marietta Street, Atlanta, GA 30303; 404-586-0460; afsc.org/office/atlanta-ga
- AFSC-Washington Office**, 1822 R Street NW, Washington, DC 20009; 202-483-3341; www.afsc.org/office/washington-dc
- Center on Conscience and War**, 1830 Connecticut Avenue NW, Washington, DC 20009-5706; 202-483-2220; www.centeronconscience.org
- Earlham School of Religion**, 228 College Avenue, Richmond, IN 47374; 800-432-1377; www.esr.earlham.edu
- Friends Committee on National Legislation**, 245 Second Street NE, Washington, DC 20002; 202-547-6000; www.fcnl.org
- Friends General Conference**, 1216 Arch Street, 2B, Philadelphia, PA 19107; 215-561-1700; www.fgcquaker.org
- Friends Journal**, 1216 Arch Street, 2A, Philadelphia, PA 19107-2835 215-563-8629; www.friendsjournal.org
- Friends Non-Profit Housing**, Friendly Gardens Office, 2401-23 Laytonsville Road, Silver Spring, MD 20910; 301-589-4916
- Friends Peace Teams**, 1001 Park Avenue St. Louis, MO 63104; 314-588-1122; www.friendspeaceteams.org
- Friends United Meeting**, 101 Quaker Hill Drive, Richmond, IN 47374; 765-962-7573; 800-537-8839; www.fum.org
- Friends Wilderness Center**, 305 Friends Way, Harpers Ferry, WV 25425; 304-728-4820 www.friendswilderness.org
- Friends World Committee for Consultation - Section of the Americas**, 1506 Race Street, Philadelphia, PA 19102; 215-241-7250; www.fwccamericas.org
- National Campaign for a Peace Tax Fund**, 2121 Decatur Place NW, Washington, DC 20008; 202-483-3751; www.peacetaxfund.org
- National Religious Coalition Against Torture**, 110 Maryland Avenue NE, Washington, DC 20002; 202-547-1920; www.ncrat.org
- Pendle Hill**, 338 Plush Mill Road, Wallingford, PA 19086; 610-566-4507; 800-742-3150; www.pendlehill.org
- Prisoner Visitation and Support**, 1501 Cherry Street, Philadelphia, PA 19102; 215-241-7117; www.prisonervisitation.org
- Quaker Earthcare Witness**, 173-B North Prospect Street, Burlington, VT 05401-1607; 802-658-0308; www.quakerearthcare.org
- Quaker House**, 223 Hillside Avenue, Fayetteville, NC 28301; 910-323-3912; www.quakerhouse.org
- Right Sharing of World Resources**, 101 Quaker Hill Drive, Richmond, IN 47374; 765-966-0314; www.rswr.org
- United Society of Friends Women International**, 1214 S Second Street, Oskaloosa, IA 52577; 641-673-7212; www.usfwi.org
- William Penn House**, 515 East Capitol Street SE, Washington, DC 20003; 202-543-5560; www.wmpennhouse.org

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2015 YEARBOOK CONTENTS

The Spiritual State of the Yearly Meeting.....	1
The Epistles	
Epistle of the Yearly Meeting.....	5
Epistle of Young Adult Friends.....	6
Epistle of Young Friends.....	7
Epistle of Junior Young Friends.....	9
Epistle of The 2015 Women's Retreat.....	10
 Minutes of Baltimore Yearly Meeting Interim Meeting	
Tenth Month 11, 2014.....	13
Attachment I2014-46: Camp Program Manager's Annual Report.....	18
Attachment I2014-47: Camp Property Manager's Annual Report.....	24
Attachment I2014-48: Development Director's Report.....	31
Attachment I2014-49: General Secretary's Report.....	32
Attachment I2014-50: Draft Grants Application and Management Policy.....	34
Attachment I2014-51: Unity with Nature Report.....	38
Attachment I2014-54: Report of Faith and Practice Revision Committee.....	39
Attachment I2014-56: Proposal to Establish the Camp Diversity Working Group.....	39
Attachment I2014-57: Camp Diversity Working Group Report.....	40
Attachment I2014-59: Treasurer's Report.....	42
Attachment I2014-60: Report on Travels Among Friends of Ken Stockbridge.....	46
Attachment I2014-61: Presiding Clerk's Report.....	52
Attachment I2014-62: Ministry and Pastoral Care Committee Report	53
Third Month 21, 2015.....	55
Attachment I2015-01: Represented Meetings.....	60
Attachment I2015-02: General Secretary's Report.....	60
Attachment I2015-03: Proposal For Internet Communications Working Group.....	61
Attachment I2015-04: Report of Friends Meeting School.....	61
Attachment I2015-06: Manual of Procedure Committee Report.....	63
Attachment I2015-07: Supervisory Committee Report.....	65
Attachment I2015-10: BYM Diversity Vision.....	69
Attachment I2015-11: Treasurer's Report.....	70
Attachment I2015-12: Development Report.....	73
Attachment I2015-13: Letter to BYM from Clerks Regarding Shoemaker Grant.....	75
Attachment I2015-14: Religious Education Committee Report.....	77
Attachment I2015-15: Travel Letters and Report.....	78

Attachment I2015-16: Report on the October FUM	
General Board Meeting	80
Attachment I2015-17: Presiding Clerk’s Report.....	80
Attachment I2015-18: Trustee’s Report.....	81
Sixth Month 13, 2015	83
Attachment I2015-20: Meetings Represented.....	88
Attachment I2015-21: Youth Programs Manager's Annual Report.....	88
Attachment I2015-22: Minute of Appreciation for Alison Duncan.....	89
Attachment I2015-23: Unity with Nature Committee Report.....	90
Attachment I2015-24: Indian Affairs Committee Report	91
Attachment I2015-25: Development Report.....	93
Attachment I2015-26: Outreach and Inclusion	
Coordinator Job Description	94
Attachment I2015-27: Growing Diverse Leadership	
Committee Proposal.....	98
Attachment I2015-29: Presiding Clerk's Report	99
Attachment I2015-30: Minute of Appreciation for Riley Robinson..	104
Attachment I2015-32: ad hoc Healthy Organization	
and Purposeful Evolution Committee Proposal.....	105
Attachment I2015-36: Treasurer's Report.....	106
Attachment I2015-37: Manual of Procedure Report.....	108
Attachment I2015-40: Report on FUM General Board Meeting	109

Minutes of Baltimore Yearly Meeting 344th Annual Session

Tuesday, August 4, 2015	113
Wednesday, August 5, 2015.....	121
Thursday, August 6, 2015	128
Friday, August 7, 2015	132
Saturday, August 8, 2015	137
Sunday, August 9, 2015.....	148
Attachment Y2015-48: Development Report	155
Attachment Y2015-52: Request for Unity with	
Statement on Climate Change.....	157
Attachment Y2015-62: Proposal to Change Yearly	
Meeting Vision Statement.....	160
Attachment Y2015-69: Memorial Minutes.....	162
Attachment Y2015-71: Interim General Secretary's Report	166

Committee Annual Reports

Trustees of Baltimore Yearly Meeting	171
Search	180
Supervisory	180
Advancement and Outreach	182
Camp Property Management.....	182
Camping Program.....	183
Development.....	186

Educational Grants	189
Faith and Practice Revision	189
Indian Affairs.....	189
Manual of Procedure	195
Ministry and Pastoral Care	197
Nominating	200
Peace and Social Concerns.....	200
Program	202
Religious Education.....	204
Stewardship and Finance.....	205
Sue Thomas Turner Quaker Education Fund	206
Unity with Nature	206
Youth Programs.....	208
Criminal and Restorative Justice Working Group.....	209
Intervisitation Working Group	209
Right Sharing of World Resources Working Group	214
Spiritual Formation Program Working Group	214
Women's Retreat Working Group	215
Working Group on Israel–Palestine	215
Working Group on Racism.....	215
Young Adult Friends	217

Reports of Affiliated Organizations

American Friends Service Committee Corporation	219
Friends Committee on National Legislation.....	220
Friends General Conference	222
Friends House Inc. and Friends House Nursing Home Inc. Trustees	223
Friends Meeting School.....	224
Friends Peace Teams	225
Friends United Meeting.....	225
Friends Wilderness Center	227
Friends World Committee for Consultation	228
Miles White Beneficial Society of Baltimore.....	229
National Religious Coalition Against Torture.....	229
Prisoner Visitation and Support.....	229
Quaker Earthcare Witness	230
Quaker House	231
Quaker United Nations Offices	231
Right Sharing of World Resources.....	231
Sandy Spring Friends School	231
William Penn House.....	231

Meeting Community Statistics.....	234
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2016 Apportionments.....	236
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2015 Baltimore Yearly Meeting Financial Report

Budget Notes 239
2016 Budget Program Detail 240
2016 Committee Details 242
2016 Contributions to Outside Organizations Details 243
2016 Capital Budget and Plan 244
2014 Funds Balances 245
Investment Portfolio as of 12/31/2014 246

Independent Auditor's Report 247

Calendar of Meetings 261
Yearly Meeting 261
Interim Meeting 261
Quarterly Meetings 261
Interchange Deadlines 262
Firecircle Deadline 262
2016 Apportionment Meeting 262
2016 Women's Retreat 262
Junior Young Friends Conferences 262
Young Friends Conferences 262
Family Camp Weekends 262

Officers

Yearly Meeting 263
Interim Meeting 263
Trustees 263
Office Staff 263

Local Meeting Representatives to Interim Meeting 265

Committee Membership

Advancement and Outreach 267
Camping Program 267
Camp Property Management 267
Development 267
Educational Grants 268
Faith and Practice Revision 268
Indian Affairs 268
Manual of Procedure 268
Ministry and Pastoral Care 268
Nominating 268
Nuts and Bolts Committee of Young Friends 269
Peace and Social Concerns 269
Program 269
Religious Education 270

Search	270
Supervisory	270
Stewardship & Finance.....	270
Sue Thomas Turner Quaker Education Fund	270
Unity with Nature	271
Youth Programs.....	271
ad hoc Growing Diverse Leadership Committee	271
ad hoc Healthy Organization and Purposeful Evolution Committee	271
Camp Diversity Working Group	272
Internet Communications Working Group.....	272
Intervisitation Working Group	272
Right Sharing of World Resources Working Group	272
Spiritual Formation Program Working Group	272
Women's Retreat Working Group	272
Working Group on Racism.....	273
Working Group on Right Relationship With Animals	273
Youth Safety Policy Working Group	273
Young Adult Friends	273

Representatives to Organizations Affiliated with the Yearly Meeting

AFSC Corporation.....	275
Friends Committee on National Legislation, General Committee	275
Friends General Conference, Central Committee	275
Friends House Inc., and Friends House Nursing Home Inc. Trustees	275
Friends Meeting School.....	275
Friends Peace Teams	276
Friends United Meeting General Board	276
Friends Wilderness Center	276
Friends World Committee for Consultation, Section of the Americas	276
Miles White Beneficial Society of Baltimore City.....	276
National Religious Coalition Against Torture.....	276
Prisoner Visitation and Support.....	276
Quaker Earthcare Witness	276
Quaker House	276
Sandy Spring Friends School	277
William Penn House Consultative Committee.....	277

Local Meetings of the Yearly Meeting

Abingdon Friends Meeting	279
Adelphi Friends Meeting	279
Alexandria Friends Meeting	280
Annapolis Friends Meeting	280
Augusta Worship Group.....	281
Baltimore Monthly Meeting, Stony Run	281
Bethesda Friends Meeting	282
Blacksburg Friends Meeting.....	283

Buckhannon Preparative Meeting	284
Carlisle Meeting	284
Charlottesville Friends Meeting	285
Deer Creek Meeting	285
Dunnings Creek Friends Meeting	286
Eastland Preparative Meeting	286
Fauquier Friends Worship Group	287
Floyd Friends Meeting	287
Frederick Friends Meeting	288
Friends Meeting of Washington	288
Gettysburg Monthly Meeting	289
Goose Creek Friends Meeting	290
Gunpowder Friends Meeting	290
Herndon Friends Meeting	291
Homewood Friends Meeting	292
Hopewell Centre Monthly Meeting	292
Huntington Worship Group	293
Langley Hill Friends Meeting	293
Little Britain Monthly Meeting	294
Little Falls Meeting of Friends	294
Lynchburg Indulged Meeting	294
Madison County Indulged Meeting	295
Mattaponi Friends Meeting	295
Maury River Friends Meeting	296
Menallen Monthly Meeting	296
Midlothian Friends Meeting	297
Miller Center Meeting for Worship	297
Monongalia Friends Meeting	298
Norfolk Preparative Meeting	298
Nottingham Monthly Meeting	298
Patapsco Friends Meeting	299
Patuxent Friends Meeting	299
Penn Hill Preparative Meeting	300
Pipe Creek Friends Meeting	300
Richmond Friends Meeting	301
Roanoke Friends Meeting	301
Sandy Spring Friends Meeting	302
Shepherdstown Friends Meeting	302
South Mountain Friends Fellowship	303
State College Friends Meeting	303
Takoma Park Preparative Meeting	304
Valley Friends Meeting	304
Warrington Monthly Meeting	304
West Branch Monthly Meeting	305
Williamsburg Friends Meeting	305
York Friends Meeting	306

Important Minutes of Baltimore Yearly Meeting..... 307

Travel Directions

 Yearly Meeting Office..... 321

 Catoctin Quaker Camp 321

 Opequon Quaker Camp 321

 Shiloh Quaker Camp 322

Directory 323

Index..... 355

Baltimore Yearly Meeting Staff Contacts..... Inside back cover

THE SPIRITUAL STATE OF THE MEETING

REPORTED TO ANNUAL SESSION

AT FROSTBURG, MARYLAND

8TH MONTH, 2015

An image that arose in the year's reflections about the Women's Retreat seems nicely to reflect the spiritual state of the overall Yearly Meeting: "the community we build together is like a beautiful crazy quilt, made up of many bits and patches that keep us warm" (Epistle of the 2014 Women's Retreat). Our work together under the Spirit's guidance is helping us to heal, to discover unity, to transform our Meeting communities, and to make our witness in the world.

As we gathered for Annual Session in Eighth Month 2014, our opening retreat on "Bringing Differences into the Light" allowed us to feel "the healing power of sharing our stories" and to learn experientially that "conflicts in communities can be opportunities for discernment and even transcendence" (Minutes of Annual Session 8/5/2014). Monthly Meetings acknowledge "a number of polarities or areas of tension. . . [that] pose challenges. . . for which [we] must strive to find balance" (Friends Meeting of Washington). However painful such challenges can be, we know that "there is a lot to be learned for a meeting when difficult times come its ways" and we therefore seek ways of being together that help us to "grow in the Light" (Dunnings Creek). Workshops offered to local Meetings by the BYM Ministry and Pastoral Care Committee sustained opportunities for us to engage and learn from one source of tension: our theological diversity. Through such work, we come to understand that "God, the Light, the Seed, the Christ, the Inner Teacher, the Spirit" are among the many ways we name "that Power that is in and around us all" (York).

Many Meetings describe worship as deeply gathered and central to their life in community, whether experienced in the nurturing hospitality of one another's homes, in an historic or new Meeting House, or through "virtual (Internet) Meeting for Worship for those who are sick or needing prayer support" (Annapolis). A "small, brotherly group of men" celebrated their 10th year as a worship group at the Maryland Correctional Institution of Hagerstown, affirming that "Love, wherever it appears, is a living, growing thing" (South Mountain Friends Fellowship). Relationships are also nurtured through the Spiritual Formation Program, retreats for younger Friends (YAF, YF, JYF), gatherings for music and singing, and many others. "With such a river of Light," one Meeting reported, "how can we keep from singing?" (Fauquier Worship Group). Sharing the culture and music of the Piscataway Nation during Annual Session, Mark Tayac "spoke of how the drum is the heartbeat of life, and that all people everywhere have the same heartbeat" (Epistle from 2014 Annual Session). We feel this to be true across and beyond our Yearly Meeting.

Healing and unity also occur as we attend to our organizational and committee structures. We minuted our unity on inclusion, affirming the "right of all individuals, including transgender, genderqueer, and questioning young people and adults, to understand and express themselves with authenticity and integrity, both inwardly and outwardly" in all BYM pro-

grams (Minutes of Annual Session 8/5/2014). As Friends serving as clerks or on committees conclude their service, others are taking on leadership roles that provide opportunities for “learning and growth” (Abingdon). While it is sometimes a struggle to balance the competing demands of our busy modern lives, we are striving to remain aware of the tender and important work of responding to the call to service within our Meetings. Shared meals provide the “camaraderie of working together, and relationships are strengthened at the lunchroom table and kitchen sink” (Alexandria). Intervisitation within and beyond our Yearly Meeting helps us to practice the “blessed ‘Ministry of Presence’” with one another (Minutes of Annual Session 8/8/2014). Meetings expressed gratitude for the support and care offered by the Yearly Meeting, which “provides corporate wisdom and insight when needed” (Williamsburg) and “helps them to feel part of a larger Quaker community” (Monongalia). Many groups affirm how spirit-led committee work nurtures their community. Young Friends renamed their too “corporate sounding Executive Committee” the “Nuts and Bolts Committee” to better reflect “openness and acceptance” (Young Friends 2014 Epistle). Other Meetings reinvigorated the work of pastoral care committees, discovered better ways of communicating across committees, and explored how technology can help us to do the work of our Meetings with less environmental impact from excessive car travel. We experienced the blessings of “Spirit-led Quaker process” as we discern way forward on matters both small and large (Richmond).

Even as we attend to the inward needs of our Meetings, we look for ways to make our Quaker beliefs and practices accessible and available to other seekers. Friends speak of a yearning for the presence of younger people and people of color in our meetings. Some struggle to bridge long-time members and newer attenders. These yearnings and tensions often generate creative energy. Our Meeting Houses are being opened in service to our neighbors; we are hosting events that are now community favorites, such as a Thanksgiving Service (Deer Creek). Overcoming the “traditional reticence to go public” one Meeting noted that “sharing the programs we have through newspaper announcements has been appreciated by kindred souls” (Floyd); others have updated information on Quakerfinder.org and are maintaining a stronger web presence (Little Britain). Meetings located near colleges and schools are “[taking] Meeting to the students” by hosting worship sessions on school campuses (Carlisle); and our proximity to Friends schools and Friends retirement communities often “provides a diversity of ages and generations” (Sandy Spring). Recognizing that many young people are affiliated with our Yearly Meeting through our camping program, a newly-created Camp Diversity Working Group is focused on increasing racial and cultural diversity and inclusion (Minutes of Tenth Month Interim Meeting). Listening for the Spirit’s leading and responding faithfully, we hope that “where the Spirit is lively and moving within a group, it naturally attracts others” (Frederick).

One such group is the Yearly Meeting’s Working Group on Racism, whose invitation in 2013 to read and discuss Michelle Alexander’s *The New Jim Crow: Mass Incarceration in an Age of Colorblindness* has inspired deep learning and action. The Maryland Alliance for Justice Reform, which grew out of one study group, “has become a statewide coalition of groups working to bring greater justice to the criminal justice system” (Annapolis). One Meeting affirmed that “white privilege ... is not only a political issue, a justice issue, or a public policy issue. This is a spiritual issue” (Gunpowder). In Baltimore, “an annual silent

vigil across the street from the Sons of Confederate Veterans who have chosen to hold a celebration on Martin Luther King, Jr., Day” has drawn more participants each year (Baltimore, Stony Run). Many other concerns have been laid upon us and are inspiring Spirit-led action: supporting child asylees from Central America; attending to the continuing Israeli-Palestinian conflict; and ongoing prisoner visitation and support. Our Unity with Nature committee has invited each Monthly Meeting to discern its response to the “crisis of global climate change, resource depletion, and environmental degradation” (Minutes of Annual Session 8/8/2014). A Meeting for Worship and rally at the U.S. Capitol carried our concerns about plans for hydraulic fracturing (“fracking”) in Maryland; a similar public witness was made against mountaintop removal coal mining in West Virginia. One worship group articulated a “mandate of creation care” as it faces the possible building of a gas pipeline through its area (Augusta). We are aware that “we are not compelled to an action because we are Friends; [rather] we are Friends because we are driven to action by the urging of the Inner Light” (Herndon). Through faithful action and service to their community, one Meeting stated that “our Meeting is becoming more of the beacon that many of us wished it could be” (Williamsburg).

During the Carey Lecture at Annual Session, Marjory Post Abbott shared a vision of “the wild power of love let loose in the world.” She called us to “witness to a new way of being faithful to the new creation.” Held in this Power—this Light—we are broken open, healed and transformed. Let loose in the world, we sang at Annual Session “I’m gonna let life move me/I’m gonna let life stir me deep/I’m gonna let life wake me.” Faithful to the new creation, we seek the Spirit’s guidance to attend to the work that is ours.

This report was written after prayerful reading of the 2014 Spiritual State of the Meeting Reports submitted by Monthly Meetings and Worship Groups, the 2014 minutes of Interim Meeting and Annual Session, the 2014 minutes of Committees and Working Groups, and the Epistles arising from the 2014 Annual Session and 2014 Women’s Retreat. We did not attempt to include quotes from all constituent groups within the Yearly Meeting, however the voices quoted herein reflect themes that were heard across the Yearly Meeting.



2015 Women's Retreat

THE EPISTLES

REPORTED TO ANNUAL SESSION AT FROSTBURG, MD

8TH MONTH 9TH DAY, 2015

To Friends Everywhere,

As we gathered to work with our theme of *Living into Right Relationship*, our condition already reflected years of faithful progress in relationship with the creation, each other, and that Spirit that flows in and among us. Attention and labor have been abundantly given to healing relationships distorted by racism, overconsumption and exploitation of the earth and its inhabitants. We gathered in faith that we would discern together how to carry our work forward with new insight.

We were blessed with reminders of the opportunities we have to seek and be open to guidance from Spirit, which calls us into relationship. Our opening retreat raised up connectedness as the essence of relationship. We each bear responsibility for staying connected. The retreat sent us onward with the musical blessing, “Go Thou in Peace.” One of our plenary speakers described worship as communion, wherein we experience the presence of God and discover afresh our kinship with everything. Another speaker described ours as a “difficult and painful time,” requiring us to act now for the future. We acknowledge that suffering exists in the present. Right relationship lets us see that some have been sacrificed for the benefit of others. Those who suffer need justice rather than charity. Our speaker reminded us that in a troubled present and an uncertain future, “it always seems impossible until it is done.” Our power comes from our relationships.

In Meetings for Worship with a Concern for Business, reports and agenda items revealed our Yearly Meeting’s work toward righting relationships distorted by racism. We acknowledge that we need to live in a way that honors and nourishes the created world. We acknowledge the rights of all species to their part in creation.

During our week together, we seasoned the issues before us. Our new clerk reminded us that Spirit will find the voice it needs for Truth that needs to be shared. Visiting Friends connected us to other Yearly Meetings and their work in the world.

The work before us now is not new. Friends are aware that we live in a society that hurts and exploits others. We see the need to match our actions with our declarations, as John Woolman urged. Our final plenary speaker called us to catalyze social change on a large scale. He urged Friends to see ourselves as members rather than masters of creation, and to work to maintain its complexity, which requires harmony and balance.

In some ways our present work is entirely new. Our actions will affect the future in ways that cannot be undone. Discerning way forward is the task before us.

In the Light,
Baltimore Yearly Meeting of the Religious Society of Friends

EPISTLE OF YOUNG ADULT FRIENDS

ACCEPTED 8TH MONTH 9TH DAY, 2015

The year began at the end with a post-Holiday winter conference, mere days before the end of 2014, at Patapsco Friends Meeting for a weekend of exploration arranged by our lovely treasurer, Jenny Vekert. A food-themed conference, it challenged all to try expanding their pallet with new and exciting foods and uncharted pairings thereof such as the marriage of bread and pudding and giant bowls of build-your-own Pho¹ several times over. Fortified by this success with such an eclectic food combination, a trip to Lotte, the local Korean supermarket, was swiftly arranged. Once there, YAFs embarked upon the dual missions of eating a lunch consisting only of products they'd never tried before, and picking out even more unknown food to bring back and share with each other later on. With Light and proper Buddy System techniques, no one was lost in the store, although YAFs did leave with more than with they arrived. Later on, Ruth Fitz and other members of Patapsco joined the community for an enthusiastic round of singing, continuing a YAF tradition of winter singing without carols and rounding out the weekend with food for the soul.

In the middle of the year, YAFs gathered at Friends' Wilderness Center in West Virginia. Whereas the previous conference was rich with food, this conference was rich in nature and much time was spent appreciating not only each other's company but the great outdoors as well. Amongst the many activities one could engage in over the weekend were a trip to the dedication of the new geodesic dome house, a hike up to the Appalachian Trail and back, and even an expedition to the local fair. YAFs had a wonderful dinner Saturday night with Ken Stockbridge, BYM's presiding Clerk, who joined in a discussion about spiritual formation within the YAF community as well as the singing that followed it. The YAF community would like to thank Sheila Bach and the Friends Meeting of Washington for helping to make our spring conference a success.

Annual Session was both annual and a session. Despite being plagued by new and inconvenient delivery hours at the YAF community's favorite pizza place, and being fraught with distraught at the cruel twist of fate that parted us from our Dearest Wayne, YAFs rallied together and drew new strength over the week from each other and from the larger community. In between running between committee meetings, JYM events and Frodo-ing for still more commitments, many a happy hour was spent coloring, sharing tea and Polish candies, and catching up with the year's events.² A new mentoring activity for Young Friends was brought into existence where YAFs answer questions submitted to them about life, school, adulting, and other scary stuff. We also stole all of their couches. Having once looked up to the strong and positive presence the Young Adult Friends community offered them when we were Young Friends, YAF perpetually strives to continue and live up to this legacy. YAFs additionally opened up this casual forum to the Greater BYM community with a Q&A wall in the Bookstore for the greater community to ask their most pressing questions

¹ Vietnamese soup.

² Remember the part in Lord of the Rings, when the Council of Elrond is trying to decide who will take the ring to Mordor? Everyone is arguing and nothing is getting done and tensions are getting higher and then Frodo stands up and says he'll do it because walking to Mordor can't possibly be as terrible as another second of this never ending committee meeting? We are all Frodo.

as well. Continuing our educational outreach, we assisted Advancement and Outreach in a workshop on internet outreach.

So that was the year and as awesome as it was, YAF wouldn't be much of a community without the awesome support they receive from the greater BYM community. While there are many people to thank, Young Adult Friends would like to extend their special gratitude to Ken Stockbridge. Ken has been a cheerful presence in our lives for many years, on intervisitation trips and singing retreats and always making time to listen. To honor him, we would like to present him with a plaque which reads, "Dear Ken. Thank you for all of your love and support. Sincerely, Young Adult Friends." We hope you will treasure it always, as we will always treasure you.

As always, with Love and Light,
The Baltimore Yearly Meeting Young Adult Friends

EPISTLE OF YOUNG FRIENDS

ACCEPTED 8TH MONTH 9TH DAY, 2015

Dear Friends,

This past year the Young Friends met several times in various locations to share our Love and Light. This year was filled with transitions of the community, including a very large influx of new members and the departures of many beloved ones. Our year was filled to the brim with dancing, worship, queries, singing, and new friendships formed, all while old friendships were strengthened.

The first Nuts and Bolts Committee retreat of the year was held at Gunpowder Friends Meeting where we learned how to properly facilitate a clearness committee. We also used it in practice by holding a clearness committee for an incoming Young Friend. In business meeting we developed a new way to integrate new attendees, called "Con 101" run by our members at large.

The whole Young Friends community began our year in late September at the lovely Langley Hill Meeting House by greeting Friends new and old. Our September conference was filled with bubbles, capture the flag, a one man rendition of *Les Mis*, our first coffee house of the year, and speed dating to integrate the incoming Friends to the community. There was plenty of love and light to go around which was carried in our hearts throughout the year.

Our annual Thanksgiving conference is special in many ways, one because it is the time that our alumni return to us to share again their joy and laughter. This year we also had a merfolk themed conference, spearheaded by our mermittee (i.e. merfolk is a gender neutral word for mermaid), a committee for the merfolk by the merfolk. The workshop on frack-ing, led by our own Friendly Adult Presence Polly Heninger, opened our minds and hearts to the environmental issues prevalent in our society. We used the wondrous kitchen in the Adelphi Meeting House to make delicious pizza and sweet potato biscuits (that's what I said), which kept us fuelled for some fun-filled paper bag skits.

The second Nuts and Bolts Committee retreat was held in January at Herndon Friends Meeting where we discussed the year so far, held peer evaluations, and met with the Youth Programs Committee to discuss the budget. We also played capture the flag, soccer, and ultimate Frisbee in a nearby park.

Although all our conferences are filled with love and light, our February conference is one of the most attended and love filled cons. The ambiance of this conference was set by the quiet snowfall around the light filled Homewood Meeting House, and the laughter of Friends frolicking in the snow. Our workshop focused on sex and sex education, providing a safe environment for us to come to comprehend this serious topic. We also had worship sharing, played ultimate Frisbee, and received the melancholy announcement that our former Youth Programs Manager Alison was to make her departure. It may have to do with the fact that it's held over Valentine's Day weekend, or that we have so many hearts to share it with, but we love the special spirit that always seems to surround our marvelous love con.

In April we boarded a bus and headed out to Richmond Friends Meeting's campsite, known as "The Clearing," for our annual work con. As service we cleared trails, chopped wood and made signs. One order of business that came up early in the weekend was the creation of a communal social networking account (instagram). Named after a beloved Friendly Adult Presence, known as "Erikbrokemyheart," run by the Young Friends as a way to keep in touch in-between conferences. We also proposed a query on the importance of this community and our self-governance because Friends felt there was a lack of initiative taken by members. Since this conference is the least attended of the year, due to both distance and timing, we held a discussion on the status of work con; why people did not attend, and if we should continue it in future. We decided to continue this conversation at our final conference of the year, to let those who don't attend work con have a say.

Our final con of the year, also known as grad con, was held at Hopewell Centre Friends Meeting, providing us plenty of space to frolic outdoors. We finished the tabled discussion, and decided to continue holding work/bus cons because the service we do is important to the wider community, and we are able to reach out to Friends further away. We had another workshop led by a Friendly Adult Presence, Amrit Moore, where we made personalized, screen printed tee-shirts. Throughout the weekend there were many haircuts and head-shavings, most of them were decided then and there. We ended this con as we always do, with a tear and tissue filled graduation ceremony, but this time the ceremony was not only our seniors. We said our final goodbyes to our Youth Programs Manager of the past six years, Alison Duncan. We thanked her for her time, and wished her well with her next adventure.

At steering wheel, our last Nuts and Bolts Committee retreat of the year, we said hello to our new Youth Programs Manager of the year, Jossie Dowling. This retreat was held at Fredrick Friends Meeting, and is designed for job training. We slid into our new roles without a hitch, and then we headed to Annual Session.

Annual Session began with a new role in the BYM community for Young Friends; starting Tuesday we began our roles as reading clerks. That evening we held our first Meeting for Business where we started off by introducing ourselves. The more we attended the wider community's Meeting for Business, the more we applied their practices to our own Meetings, strengthening our spiritual community. We held four workshops throughout the week; screen-printing, conscientious objecting, gender-right relationships and equity, and experimenting with light. Our committees, including Handbook, Produce Department, Coffee House, Epistle, Mermittee, Prank, Friends In Giant Heated Tantrums (a.k.a. FIGHT), Do Good Deeds, Nuts and Bolts, and Dance Party Playlist, met every day to discuss their business, and many produced results that were shared with this whole community. Inter-generational activities included the All Age Celebration, Produce Dept., and Capture the Flag, and were shared with lots of laughs. After a year of both losses and gains, we posed the query "How may we channel our love for people and things that have departed, towards embracing the new?" and heard impactful responses which helped many through their transitions. As previously mentioned, we held an ad-hoc Prank Committee to prank the Young Adult Friends before our open house with them. Many post-it notes were shed and furniture was left upside-down, to the confusion of the YAFs.

We are looking forward to the upcoming year, and can't wait for the community to continue to grow and flourish.

Love and light,
Young Friends of Baltimore Yearly Meeting

EPISTLE OF JUNIOR YOUNG FRIENDS

ACCEPTED 8TH MONTH 9TH DAY, 2015

To Friends Everywhere:

This year Junior Young Friends enjoyed many fun activities at Annual Session. We started our week with the people that were here making tie-dye t-shirts. We held our own business meeting, where we decided on our clerk and recording clerk, plus things to do at the overnight and the All Age Celebration. One issue we addressed was the time needed to make the labyrinth - and to fix this problem, some JYFs volunteered to trace it while the rest of the group played capture the flag. However, because of the rain, they had to retrace an entirely new one the day of the All Age Celebration, in an entirely new spot.

The rain also affected the annual swimming trip, so some of us had the fun experience of swimming in the rain at the community pool (while having the pool entirely to ourselves!). In the JYF class, we enjoyed two field trips, as well. One was to a farm that provides vegetables to the university dining hall, Frostburg Grows, where we moved trees, learned about compost, and helped prune and pick tomatoes. The second one was to the planetarium, where we learned many cool facts about telescopes and found out that Pluto had recently been reinstated as a planet!

We had a scavenger hunt that led all over campus - and, after tallying creativity and success points, had a 'Quaker tie' as the end result. Throughout the week, we folded many,

many paper cranes, as part of the Yearly Meeting's effort to mark the 70th anniversary of the bombing of Hiroshima by folding 1,000. We learned about creation stories from around the world, in one of which, when God created man and buffalo, buffalo killed and ate man - and in many of them we noticed similarities. Lastly, we ended our great week of JYF with our overnight, where we played manhunt and sardines, and some joined the YFs for capture the flag. In the morning, we got to enjoy watermelon for breakfast because Dylan was able to cut one open with a plastic knife.

EPISTLE OF THE 2015 WOMEN'S RETREAT

January 25, 2015

Dear Friends Everywhere:

One hundred and sixty nine women journeyed to Skycroft Retreat Center nestled on an Appalachian mountaintop in Middletown, Maryland to gather for the 21st annual Baltimore Yearly Meeting Women's Retreat for the weekend of January 23-25, 2015. The vitality of our strong community was enhanced with the presence of more than 50 women, young and old, attending the retreat for the first time. We explored the theme of Connections: To Ourselves, To Each Other, and to the Spirit. As we gathered Friday night, winter weather swirled around us, enveloping us in a snowy freezing fog. We journeyed, knowing that the skies—and our hearts—would open to manifest the Light.

As we gathered for the opening, we took roll call by Monthly Meeting and generations. We are not a body that gathers to make decisions, but a body that gathers in fellowship to renew our spirits during some of the darkest days of the year. Our singing, chanting, and sacred circle dancing reflect the unity of Spirit, as we connect and blend tenderness and vulnerability, with strength and clarity. Laughter and tears envelop us, like the weather outside awes us with its power to make us measure every step, or make us stop and cherish the beauty of God's Creation.

Small worship-sharing groups focused our time together, at the beginning middle and end of the weekend. Friends from Adelphi Monthly Meeting lovingly organized the gathering, planning workshops, worship sharing, and interest groups for us to consider the theme. Many of us find this retreat to be a safe place to try new things and to test our leadings, by offering a workshop or an interest group, or sharing a story or song at our Coffeehouse. In workshops, we explored Connections through art, writing, bodywork, meditation, and learned about Quaker history and social justice. Artists and craftswomen brought their works to share, and the brilliant displays of pottery, jewelry, handspun and dyed wool and wool works, as well as photography garnished the edges of our main gathering space, brightened our spirits.

At our Plenary session on Saturday morning, we were blessed to have performance artist Kim Hanley speak to us as Lucretia Mott, early Quaker abolitionist and advocate of women's rights. We were reminded of her power—and the power of other early Friends—who spoke from a conviction of Spirit with authority and love, with gentleness and strength, and a certitude of faith that was the cornerstone of early Friends' meetings. Though many of

us had read or heard of Lucretia Mott, having her in our midst was powerful, reminding us that Quaker women's authority came not from men or sects, but directly from the Light of God. Friend Lucretia led by example, inspiring us to speak up and speak out, working and witnessing for equality.

We understand the power of listening to each other's experiences, the experiences of our foremothers, and the experiences of Friends around the world. We honor the women who have spoken Truth to Power through the centuries and who continue to do so around the world—some in our own midst, some across the globe.

The fog and snow lifted, mirroring our soaring spirits. The ice sparkled on the branches silhouetted against the blue sky, reminding us of the cleansing and healing in being close to Nature. It is in this faith community that we can gather, center, connect, and then move back into our meetings and the world, able to reflect the Spirit more vibrantly.

Even though we may not know you, we sense that the connection we have in Spirit is a connection to explore, celebrate, and cherish. The Truth that Lucretia Mott spoke of is available to us all, and when we gather in community, we are nourished and strengthened by the Vitality of the Spirit. We hope that you find a restorative healing power when you gather in your Quaker community, as we are blessed to have here on this mountaintop in Maryland.

With love in The Light,
The Baltimore Yearly Meeting Women's Retreat
Betty Ansin Smallwood, Langley Hill
Barbara Platt, Sandy Spring
Helen Tasker, Fredrick



Annual Session 2015 photograph by Cy Merriwether-deVries

MINUTES OF BALTIMORE YEARLY MEETING

INTERIM MEETING

TENTH MONTH 11, 2014

RICHMOND FRIENDS MEETING

I2014-45 *Opening.* Baltimore Yearly Meeting's Interim Meeting gathered on 10/11/2014 at Richmond Friends Meeting's Meeting House in Richmond, Virginia, Ken Stockbridge (Patapsco) presiding in the absence of Tasha Walsh (Maury River). Ken read aloud an excerpt from Richmond Friends Meeting's 2013 spiritual state of the meeting report. Ken reviewed today's agenda. Barbara Hulburt (Richmond), clerk of Richmond Friends Meeting, welcomed us.

Friends from twenty-two Meetings signed in: **Adelphi:** Alison Duncan, Ann Marie Moriarty; **Annapolis:** Karen Cunnyngham; **Baltimore, Stony Run:** Arthur Boyd, Margaret Meyer, Clinton Pettus; **Bethesda:** Claudia Hernandez; Liz Hofmeister; **Charlottesville:** Linda Goldstein, Barbarie Hill, Tom Hill, Hank Shutz; **Frederick:** David Hunter, Carlotta Joyner; **Friends Meeting of Washington:** Debby Churchman, Riley Robinson, Gene Throwe; **Gunpowder:** Bob Fetter, Susie Fetter; **Herndon:** Cathy Tunis, Harry Tunis; **Homewood:** Alene Carteret; **Hopewell Centre:** Becca Bacon, Jim Riley; Josh Riley, Linda Wilk; **Langley Hill:** Bill Mims, Rick Post, Rebecca Rawls, Jeannette Smith; **Maury River:** Eli Fishpaw, Kathy Fox, Katherine Smith, Mary Stratton, Wil Stratton; **Midlothian:** Tom DeWeerd; **Norfolk:** Andy Conlon; **Patapsco:** Ken Stockbridge; **Richmond:** Brooke Davis, Ada Hammer, Barbara Hulburt, Denna Joy; **Sandy Spring:** Maggie Dorr, Wayne Finegar, Flossie Fullerton, Linda Garrettson, Nathan Harrington, Margo Inglis Lehman, Jim Lynn; Elizabeth Meyer, Gloria Victor-Dorr; **Takoma Park:** Arthur David Olson; **Valley:** Don Crawford, Lois Crawford; **Yearly Meeting Staff:** Ann Venable; **York:** Lamar Matthew, Harry Scott.

I2014-46 *Camp Program Manager's annual report.* Jane Megginson (Frederick), Camp Program Manager, gave an annual report; the written version is attached. Jane noted that detailed statistics on camping as well as Jane's analysis of them are available. Jane mentioned that stable attendance lifts worries about finances, allowing staff to focus on program. Relatively new directors now have three years of experience and have climbed their learning curves; at the other end of the spectrum, another director has now served us for 15 years. Jane highlighted camp program efforts to increase diversity, in particular racial diversity; these efforts are now taking place throughout the program, and involve both campers and staff. This is the first year an alumni event was held at Shiloh; such events continue at Catoctin; next year's reunions are set for 9/25-27/2015 at Shiloh and 9/11-13/2015 at Catoctin.

Jane related how changes in leadership can cause worry about the unknown, and how a measure of success is the ability to train new leaders so we need not be afraid of transitions, and can instead be invigorated by them. Jane thanked the Camping Program Committee, the camp directors, and the camp staffs for their work in ensuring the safety and cultivating

the spiritual growth of our children. Jane shared a sense that lower percentages of Quakers attending camps may in part be a result of elimination of discounts for those who identify themselves as Quakers. We also heard a sense that there may be fewer Quaker children in camps because there are fewer Quaker children in meetings. Past efforts to increase attendance by children from Baltimore Yearly Meeting Monthly Meetings have been unfruitful.

I2014-47 *Camp Property Manager's annual report.* David Hunter (Frederick), Camp Property Manager, gave an annual report; the written version is attached. David listed what the camps do for us, including their environmental roles. David told some of the story of camper construction of the model cabin used as a fund-raising tool; present campers understood that they were giving a gift to future campers. David outlined forestry management work begun this summer at Catoctin; the work both improves the character of the camp forest and provides roughly enough revenue for construction of a cabin. David reported that a blight-resistant strain of the American Chestnut is due to be planted at Catoctin (one of the first planting sites). In response to a silent inquiry, David mentioned the availability of fliers on Friends service weekends at the camps.

We **MINUTED** our appreciation to both Jane Megginson and David Hunter for their inspired work on our camps and camping programs.

I2014-48 *Development Director's report.* Ann Venable, Development Director, reported; the written version is attached. Ann expressed gratitude to David Hunter for the large amount of work he and others have done to implement the idea of the model cabin. About half of our 30 cabins have now been replaced; work on raising funds for this continues. Ann told part of the story of Roberta "B. J." Warren, an Episcopalian who, according to her priest, "always had room for another." The positive camp experience of a young person in her life led eventually to her making Baltimore Yearly Meeting a beneficiary; the substantial gift is an example of the power of planned giving.

I2014-49 *General Secretary's report.* Riley Robinson (Washington), General Secretary, reported; the written version is attached. Given the agenda, Riley reduced his 20-minute planned report to two minutes; Riley praised the report of our Vision Implementation Committee, and asked Friends to use the 18 minutes saved to read and appreciate the report. Riley noted that a new heating system has been installed at the Yearly Meeting office, and that a new solar power system is due soon.

I2014-50 *Development Committee.* Liz Hofmeister (Bethesda), clerk of Development Committee, reported for the committee. Liz reported year-to-year growth in first-nine-month donations from 2013 to 2014. Liz cited the Manual of Procedure's charge to Development Committee to seek funding from, among others, foundations; some small grants have already been received. The committee has drafted a "Grants Application and Management Policy;" the draft policy is attached. One purpose of the policy is to help ensure that different parts of the Yearly Meeting are coordinated in their efforts to seek grants.

We heard a sense that this policy covers who has the final authority to seek and accept grants; the authority would apply in impending cases. We heard a clarification that this

policy applies to grants being received by the yearly meeting, not those being provided by the yearly meeting. We heard a sense that a grant application should be preceded by consideration of how we'll go forward when the grant ends. We heard that the matter of policy regarding funding of staff with grants is to be considered separately from this policy. We heard a sense that even though this policy might be improved, it improves on our current situation of having no policy. We heard of the difficulty of balancing widespread participation in the grant process with the speed required by some grant agencies.

We **APPROVED** the policy with this change: on page 2, end the sentence now reading "A program committee, in consultation with the Development Program (the Development Director and the Development Committee), may initiate grant applications for a proposed program or activity of this committee" with "that is already part of its charge."

12014-51 *Unity with Nature*. Eli Fishpaw (Maury River) reported for Unity with Nature Committee; the written version is attached. We sang the beginning of the committee's report ("Tis a gift to be simple..."). The report highlighted the committee's effort to work with the 2015 Annual Session theme of "Right Relationship," focusing on relationship with God's creation; the committee seeks to create a space at Annual Session to share the work of Monthly Meetings.

12014-52 *Nominating Committee*. Karen Cunyngnam (Annapolis), clerk of Nominating Committee, reported for the committee. We **ACCEPTED** these resignations reported by the committee: Rachel Kidanne (Washington), Advancement and Outreach; Susanne Thompson (Pipe Creek), Unity with Nature; Bonnie Peregoy (Annapolis), Friends General Conference Central Committee.

At this first and only reading by the committee, we **NAMED** these people to these positions through 2017: Keith Curtis (Herndon), Friends Wilderness Center Representative; Jon Nafziger (Charlottesville), Development.

12014-53 *Naming Committee*. Rep Pickard (Homewood) reported on behalf of Naming Committee. On this first and only reading, we **NAMED** Natalie Finegar (Sandy Spring) to Search Committee, to complete the term of Andre Israel (State College), who has left the area.

12014-54 *Faith and Practice Revision*. Lamar Matthew (York) reported on behalf of Faith and Practice Revision Committee; two other members of the committee accompanied Lamar; written material they provided is attached. We heard a request to use "Local Meeting" as a more inclusive term than "Monthly Meeting;" the committee met briefly and adopted this change. We heard that this committee does not have the minutes of its predecessor committee; it intends to work from the 2013 draft Faith and Practice as a base and solicit new insights from Local Meetings.

12014-55 *Grant-funded staff*. Meg Boyd Meyer (Baltimore, Stony Run), immediate past Interim Meeting Clerk, reported. She noted that about 20 responses had been received to

a request for insights and information on the practice of funding staff using grants. Respondents were generally positive about the practice; some concerns were expressed about maintaining clarity in such situations. The responses have been summarized and shared, in particular with Supervisory Committee. At the 6/2014 Interim Meeting, a concern was raised about carrying out work using grant-funded staff rather than volunteers.

We heard a sense that our very recent adoption of a policy for grant application and management may make grant-funded staff more practical. We heard that relevant committees have indicated that it's beyond their charges to determine whether the Yearly Meeting can have grant-funded staff. We heard a desire for equitable treatment of grant-funded staff and other staff; we heard a sense that, absent specific action, existing personnel policy would apply to grant-funded staff. We heard a sense that our Manual of Procedure's existing policy for creating new staff positions would, absent specific action, apply to grant-funded staff. We heard sense that our new grant application and management policy requires that grant activities be within the existing charge of a committee.

We **APPROVED** a change in policy to allow grant funds to be used for staff. Clinton Petrus (Baltimore, Stony Run), Clerk of Supervisory Committee, indicated that the committee has the ability to take the next steps; we trusted them to do so.

I2014-56 *Camp Diversity Working Group proposal.* Harry "Scotty" Scott (York), Co-clerk of the Camping Program Committee, presented a "Proposal to establish a Camp Diversity Working Group;" the written version is attached. The sense of the Camping Program Committee is that having a Camp Diversity Working Group is more practical than having a subcommittee for the purpose. The committee sought to craft a charge that covers many types of diversity.

We **CONCURRED** with Camping Program Committee's creation of a Camp Diversity Working Group, changing the charge "to increase diversity and inclusion" to a charge "to increase diversity and inclusion, emphasizing racial and cultural diversity and inclusion."

I2014-57 *Report on camp diversity.* Alison Duncan (Adelphi) reported on behalf of those working on camp diversity; the written version is attached. The diversity program focuses on recruiting and providing funding for campers, diversifying staff, and identifying obstacles to diversity in the Quaker community. Alison shared information on a 2013 discussion of "Quaker Futures" held by the Trustees of the Shoemaker Fund. Interest was expressed in the work being done at our camps; based on that interest, an application to the Shoemaker Fund for funding of a three-year project is being prepared. Alison noted that we're engaged both in efforts to diversify staff and diversity training for staff members.

We heard a sense that establishing a three-year program might best be accompanied by our commitment to support further attendance by affected campers after the program ends.

The Yearly Meeting Presiding Clerk undertook to arrange for a letter of appreciation to be sent to those working on camp diversity.

I2014-58 *Staff appreciation.* Aware that not all of our staff reported today, we took an opportunity to **THANK** them for their continued faithful efforts on our behalf.

I2014-59 *Treasurer's report.* Tom Hill (Charlottesville), Treasurer, reported on revenues, expenditures, assets, and liabilities through 9/30/2014; the written version is attached. Tom noted that Trustees have approved the audit of our 2013 finances; the audit appears in the yearbook. A federal 990 form was approved by Trustees this morning and is to be submitted later this month. Tom cautioned that the apportionment figure in the revenues and expenditures report is simply three fourths of the budgeted amount, not the amount received. Tom characterized the report as generally positive. We heard a sense that a surplus ought not blind us to the need to build reserves or discourage us from giving.

I2014-60 *Return of travel minute.* Arthur David Olson (Adelphi) began presiding. Ken Stockbridge (Patapsco) returned a travel minute endorsed on 6/15/2013 by Baltimore Yearly Meeting; accompanying it were endorsements, as well as details of and reflections on the associated and earlier travels; all are attached.

I2014-61 *Presiding Clerk's report.* Ken Stockbridge (Patapsco), Presiding Clerk of the Yearly Meeting, reported; the written version is attached. Ken highlighted two perceptions: the value of the Vision Implementation committee's report, and the work we all must do to follow up on that committee's work. Ken noted the Vision Implementation Committee report's emphasis on the value of travel; Ken plans to travel with companions, and encouraged others to do so as well.

I2014-62 *Central American asylees.* Ken Stockbridge (Patapsco) resumed presiding. The Presiding Clerk read aloud a report from Frances Schutz (Charlottesville) of Ministry and Pastoral Care Committee on Central American asylees; the report is attached. (Attachment M)

I2014-63 *Closing.* We empowered our presiding and recording clerks to prepare a minute of appreciation to Richmond Friends. We heard, improved, and **APPROVED** these minutes. We adjourned, to gather next on 3/21/2015 at Patapsco Friends Meeting's Meeting House in Ellicott City, Maryland, or at the call of the Interim Meeting Clerk.

Ken Stockbridge, presiding
Arthur David Olson, presiding and recording

ATTACHMENT I2014-46

CAMP PROGRAM MANAGER'S ANNUAL REPORT

October 11, 2014

We had another great season at BYM Camps this summer! Counting campers and work granters, we had 711 participants, eclipsing last year's record-high 709! In addition, our camper weeks edged out last year's total by two, with 1388 camper weeks in 2014. Our directors who took over Shiloh and Catoctin three seasons ago, Hope Swank, Kathrin Gilbert and Dyresha Harris, have shown a lot of growth in their programs and in their skills and knowledge about directing camps. Opequon welcomed a new Co-Director, Sara Brigham, who directed with her sister, Elaine Brigham for the first time this summer. Sara is no stranger to leading at Opequon as she has been a senior staff member there for many years. Our Co-Directors at Teen Adventure, Jesse Austell and Jenn Schneider, continue to tweak our most popular and logistically complex program, drawing graduates from each of our residential camps to further their personal, spiritual, and leadership growth. Our Work Grant program continues to be an important and unique aspect of our camps. Many of our Work Grant participants return year after year not only to help pay a camper's fees, but also to enjoy the community and experience of BYM Camps themselves. I know of no other camp that has such an extensive program trading work and participation at camp for tuition remission. Diversity at all of our camps continues to improve as we work on various grants, projects, and undertakings to recruit underrepresented children to attend camp. In 2008, when we began systematically keeping track, 16% of our campers were non-white. This year, 25% of our campers were non-white. The Catoctin Diversity Group has been developing an approach that serves and really includes campers of non-white ethnic/racial backgrounds. For example, a volunteer translated the camper materials into Spanish this year. Other volunteers hosted potlucks with camper recruits and their families, teaching camp songs, explaining camp activities, and going on practice hikes. Funds were raised and grants sought to help pay for campers. This project has been resoundingly successful. We received another grant from the Bama Works Fund of Charlottesville this year and we have brought campers from that area to Shiloh for the second time this summer. We have patterned our recruitment and preparation of those campers after the work that has been done with the Catoctin group. The Camping Program Committee has even incorporated the idea of extra preparation for incoming campers into our routine for all new campers. Although we have not hosted a potluck with all of them, Committee members did call all of the new camper families (117 of them) to welcome them to camp and to answer any questions they might have about our camps, equipment, homesickness, and any other concerns.

Another milestone to celebrate – at Catoctin this year, more than one-third of the staff were people of color. Although we do not have accurate data to compare to other years, I can tell you anecdotally that we have never before had a staff anywhere near as diverse as this at any of our camps. The real victory here is that we are recruiting counselor/mentors who are as diverse as the campers who are attending our camps. In this way we are providing a more meaningful, fuller, richer experience for all our campers as they participate in a community that more accurately reflects the world we all live in. Thus we will develop a more diverse group of future leaders -- staff, counselors, directors, and possibly General

Secretaries of Yearly Meetings. I want to thank all of the people who have worked hard and continue to work toward making our camps a community that reflects who we want to be. This is not just a project but a calling and part of our spiritual practice for our camps. Our efforts are making a difference.

We know that the community that we create at camp has impacted generations of BYM Quakers. Catoctin Quaker camp has been in session for over 50 years, and now Shiloh and Opequon are maturing and have devoted alumni. This late summer/early fall at Catoctin and Shiloh we hosted alumni events for former campers and staff at those camps. It was the first time we have held an alumni event at Shiloh, and it was a big success with over forty people in attendance, including folks from every era of Shiloh's existence, and some who worked and attended camp at Old Opequon (which became Shiloh). We are excited about continuing to host alumni events in 2015, at Shiloh, September 26-28th and at Catoctin September 12-14th, so save the dates and show up next fall! Invite your friends from camp that you have not seen in years. Tell your family members who may not have heard. It is a lot of fun to see old familiar faces, meet some new folks, and renew our connections to the sites, the songs, the food, and the community that is CAMP!

As I think over themes of this past year, and the flow of my work, I keep coming back to one of the recurring themes of our work in the BYM Camping Program, and that is developing Quaker leaders. I find myself remembering that when Linda Garrettson, Director of Catoctin Quaker Camp for 17 years, announced that she would retire from directing camp, several people commented to me, "What are you going to do now? What will you do without Linda?" and I thought to myself, "Well, now that is a funny question. Of course, I will hire a new director for Catoctin." The question of what will we do now without someone we love who has served us so well for so long really gets at people's discomfort with the unknown, the future, transitioning and change. I get that. But what I also understand is a great tribute to Linda, and to Barry Morley before her, and to all of the Directors who have served our camps and led this program: By doing their job well, they are training young people to take on responsibility and to become leaders. They have trained the people who will become the next leaders in our camping program, in our Yearly Meeting, at our colleges, and in our schools. What better tribute to Barry Morley is there than that he helped young people grow enough to become new leaders in our camping program – JoAnn Coates Hunter, Linda Garrettson, Michael DeHart, Sue deVeer, and Elaine Brigham, to name a few. And what more fitting tribute to Linda Garrettson, or Dana Foster who served 17 years as the Shiloh Director, than that former campers and staff are now following in their footsteps and directing Catoctin and Shiloh? But they are not mimicking Linda (or Barry, or Dana) or trying to recreate exactly what Linda did at camp. When a leader moves on, it creates an opening for new leadership, new styles, methods, and ideas. Each new leader brings a unique set of skills, gifts, and a vision which will take the camp forward and perhaps in a slightly different direction for the next round. It is both simple and profound, and a small act of faith, to believe that this has always worked before and will continue to work into the future of our program. So the next time a beloved Director of one of our camps announces it is time to move on, feel free to come to me and say, "Wow, I wonder what great new opportunity for leadership and growth we will get to experience now!"

In fact, that is how I experience an important part of my job, making sure the Camp Directors have everything they need to do their jobs effectively. I love working closely with such a talented group of people, and I love the challenge and renewal of getting to know new Directors, learning their communication styles, seeing where we are similar and different, learning the ways I can complement them in their work, and supporting them in growing into their position as camp director at a BYM Camp. Directing camp is a daunting job, but what a joy to work so closely with them and see the genius at work, and grow through the hard challenges. Oh, how I envy their ability and desire to work with young people and shepherd them through these difficult times, giving them a spiritual home and core – an emotional safe space, a place of radical inclusiveness, a community where all participants belong.

I want to thank the Committee members who put in much time and effort to make the Camps run well and continue to be a place we want to send our children. I want to thank the Directors and staff at our camps who work so hard and care so passionately about the children we entrust to their care. We place so much into their hands, so many precious children, and charge them with the spiritual, mental, physical well-being and growth of our kids. It is truly an astonishing gift that each summer this group of young and passionate staff carries out all that we hope for and more.

George Fox's spiritual breakthrough was a gift he longed for before he understood what he longed for. In a blazing act of grace he finally received it. And though he explained his discoveries to us and though we teach them to each other, they were not his gift to us. His gift was constant encouragement that we discover for ourselves the source from which spiritual discoveries come.

~ Barry Morley, Fire at the Center: A New Look at Quaker Religious Education

Camping Program Statistics 2014

Enrollment – totals

- 2014 – 592 camper, 2013 – 593 campers, 2012 – 562 campers attended. 2011 - 538 campers attended camp. 2010- 541 campers attended our camps.
- Overall, the campers are 36% BYM Quakers, 5% Other Quakers, and 59% Non-Quakers.

Opequon

- 158 campers attended in 2014. 155 campers attended in 2013, 164 in 2012, and 137 in 2011.
- In 2014, Opequon averaged 54.5 campers per two weeks. 2013 – 54.8, 2012 avg. 52.33, 2011 avg. 45.66, 2010 averaged 47, 2009 averaged 50.66, 2007 and 2008 averaged 47.66.
- 86 (53%) of the campers were female, 75 (47%) male.
- Overall religious affiliation was: 39% BYM Quakers, 6% Other Quakers, and 55% Non-Quakers.
- 31 campers attended for four weeks, 37 in 2013, 21 in 2012, 23 in 2011, 23 in 2010 and 21 in 2009.
- 39 campers graduated in 2014, 32 in 2013, 27 in 2012, 21 in 2011, 32 in 2010, 29 in 2009, 18 in 2008, 27 in 2007, and 30 in 2006.
- 45 campers attended for one week only – 43 in 2013, 53 in 2012, 37 in 2011, 35 in 2010.

Catoctin

- There were 177 campers in 2014, 168 in 2013, 159 in 2012, 166 in 2011, 159 in 2010, 175 in 2009
- This year Catoctin averaged 76 campers per two week session, 73.66 in 2013, 70 in 2012, 74 in 2011, 76 in 2010, and in 2009, 81.
- The gender balance at Catoctin is very close to 50-50 over time. This year there were 83 male campers (47%) and 94 female campers (53%).
- Overall religious affiliation was: 31% BYM Quakers, 4% Other Quakers, and 65% Non-Quakers.
- 53 campers attended for 4 weeks in 2014, 59 in 2013, 54 in 2012, 53 in 2011, 69 and in 2009, 47 campers attended for four weeks.
- 28 campers graduated in 2014, 30 in 2013, 30 in 2012, 27 in 2011, 31 in 2010, 31 in 2009, 14 in 2008, 26 in 2007.

Shiloh

- There were 178 campers in 2014, 186 in 2013, 156 in 2012, 135 in 2011, 162 in 2010, 134 in 2009 and 117 in 2008.
- This year Shiloh averaged 62.33 campers per two week session, 59.5 in 2013, 53.33 in 2012, 46.66 in 2011, 61 in 2010, 49.66 in 2009 and 47 in 2008.
- The gender balance is 49% female and 51% male in 2014.
- Overall religious affiliation was: 32% BYM Quakers, 8% Other Quakers, and 60% Non-Quakers.
- 29 campers attended for four weeks, 21 in 2013, 44 in 2012, 21 in 2011, 40 in 2010, 25 in 2009 and 23 in 2008
- 39 campers graduated in 2014, 27 in 2013, 25 in 2012, 29 in 2011, 44 in 2010, 23 in 2009, and 20 campers graduated in 2008.
- 26 campers attended for a one week session only.

Teen Adventure Snakefoot

- There were a total of 63 campers: 37 in the first year program, and 26 in the second year, Leadership Training program.
- 30 female, 33 male
- Overall religious affiliation was: 42% BYM Quakers, 8% Other Quakers, and 50% Non-Quakers.

TA Bike

- TA Bike had 14 campers.
- 9 campers were female, 5 male
- 71% were BYM Quakers, 0% were Other Quakers, and 29% were Non-Quakers.

TA Waiting list: There were 2 campers on the TA waitlist (for TALT) by the time camp started. In 2014, 106 campers graduated from our residential camps. There were 105 campers graduating from our residential camps in 2004, in 2005, there were 95, in 2006, 84 campers graduated. In 2007, 83 graduated from our residential camps. In 2008, only 52 campers graduated. However, another large group of graduates occurred in 2009, with 82 campers graduating. And the 2010 class was quite large at 107. In 2011, we were back down to 77 graduating campers. In 2012 we had 82 campers coming out of our residential program. In 2013, we had 90 graduates.

Camperships and Financial Aid

- \$61,787.50 in **Work Grants** distributed to 126 campers.
- We gave \$65,697 in **Camperships** to 62 campers averaging \$1060 per camper.

Religious Affiliation of Campers

Monthly Meeting	CQC	SQC	OQC	TA	Totals
Abingdon	0	0	0	0	0
Adelphi	4	4	9	2	19
Alexandria	0	1	0	0	1
Annapolis	2	3	1	1	7
Augusta	0	0	0	0	0
Baltimore, Stony Run	7	5	10	2	24
Bethesda	0	1	2	1	4
Blacksburg	0	0	0	0	0
Buckhannon	0	0	0	0	0
Carlisle	0	0	0	0	0
Charlottesville	0	4	7	2	13
Deer Creek	0	0	0	0	0
Dunnings Creek	0	1	1	0	2
Floyd	0	0	0	0	0
Frederick	9	2	0	4	15
Friends Meeting of Washington	1	2	2	0	5
Gettysburg	0	0	0	0	0
Goose Creek	1	2	3	2	8
Gunpowder	0	0	1	0	1
Herndon	0	2	1	1	4
Homewood	1	1	3	1	6
Hopewell Centre	0	0	2	0	2
Langley Hill	1	5	3	2	11
Little Britain	0	0	0	0	0
Little Falls	0	0	0	0	0
Louisa County	0	0	0	0	0
Lynchburg	0	0	0	0	0
Madison County	0	0	0	0	0
Mattaponi	0	0	0	0	0
Maury River	0	3	0	1	4
Menallen	0	0	0	0	0
Midlothian	0	0	0	0	0
Monogalia	0	0	0	0	0
Norfolk	0	0	0	0	0
Nottingham	0	0	0	0	0

Monthly Meeting	CQC	SQC	OQC	TA	Totals
Patapsco	0	0	0	0	0
Patuxent	0	0	2	0	2
Pipe Creek	0	0	0	0	0
Quaker Sponsored	0	5	2	0	7
Richmond	0	4	5	1	10
Roanoke	0	0	0	0	0
Sandy Spring	26	9	6	5	46
Shepardstown	0	0	0	0	0
State College	2	0	3	0	5
Takoma Park	0	0	0	0	0
Valley	0	1	0	0	1
Warrington	0	0	0	0	0
West Branch	0	0	0	0	0
Williamsburg	0	0	0	1	1
York Monthly	0	0	0	0	0
SUBTOTAL: BYM Quakers	54	55	63	26	198
Indiana Yearly Meeting	0	0	0	0	0
New York Yearly Meeting	1	2	2	1	6
North Carolina Yearly Meeting	0	0	0	0	0
Other Yearly Meeting	4	8	0	2	14
Philadelphia Yearly Meeting	3	4	8	2	17
SAYMA	0	0	0	0	0
SUBTOTAL: Other Quakers	8	14	10	5	37
Buddhist	0	0	1	0	1
Christian	28	28	20	11	87
Hindu	0	0	0	0	0
Islam	0	0	0	0	0
Jewish	5	11	2	4	22
None	77	60	53	13	203
Other	3	6	12	3	24
SUBTOTAL: Non-Quakers	113	105	88	31	337
Grand Total:	175	174	161	62	572

ATTACHMENT I2014-47

CAMP PROPERTY MANAGER'S ANNUAL REPORT

October 2014

Introduction

This year at the Baltimore Yearly Meeting Camp Properties we were able to undertake several exciting projects and to prepare for other, even more exciting, projects. Building projects, forestry and the energy of enthusiastic volunteers were all part of the recipe. Safer, more attractive and more sustainable properties for the camps and others with in the Yearly Meeting were the results.

Catoctin Quaker Camp

Camper Cabins

We are working towards replacing all of the camper cabins at the camps. Many of them are simply at the end of their useful life some are too small for the number of campers we have at camp and others are not in compliance with state regulations for youth camps. A seventh camper cabin was constructed at Catoctin in the spring of 2014. We are looking forward to building the eighth in the spring of 2015. There are a total of 12 camper cabins at Catoctin so that will leave us with four more to replace in the future. Peter Bugler continues to help us with replacing camper cabin and we are in his debt.



Other volunteers who helped on the cabin include Harry “Scotty” Scott, Louis Bugler, Sasha Bugler as well as loads of Friends and other volunteers who helped remove the old cabins and help move the permitting process along. These cabins continue to serve as functional and attractive buildings that are a testimony to simplicity, beauty and craftsmanship.

Logging

In December of 2013 Glatfelter Paper and Pulp Company began building logging landings at the roadsides and moving equipment to Catoctin. For several years we have been working towards undertaking some significant timber stand improvement work at Catoctin. The arrival of Glatfelter on the site was a significant milestone. Over the course of the winter and spring Glatfelter removed dead, diseased overcrowded and stunted timber from about 40% of the approximately 90 acre area. This work is referred to as “thinning from below.” It allows rigorous forest growth and improved species and age diversity in the forest. All of these improve the overall health of the forest and reduce vulnerability to disease, wild fire and other threats.



Near the north logging landing at Catoctin

During the winter and spring the work was undertaken with some remarkable equipment built in Finland. Trees were felled and cut to length in the forest by a timber cutter with hydraulic boom, grapple, cutting bar and log length and diameter sensors which were all controlled by one operator from the safety of a reinforced cab. The timber was then carried (not dragged) by a timber forwarder to the landing where it was loaded on trailers and hauled away.

The forest looks much different in the areas where work was completed but it is remarkable to observe that the soil seems to have been barely disturbed by the equipment. The brush and branches left behind were cut up and crushed by the equipment so that they are barely noticeable in most places. Officials from the U.S Forest Service and the Maryland Forest Service all stated that they had not seen a more exemplary timber work site. We were very pleased with the results of that segment of the project.

The work was suspended and equipment was removed during the camping season. Now that the 2014 camping season is over Glatfelter has sent another crew to finish the project. This crew is equipped with more traditional equipment (a Bell tree cutter and a skidder) but the operators take pride their work and they are doing a remarkable job.

This would be important stewardship work to do even if it did not produce income but fortunately the work is netting some revenue. About 40% of the acreage of the site was finished before the work stoppage in May. The revenue generated was nearly enough to replace one of the cabins at Catoctin - about \$20,000.00. BYM Trustees have determined that any revenue generated through timber sales at the camp properties will be used for capital projects at the camps. The funds are badly needed to continue this work.

Most of the new young trees that will be from seeds, nuts or root stock that is available to us with the opportunities to plant some

A little forest history...

Until about 1900 the hills and forests were full of Chestnuts, a species that is almost unknown today. Chestnut blight began to spread throughout the hills and the Chestnut was no longer a presence the trees towered 50 to 75 feet higher than any other trees and was much food for wild life (and for humans today).



American Chestnut

Blight continues to persist in soils

everywhere in the eastern United States and whenever an American Chestnut begins to grow it eventually succumbs to the blight before reaching maturity. Signs are everywhere on the mountain that the American Chestnut once thrived there. Chestnut stump sprouts can still be found, Chinese Chestnuts thrive wherever they are planted and old chestnut logs can still occasionally be found in forest. Most of the wood that the kitchen and lodge at Catoctin are made of is American Chestnut.

After decades of careful and selective breeding the American Chestnut Foundation (ACF) believes that it has finally created a new American Chestnut that is blight resistant. The hope of seeing the Chestnut towering above the forest again (in 50 or 60 years) is beginning to sound more and more like a real possibility. The new species is called the Restoration American Chestnut 1.0.

The new blight resistant American Chestnuts are not commonly available yet because the trees are just now old enough to begin producing quantities of nuts. Nevertheless we have been working with the ACF and are hopeful that we will be able to plant some of these new chestnuts at Catoctin this fall or in the spring. This would be the first time that Restoration Chestnuts would be introduced into Maryland forests. Isn't exciting to think that the naturalization of the American Chestnut in the region might begin at our very own Catoctin Quaker Camp!



Catoctin Campers among the chestnuts circa 1860

Bathhouses

Plans to replace the bathhouses at Catoctin are developing well. Friends may recall that the building is being designed so that it can be constructed in two phases if necessary. The project may begin as early as the fall of 2015. The design includes eight composting toilets and sinks in the first structure. An attached structure will house the showers. The composting toilets will reduce the load on our aging septic system, reduce water use and provide useful compost and fertilizer. The building will provide an excellent teaching opportunity those who visit or attend camp at Catoctin.

Commercial and Residential Wind Energy Purchase Programs

This year all of the electricity used at Catoctin was 100% Green e-certified local wind energy. It continues to be purchased under the contract that was negotiated by Groundswell, a non-profit community organization engaged in helping individuals and other non-profits pool their consumer buying power to facilitate social change. Purchasing our electricity in this way also enables individuals associate with the Yearly Meeting or the camping programs who live in Maryland, the District of Columbia and Pennsylvania to purchase 100% wind energy through a similar contract. Opportunities to sign up for 100% wind energy become available in the spring and in the fall. Please contact the Yearly Meeting office if

you are interested in participating in one of these purchase programs.

Opequon Quaker Camp

The Boathouse



We are not sure why the new structure at Opequon has been dubbed the Boathouse. It is not on the water and it has never housed a boat, but it seems to have been named, and that name is “The Boathouse.” This building has taken the place of what was the oldest remaining structure on “the hill.” It was constructed over the well so that we will have access to water all year long – even after the rest of the plumbing system has been winterized. The new building is home to the washer and dryer and the plumbing

and electrical controls. It is providing some much needed office space and storage. It was built by PK Construction, the winning bidder out of three companies. The building is a one and a half stories high. It has a long shed roof pitched and oriented to accommodate enough solar voltaic panels to offset the energy needs of the camp if we so wish.

Bathhouses

We continue to make plans to build a separate shower house and remodel the existing bathhouses at Opequon. Moving the showers out of the existing structures will provide adequate room for sinks and toilets so that we can extend the useful life of the existing structures.

Six cabins down and two cabins to go...

In 2003 we began replacing and improving the cabins at Opequon and over the years, six of them have been replaced. The two that remain are approaching the end of their useful lives, so we are looking forward to replacing one of them in 2015. We hope to be able to replace the last one in 2016. Then we will turn our attention to replacing cabins at Shiloh Quaker Camp

Shiloh Quaker Camp

During the last few years at Shiloh we have accomplished a great deal (e.g. the pond was built, the dining hall/kitchen roof was replaced and a camper cabin was rebuilt. This year we focused on several maintenance and improvement projects. Nearly 200 trees were planted around the pond, water bars were installed to prevent erosion and the patio was resurfaced outside the kitchen to eliminate tripping hazards.

Cabins at Shiloh

Three of the cabins at Shiloh have been replaced with new structure since 2003 but there are still seven that need to be rebuilt. The small, dark and dank structures will be replaced with a 16 by 24 foot cabin that allow lots of light and air in and are similar to the cabins that we built at Shiloh in 2013 and have been building at Opequon. The next cabin at Shiloh is

scheduled to be built in 2016

Solar Energy at Shiloh

We are looking at a solar installation at Shiloh that would offset some of the energy used there as well. One of the concepts being discussed would create open pavilions under which activities could be held. The solar panels would be housed on the roof of the pavilion. One location might replace the current Art Pavilion which is an aging structure.

The Camp Property Management Committee

The Camp Property Management Committee met regularly during the last 12 months. The Committee has worked hard to steward the available resources and to ensure that the properties are available to the Yearly Meeting and the Camping Program for many years to come. It is a joy for me to have such a great group of committee members to work with. I know that the camps hold a special place in each of their hearts and they can be counted on to do whatever is needed to make my work possible. I am deeply grateful to the committee for all that you do to make my work more effective.



Fundraising, Development and The Tiny Cabin

In February of 2014 BYM received a genuine blessing when Ann Venable came to offer her services as the BYM Development Director. It has been a joy to begin working with Ann, visit the camps and make plans for the future. This summer Ann encouraged us all to take on an fun and exciting project; building a model of a cabin to assist in raising funds to replace camper cabins at the camps.

We decided to get campers involved in this project by offering a Workshop at Opequon and build the model as part of the activity. The Staff at Opequon decided to call the workshop the “Tiny Cabin Workshop” and work began on the playhouse-sized structure.

It was a joy to see the campers embrace this project. They were eager to learn some of the principals of construction, to get to work on the project. We began by looking at some of the other structures at the camp and looking at the walls and floors through the building and in doing so we learned how to be done to keep the buildings from leaning. We also discussed the use of hand tools and safety.

The campers and staff involved were there might be some resistance to wearing eye protection, gloves or hard hats, but the campers gleefully donned the safety wear (as well as high visibility vest, earmuffs and



anything else they could find). The difficulty came when it was time to put these items away for the day! When it was time to try something new (hammering, sawing, using the level and square) all participants were grabbing tools and trying them out before we able to discuss what we would be using them for. When it was time for the “Art Walk” at the end of the week the campers energetically shared what they had done and why, and the terms and concepts that they had learned during the week. They also shared a sophisticated understanding of how the cabin would be used as an aid to fundraising for new cabins and the importance of safe and attractive facilities at camp.

I was deeply moved as I listened to these campers talk about the importance of insuring that camp would be there for more young people in the future. I was inspired by how these young people were joyfully playing their part and giving of themselves to encourage others to give. It pointed out how the welfare and future of the camps depend on the generosity of all of us – giving of the resources we have – whether it is money, our time or the joyful enthusiasm we have for the camping programs and the properties that are home to them. The campers took great pleasure in undertaking a project that they knew would have a long-term impact on the place that they have come to love.



Ann Venable at the Opequon Fire Circle February 2014

Rentals

The camp properties continue to be a place where a variety of groups and Meetings find opportunities for retreat and fellowship in the off-season. When camp is not in session the properties are available for groups to rent. They are open for use from the end of camp until October 31 and from April 1 until the beginning of camp. There are also winterized spaces at Catoctin and Shiloh that are available for small groups or families (six to eight people) to use whenever the camps are not in session.

Our camp properties are beautiful places. We are gratified to know that Meetings, schools, other organizations and groups of families and friends enjoy making use of them. It is wonderful to know that these special, restorative places are being enjoyed, not to mention the additional revenue that these groups provide to the Yearly Meeting. If you, your family or other group would like to use the camp properties you can find more information at <http://bycamps.org/camp-rentals/general-information>.

Friends Service Weekends

I continue to take a great deal of pleasure in being a part of Friends Service weekends. Camp Families and Friends gather once at each of the camps in the spring and once at each of the camp in the fall, or a total of six times each year. We always have a great time getting to know each other, working together to make improvements, and making a difference in

the places that are so important to us. These weekends also provide a great opportunity for people to visit the properties and get to experience some of the gifts the places have to give.

This work is a critical part of maintaining the properties. I hope participation will grow so that more can be done during these weekends. I also look forward to continuing to work with members of the camping program Camping Program Committee and the Camp Property Management Committee to create more opportunities for Friends and camp families to come and enjoy the camps while helping out in these beautiful places.



Caretakers

We continue to be fortunate to have two committed caretakers, one at Catoctin and one at Shiloh. Don Frame continues to serve as Caretaker at Catoctin. In addition to caring for the camp and greeting visitors, he has become involved in several local non-profit land conservation organizations and is building a reputation as a photographer in the area.

Jake Butler continues to serve as caretaker at Shiloh. Jake takes wonderful care of the facility at Shiloh and seems to know every deer, fox, and bear in the area personally. We hope he will continue watching over the property and making music in the community for many years to come.

Finally

It is a joy and an honor to be a part of Baltimore Yearly Meeting and to have the opportunity to help care for these special places that serve such special programs. Helping to create a vision of how we want to make the necessary improvements at the camps has been challenging and exciting work. I look forward to seeing these projects move forward as way opens.

Gratefully submitted,
David Hunter

ATTACHMENT I2014-48

DEVELOPMENT DIRECTOR'S REPORT

October 11, 2014

Fundraising To Date

	2013	2014
Gifts- January - September	\$80,922.12	\$120,143.76
Pledges	\$0.00	\$4,999.55
Fundraising Total	\$80,922.12	\$125,143.31
Number of Giving Units	247	260

Development Activities

- Getting to know the Development Director, three group events with FMW, Herndon, and Baltimore Stony Run Friends Meetings. Two more are planned for fall, Goose Creek and Langley Hill.
- Development activities at Annual Session: “Little Cabin” Project, Donor Thank You Reception, Meet the Director Interest Group, BYM Photo Display (also here at Interim Meeting).
- Grants Sub-Committee completed Grants Policy.
- Fall Camp Appeal Mailing – segmented for two groups- Camp families (4,500) and BYM families (4,500).
- Development Director visit highlights:
 - Broadmead and Friends House
 - Nottingham and Chesapeake Quarterly Meetings
 - Camp Shiloh/Old Opequon Alumni Weekend
 - Opequon Friends Service Weekend

Upcoming Development Activities

- Fall end of the Year Appeal Letter
- Phonathon
- Camp Alumni Survey
- Brown Bag lunch discussions
- Website update (Planned Giving Section complete - Development Section to be completed)
- Visits to Monthly Meetings and individuals

ATTACHMENT I2014-49

GENERAL SECRETARY'S REPORT

October 11, 2014

Friend Rex Ambler writes about George Fox's understanding of the Light: "The Light, as he understood it, was not something you saw in the distance, like a beacon or a lamp to entice you on. It was something you saw by, like the light of the sun or moon. It enabled you to become aware of the reality around you, and indeed of the reality inside you, but which you couldn't normally see because of the dark."

Here at Interim Meeting, we are agenda-driven. We tend to ask for guidance for "just enough light" for the issue at hand. We may not always try to be still and ask the Light to help us peer very far into the future, or at least not in a comprehensive way.

However, the Vision Implementation report presented at Annual Session truly illuminates the state of our Yearly Meeting and its potentials. It lights a path for us. Those of us who come to Interim Meeting are choosing to take up the responsibility for the health and functioning of the entire Yearly Meeting.

Monthly Meetings are all asked to set aside time to consider the recommendations, either in business meeting or at another time, and then report to the Yearly Meeting in the Spiritual State of the Meeting Report.

Committees are asked to put time on the agendas for the year to consider the recommendations, and reflect what they found in their Annual Report to the Yearly Meeting. They can at least report that they got started, and specifically some ideas and/or actions they have taken.

I want to invite everyone here today to understand that this is our document, and also to know that every Meeting and every Friend would benefit by reading and thinking about this report. We know that some people love to read, but many of us find a long report daunting.

So here's a bit of a reader's guide. The Vision Implementation report was emailed with the agenda for this Interim Meeting. It's also available at the BYM website. It's long! Some people have simply read the whole thing start to finish, but you don't have to. You can just read the two-page summary at the front, then choose from the index there for the topics that concern you and your interest in BYM. But the more you read, the more light is cast on how BYM works and needs to work. Read boldly! Then relax and reflect, even if it's just on one part. Here are some queries that you might ask yourself:

- In what ways do I feel awakened and encouraged by BYM's 2011 Vision Statement? What new light is shed for me? After taking it in, how does BYM's future and my future as a Friend begin to look?
- Paging through the Vision Implementation report, which headings or sections catch my attention first? Why?

- What questions does these sections of the report raise about my experience as a Friend? If I look at the life of my Meeting and my committee life, do I find myself saying, “This feels true, and important?”

Note the times that you find yourself saying:

- Moving in this direction would help my life as a Friend. What steps will I take?
- I wish my Meeting/committee would do this. Whom can I talk with?
- This activity would be a good thing for Friends to do, but it is more than I, or my Monthly Meeting, can take on. But how might it happen?

This is not to make you produce homework document, but rather to invite you to move forward actively in some way, alone or with other Friends. Here are some suggestions for engaging with other Friends using this document.

- Do you feel moved to try something new? Visit another Meeting or attend a Yearly Meeting event?
- Does your BYM committee have this Vision Implementation report on its agenda for discussion? Is it already moving ahead on action items?
- Would Friends at your Monthly Meeting consider discussing the report as a book group discussion or as a First Day discussion session?
- Could you see bringing together Friends who don’t often meet to share? Young and old? Pairs of committees with related responsibilities? Your Monthly Meeting with another one close by?

Are you still feeling like you’re a bit in the dark? Or is there an uncomfortable issue arising? Not to worry. The following is an exercise by a Friend who has worked with Rex Ambler’s material. You can pick a particular issue, but it can be enlightening for many occasions:

Meditation on the individual (March 2007 revision)

Seeing, Hearing, Knowing: Reflections on Experiment with Light. Edited by John Lampen. William Sessions, York, 2008, pages 98-99.

1. Relax body and mind. Make yourself comfortable. Feel the weight of your body on the chair (or the floor). Let all the tension go, in each part of your body. Let your immediate worries go, your current preoccupations. Be relaxed, but alert. Let yourself become wholly receptive.

2. In this receptive state of mind, let the real concerns of your life emerge. Ask yourself, ‘What is really going on in my life?’, but do not try to answer the question. Let the answer come. You can be specific: ‘What is happening in my relationships, my work, my Meeting, in my own heart and mind?’ And more specifically still: ‘Is there anything here that makes me feel uncomfortable, uneasy?’ As we gradually become aware of these things we are beginning to experience the light.

3. Now focus on one issue that presents itself, one thing that gives you a sense of unease. Try to get a sense of this thing as a whole. Deep down you know what it is all about, but

you don't normally allow yourself to take it all in and absorb the reality of it. Now is the time to do so. You don't have to get involved in it again, or get entangled with the feelings around it. Keep a little distance, so that you can see it clearly. Let the light show you what is really going on here. 'What is it about this thing', you can ask, 'that makes me feel uncomfortable?' Let the answer come. And when it does, let a word or image also come that says what it's really like, this thing that concerns me.

4. Now ask yourself what makes it like that. Don't try to explain it. Just wait in the light till you can see what it is. Let the full truth reveal itself, or as much truth as you are able to take at this moment. The answer will come.

5. When the answer comes welcome it. It may be painful or difficult to believe with your normal conscious mind, but if it is the truth you will recognize it immediately. You will realise that it is something that you need to know. Trust the light. Say yes to it. It will show you new possibilities. It will show you the way through. So however the news seems to be at first, accept it and let its truth pervade your whole being.

6. As soon as you accept what is being revealed to you, you will begin to feel different. Accepting truth about yourself is like making peace. Something is being resolved. If none of this seems to have happened, do not worry. It may take longer. Notice how far you have got this time and pick it up on another occasion. In any case this is a process we do well to go through again and again, so that we can continue to grow and become more like the people we are meant to be.

When you feel ready, open your eyes, stretch your limbs, and bring the meditation to an end.

ATTACHMENT I2014-50

DRAFT GRANTS APPLICATION AND MANAGEMENT POLICY

Draft No. 4 - October 2, 2014

Baltimore Yearly Meeting nourishes Friends ways of worship and service and supports and upholds Quaker values. It offers its constituent Monthly Meetings a wide range of services and support through its programs. To accomplish this, the Yearly Meeting relies on the financial resources provided through the apportionment process, through gifts from individuals and Monthly Meetings and through fees from its programs and activities. Where appropriate, it also seeks grants from outside sources, both Quaker and non-Quaker, whose mission and values are aligned with Baltimore Yearly Meeting. The Development Program is charged with oversight of all funding requests made to foundations and other outside organizations. This grants policy details the research, application, approval and acceptance, and management policies to be followed with regard to any such grants.

(NOTE: For grants awarded by BYM, see Educational Grants Committee and Sue Thomas Turner Quaker Education Fund Committee.)

Overview

The use of grants to fund BYM programs or activities may be considered as a sequence of distinct phases:

Grant Research. When and how is it appropriate to seek a grant for a program or activity? This section of the policy identifies issues for discernment.

Grant Application. When it discerns that grant funding is appropriate, a BYM standing committee (referred to herein as a program committee) prepares a grant application based, in part, on the answers to those questions, with assistance from the Development Program.

Grant Approval and Acceptance. This is a quality assurance phase designed to ensure that BYM submits complete, high-quality grant applications and can comply with the terms and conditions of grant awards. The Development Program reviews each grant application. After the Development Director and General Secretary approve the application, it is submitted to the granting organization. If the grant is awarded, the Development Director reviews the final terms and conditions with others as appropriate before the General Secretary accepts the award on behalf of BYM.

BYM Consultation Process. This process draws on the knowledge and experience of bodies of the Yearly Meeting that have responsibilities related to a grant.

Grant Management. The program committee and staff and volunteers identified in the grant application carry out the program or activity, with assistance from other BYM staff as appropriate.

Grant Research

The Development Program is responsible for seeing that assistance is available to Yearly Meeting grant seekers as needed and, along with the General Secretary and possibly others, for determining the appropriateness of grant sources. All parties must be responsive to the time sensitivities of any grant processes.

- The Development Program maintains a grantor criteria document and a list of previous grantors to BYM. Grantors must have priorities and policies that are in harmony with *BYM Faith and Practice*.
- The Development Director identifies grants resources that could be helpful for the Yearly Meeting and serves as a resource to BYM on these issues.
- From time to time the Director may make recommendations to BYM programs about possible opportunities.
- Anyone in BYM seriously considering applying for a grant notifies the Development Director about this as soon as possible.
- The Development Director keeps the Development Committee and General Secretary informed of potential applications.

Grant Application

A program committee, in consultation with the Development Program (the Development Director and the Development Committee), may initiate grant applications for a proposed program or activity of this committee. During this phase, the Development Program considers how the proposal relates to other current or anticipated fundraising activities.

This program committee, with the assistance of the Development Director, drafts the grant application. In preparing the request, this committee needs to consider the information and questions below.

Grant requests

- Proposed program or activity description and reason for the grant request.
- Why is this program or activity needed?
- What individual(s) or group(s) would benefit?
- Is any Quaker testimony or concern addressed by this proposal? Which one(s)?
- List of events and activities planned, with timetable for implementation and completion.
- Expected duration of proposed program or activity.
- List of key staff /volunteers involved and their roles, qualifications and BYM committee or Meeting membership where applicable.
- Explanation of interactions with other organizations, if relevant.
- Description of the grant for which BYM is applying, including grant purpose and conditions.
- Whether the mission and values of the granting organization are aligned with those of BYM.
- Does acceptance of the grant create any conflict of interest or appearance of conflict of interest for BYM?
- Are there considerations that might weigh against pursuing the particular grant?
- Which BYM individuals or committees have been consulted, and what is their feedback?

Evaluation

- If this grant is awarded, how will the use of the funds be defined as successful in the short term?
- How will the use of funds be defined as successful over the long term?
- By what measures will the funds use be gauged in a final report?

Finances

- A budget for the proposed program or activity project with all potential or actual funding sources indicated, including a list all sources applied to, amount requested, and status (pending, granted or refused).
- The dollar amount of funds for the proposed program or activity in the BYM budget. Why is this project not fully covered by the BYM budget?
- Does the program committee have any existing funds that can support the proposed program or activity? Please explain.
- Are there any matching requirements? If yes, how will they be addressed?

- Are there any ongoing budget commitments? If yes, how will they be addressed?

BYM Consultation Process

- Any committees that have responsibility for specific grant-related activities must approve of the grant application before it goes forward.
- Trustees must be informed of any grant applications before they go forward and may review them for potential legal or safety concerns.
- The Treasurer, Comptroller and Stewardship and Finance Committee must be notified of the likely financial management requirements before the grant application can go forward.
- If the grant involves possible staff changes, Supervisory Committee must be notified of this possibility before the grant application goes forward.

Grant Approval and Acceptance

The Development Program and General Secretary approve the submission of the grant application if the above questions and considerations have been fully addressed and the proposal meets the criteria of the granting organization. If the grant is awarded, the Development Director approves acceptance of the funds and determines whether BYM is able to comply with the reporting requirements and final terms and conditions of the award. All grants are made in BYM's corporate name, Baltimore Yearly Meeting of the Religious Society of Friends. The signature of the General Secretary is required on grant submissions and award acceptances.

Grant Management

Under the direction of the responsible program committee, the BYM staff and volunteers identified in the grant application carry out the program or activity funded by the grant, with assistance from other BYM staff as appropriate. BYM is responsible for:

- Assuring that the funds awarded are spent in accordance with the goals and objectives as stated in the grant proposal.
- Maintaining adequate records for the funded program or activity, including records of the evaluation measures specified in the grant proposal.
- Maintaining adequate accounting records for the grant funds.

The Development Director will review any required report(s) prepared by the relevant program committee and submit the report to the granting organization.

Once the grant has been awarded, if any unforeseen significant adjustments in expenditures appear to be required for the funded project, then the responsible program committee must immediately notify the Development Director, who will consult as needed with the granting organization and any responsible parties as named in the consultative application process to address the changes.

At the conclusion of any grant, those in BYM responsible for the grant write a report to the Meeting for Business on issues, outcomes and lessons learned to Meeting for Business. This may be included as part of an annual committee or staff report.

The Development Director provides the Development Committee with a report on the status of all current grants once a year at a time designated by the Committee.

ATTACHMENT I2014-51

UNITY WITH NATURE REPORT

10/11/2014

Tis a gift to be simple, tis a gift to be free, Tis a gift to come round where we ought to be. When we find ourselves in a place just right, we will be in the valley of love a delight. When true simplicity is gained, to bow and bend, we shall not be ashamed. To turn and to turn it will be our delight, where by turning, turning we come round right.

These lyrics from the song “Simple Gifts, recognizes that things are not right and that a mindful process to give witness to the truth and actions to find “Right Relationship” can be a source of joy.

Right Relationship is the theme for our 2015 Annual Session. Our Unity with Nature Committee emphasis is “right relationship with God’s creation”. I am so grateful to be a living part of the miracle of this creation. With our elevated intellect and ability to impact the rest of creation in other places and times, we humans have an elevated responsibility for considering the impact of our actions.

In our 2014 Annual Session Meeting, “BYM embraced the Unity with Nature’s request that each Monthly Meeting discern its response to the crises of global climate change, resource depletion and environmental degradation. We believe a mindful discernment process will lead us to hope, inspiration and strength we need.”

As a committee, our main resource is the consideration of our wider worship community. By asking our local meetings to prepare a presentation of their meeting’s discernment, we hope that most individuals of our yearly meeting will consider these dilemmas and formulate their own personal thoughts about how to turn to give the love response.

We are in communication with the program committee to create a space an Annual Sessions to share the work of the monthly meetings. Our hope is we might develop a common vision of the dilemma and criteria for the solution that will be considered when we make personal and group decisions. No single step achieves “Right Relationship”. However, we can see if our next step gets us closer. Our committee has contacted most of our monthly meeting clerks. This process is still evolving. Please encourage your meeting to participate. Consider writing a “Minute”. The “Minutes” we are aware of are posted on BYM web site. For meetings that have written “minutes” on the environment, we would like to learn how these statements have impacted your witness and your actions.

I am here today to listen to your comments and questions regarding this process.

ATTACHMENT I2014-54

REPORT OF FAITH AND PRACTICE REVISION COMMITTEE

Present for the F&P Revision Comte Meeting this morning were Katharine Smith, Linda Wilk, Michael Levi (who has traveled on to be with his daughter at Guilford College) and myself Lamar Matthew.

Our first piece of business this morning was to bring clarity to the minute Y2014-71 approved at Annual Session. The clarification is: It is our intention, as we go forward, to communicate directly with Local Meetings and individuals through their Meetings. We will request Meetings' input through a note posted to each, asking Meetings to express in writing, the specific portions (citing page & paragraph) that are troubling or concern them. The F&P Revision Committee will review these requests and arrange face to face meeting with the Meetings.

We'd like everyone to know that we are requesting Monthly Meetings' input through the notice we will be sending out directly notifying monthly meetings of the following:

The following is the order we will be working on the first few sections of revisions of the 2013 draft of *Faith and Practice*:

1. Meeting for Worship (I, 3)
2. The Structure of Monthly Meetings (III, 1)
3. Cultivating the Life of the Spirit (I, 2)

We are aware of the immense time & effort Meetings have already invested and we are very appreciative of this. We wanted everyone to be aware of the process we're using to review sections, so you have adequate time & energy to go over them in your meetings & offer feedback to the us. What we present is not the order *Faith and Practice* will finally appear in but simply the order we are working on them.

ATTACHMENT I2014-56

PROPOSAL TO ESTABLISH THE CAMP DIVERSITY WORKING GROUP

Background:

The Camping Program of Baltimore Yearly Meeting has long been recognized as providing a strong camping experience, grounded Quaker leadership and spiritual communities for young people. For years, individuals in Baltimore Yearly Meeting have sent children from families of color to be campers at our camps, recognizing that our camps and our meetings do not reflect the racial demographics of BYM's geography. In 2010, a year after Catoctin's 50th anniversary celebration, a group of camp alumni continued that effort with a plan to include more and more campers from racially and culturally diverse backgrounds. They included efforts toward preparation for campers and families, provision of gear and transportation, support for multicultural leadership, and reflection on camp's ease or unease with including people who were not well represented.

In 2011, those alumni asked for greater communication with the Camping Program Committee, and they were established as a sub-committee of the Camping Program Committee with the following minute:

“Camping Program Committee recognizes the need for increased racial diversity among the Society of Friends. The historic efforts of Friends to end slavery and advance the status of people of color in the world informed the testimony of equality that we hold today. However, many times those efforts ended where the advancement reached white Friends’ doors. We commend the BYM Camp Diversity Subcommittee for inviting both whites and people of color into the home that is Friends’ camps, and creating a diverse Quaker community.”

The subcommittee has maintained communication with the Camping Program Committee (CPC), but has not achieved a majority of its members attending a majority of CPC’s meetings. As both groups meet monthly, we decided subcommittee status and monthly responsibility to both CPC and Camp Diversity, was too much for the subcommittee’s members. Therefore we propose designating the Camp Diversity sub-committee as a Working Group under the care of CPC, with frequent communication and annual reporting to CPC and BYM. The Camping Program Committee approved the following minute at our September, 2014 meeting and ask that Interim Meeting concur with the establishment of this Working Group, with the understanding that it will continue to raise scholarship funds, as approved by Development Committee, to send young people to BYM Camps.

Minute:

The Camping Program Committee establishes the Camp Diversity Working Group, whose charge is as follows:

In conjunction with the Camping Program Committee, the Camp Diversity Working Group’s mission is to increase diversity and inclusion within the camping program while developing and documenting best practices for use in the rest of BYM as well as other Quaker and/or youth-serving programs.

ATTACHMENT I2014-57

CAMP DIVERSITY WORKING GROUP REPORT

Report to 10th Month Interim Meeting 2014
Working Group on Diversity at Camp

A group of Camp Alumni who all happen to live in Philadelphia have been working toward increased diversity in the BYM camping program since 2010. (Members include: Jared Wood-Camp, David Kosbob-Goose Creek, Alison Duncan-Adelphi, Dyresha Harris-Catoctin, Chloe Tucker-Charlottesville, Keira Wilson-State College, Jossie Dowling-Adelphi, Cara Curtis-Adelphi, and Andrew Farquahar-Westtown.) We sought to build on existing efforts by individual Friends, and decided to begin a comprehensive program at Catoctin because it was the least diverse camp at the time. Also for the first time, Catoctin was not entirely full (with a waiting list) so there was actually room available for campers who didn’t already have a connection to camp.

Our program comes in three parts - campers, staff, and community at large. Our work with campers is unique in that we recruit through relationships. Campers are identified by people with a connection to the camping program, so there is an increased chance they feel they belong, and campers are selected for traits that make for success by someone who 'knows camp'. (Traits involve enjoyment of being outside and being in a large group for extended periods of time.) Campers and their families are then prepared for camp, with a hike and information session. We are transparent about camp being a majority-white community full of bugs and hiking and chores. We believe everyone should be reflected in leadership, so we recruit applicants of color so directors have a diverse applicant pool to hire from. We support a diversity training in pre-camp so counselors are more capable of responding to each other and children from any background. We also believe something must be keeping camp a majority white community. We reflect on camp traditions and culture to find ways that it is or is not inclusive of people from different backgrounds, while keeping the Spirit of outdoor Religious Education.

Work toward diversity is a benefit to us all. It is a part of staying in relationship with our young people (people of color make up a higher percent of young people in the US), and the continuation of Quakerism. We chose racial diversity to work toward first because people who study difference have identified it as the greatest perceived difference. Learning to communicate and respect each other across that difference should give us the skills to communicate and respect people across any difference. Also, working for equality is not a new goal among Quakers. Strengthening our collective ability to respect difference should help with discernment in Meeting for Business.

In 2013, Alison Duncan was invited to a discussion of "Quaker Futures" by the Trustees of the Shoemaker Fund, a Quaker Foundation with the goal to "build anew the Religious Society of Friends", "whose truths are relevant, dynamic and engaging to new members and new leaders". (They have a "strategic goal of renewing and strengthening the Religious Society of Friends.") Young Adults from all over the country were invited to discuss what is necessary to continue Quakerism into the future, and consider what programs on the scale of \$300,000 might ensure it. Christina Repoley, Executive Director of Quaker Voluntary Service (QVS) was invited, and shared about including Young Adults as a way to ensure Quakerism in the future. Gabe Ehri, Executive Director of Friends Journal was invited, and spoke about including modern technology as a way to ensure Quakerism in the future. I was invited, and spoke about creating diverse communities and learning how to respect people from different backgrounds as a way to ensure Quakerism in the future.

Since the discussion, both QVS and Friends Journal have received grants to engage Young Adults and utilize more technology, respectively. Since beginning the diversity program, we have had questions about 'why don't we support campers from cities in BYM?', 'why don't we send campers to all camps?', 'why aren't there working groups for Young Adults in BYM's geography to engage in this work?' The answer is that doing so was always a long-term goal, but a group of volunteers living in Philadelphia who meet monthly to accomplish what they already do don't have the capacity to support the expansion of this project. We see the Shoemaker interest as an opportunity to expand into BYM's geography. By creating a staff position for three years, (paid for by a grant from Shoemaker) they

would be able to recruit and train volunteers, establishing working groups in Baltimore and Charlottesville to recruit and prepare campers for Opequon and Shiloh (some funding would also pay camper fees). They would be able to recruit applicants of color for staff at Opequon and Shiloh, and research training curricula. Once the camper groups and working groups are established, BYM would have to discern if ongoing staff support is necessary. It will take more time to establish those groups than to continue them, but we can think of uses for staff time after the program expansion happens, including support for recruitment and retention of all campers, and availability to Monthly Meetings who want to work toward diversity.

We have a concrete goal for diversity. A study showed that when a minority group reaches 35% of a community, people from that group take on leadership without being asked. Since Quakerism is based on shared leadership, we chose 35% as a goal for percent people of color in the camp community. (Note that implies 65% white people in the community.) Thirty-five percent is also roughly equal to the percent people of color in MD, DC, and VA, so camp would reflect the community at large. That concrete goal is, of course, not the only goal. Part of taking leadership positions without being asked communicates comfort, relationships, and esteem. Our not-measurable goal is that all members of the community are comfortable, have close relationships with others in the community, and are respected. Approval of establishing this position commits all of us to working toward respecting difference, and following leadership of all members of a community.

ATTACHMENT I2014-59

TREASURER'S REPORT

STATEMENT OF ACTIVITIES FROM 1/1/2014 THROUGH 9/30/2014

(In Whole Numbers)	Current Year Actual	2014 Budget
Revenues		
Apportionment		
Apportionment	325,050	440,000
Apportionment Adjustments	0	(8,800)
Total Apportionment	325,050	431,200
Unrestricted Contributions		
Contributions	96,877	165,500
In Kind Contributions	482	7,000
Bequests	5,000	0
Total Unrestricted Contributions	102,359	172,500
Restricted Contributions		
Restricted Contributions	17,694	50,000
Revenue to Fund	(29,783)	(50,000)
Total Restricted Contributions	(12,089)	0

(In Whole Numbers)	Current Year Actual	2014 Budget
Attendance Fees		
Annual Session	88,737	84,700
All Other YM Program	14,193	40,000
Combined Camp	775,334	725,800
Committee	750	0
Youth Programs	18,141	27,525
Total Attendance Fees	897,154	878,025
Sales		
Book Sales	9,003	12,520
Clothing Sales	8,979	7,340
Other Sales	5	600
Total Sales	17,988	20,460
Property & Vehicle Rental		
Property Rental Income	9,412	16,600
Vehicle Rental Income	2,450	1,200
Total Property & Vehicle Rental	11,862	17,800
Interest		
Interest & Dividends	3,297	1,200
Total Interest	3,297	1,200
Other Income		
Released Funds	102,130	139,742
Gain (Loss) on Sale of FA	0	10,500
Other Income	14,601	100
Total Other Income	116,731	150,342
Total Revenues	1,462,353	1,671,527
Expenses		
Administrative	276,452	405,126
Annual Session	81,165	86,510
All Other YM Program	32,225	41,545
Combined Camp	777,919	909,388
Committee	521	7,950
Development	64,708	131,945
Youth Programs	39,375	67,393
Total Expenses	1,272,366	1,649,857
Total Operating Revenue Over (Under) Expenses	189,986	21,670
Total Revenue Over (Under) Expenses	189,986	21,670

BALANCE SHEET
FROM 1/1/2014 THROUGH 9/30/2014

(In Whole Numbers)	Current Year	Fund Codes	As of 9/30/13
Assets			
Current Assets			
Cash & Cash Equivalents	462,830		372,037
Apportionment Receivable	154,634		139,108
Student Loans Receivable	91,661		108,243
Other Accounts Receivable	54,478		50,031
Inventories	3,795		3,834
Prepaid Expenses	40,030		29,044
Total Current Assets	807,428		672,296
Long-term Assets			
Property & Equipment	2,021,319		1,946,126
Long-term Investments	913,710		728,052
Total Long-term Assets	2,935,028		2,674,178
Total Assets	3,742,456		3,346,474
Liabilities			
Short-term Liabilities			
Accounts Payable	88,876		41,870
Deferred Revenue	130,575		109,855
Other Short-term Liabilities	29,817		26,618
Total Short-term Liabilities	249,267		178,343
Total Liabilities	249,267		178,343

(In Whole Numbers)	Current Year	Fund Codes	As of 9/30/13
Net Assets			
Beginning Net Assets			
Net Assets			
General Fund	499,810	100	182,931
Camp Prop. Resrvs. Designated	(828)	120	813
Bush Creek Fund	2,593	142	2,593
Fixed Asset Fund	1,954,622	198	1,969,061
Education Endowment Income	173,955	201	170,759
Fairhill/Greist Fund	74,443	203	74,443
Pre-College Fund	26,266	204	26,233
Sue Thomas Turner Fund	105,601	206	110,798
Carey Memorial Fund	1,814	207	2,253
Barry Morley Endow. Income	1,333	208	2,743
Indian Affairs Funds	11,656	211	12,706
SSMM Matthews Fund	653	212	653
Camp Property Fund	51,250	220	44,538
Cabin Fund	2,238	221	23,455
Meeting House Loan Fund	12,440	233	12,440
Consol. Education Endowment	86,512	301	86,312
Yearly Meeting Endowment	7,877	302	7,877
Barry Morley Endowment	275,805	308	269,605
Total Net Assets	3,303,204		2,000,214
Total Beginning Net Assets	3,303,204		3,000,214
Current YTD Net Income	189,986		167,917
Total Current YTD Net Income	189,986		167,917
Total Net Assets	3,493,190		3,168,131
Total Liabilities and Net Assets	3,742,456		3,346,474

ATTACHMENT I2014-60

REPORT ON TRAVELS AMONG FRIENDS OF KEN STOCKBRIDGE

September, 2014

Dear Friends,

This report covers my visits under my travel minute of 6th month 2, 2013, endorsed by Chesapeake Quarterly Meeting (CQM) on 6/9/2013 and Baltimore Yearly Meeting (BYM) on 6/15/2013. The file containing the travel minute and all the endorsements to it may be found at <http://goo.gl/LIAfdM> . In addition, this is the last of a series of travel minutes since 10/2005 for my leading to visit among Friends, especially in connection with BYM's Intervisitation Program. So I will share some overall reflections. Previous travel minutes, endorsements, and reports are in the folder at <http://goo.gl/8JQf3K> . In my new role as Presiding Clerk of BYM, I will still be traveling a lot, perhaps even more, but my visits will primarily be within BYM and by virtue of that new role. So this report marks an end to 9 years of traveling under the leading reflected in these travel minutes.

In those 9 years, I have attended

- the annual sessions of North Carolina YM-FUM in 7 out of 8 years from 2006-2013,
- the annual sessions of Western YM in 3 out of 4 years from 2010-2013,
- the annual sessions of New York YM, briefly, in 2007 and 2008.
- all the triennials of Friends United Meeting since 2005, which were hosted by Iowa YM-FUM, North Carolina YM-FUM, Wilmington YM, and Indiana YM.
- the Quaker Spring gathering at Barnesville, OH in 2007, 2008, 2010, and 2014.
- a few events sponsored by Friends World Committee for Consultation,
- two events related to intervisitation sponsored by Friends General Conference, and
- numerous local Meetings in 14 Yearly Meetings, including New York, New England, North Carolina-FUM, Great Plains, Wilmington, Western, Canadian, Southeastern YM, Ohio (Conservative), Evangelical Friends Church-Eastern Region, Northwest (Evangelical), Lake Erie, Intermountain, and the New Association of Friends (not counting 3 other YMs whose Meetings I visited but did not present my travel minute).

Endorsements to my 6/2013 travel minute include:

- 6/9/13 - Chesapeake QM
- 6/15/13 - BYM Interim Meeting
- 7/7/13 - Three Valleys Worship Group, Montrose, CO, Intermountain YM (in connection with FGC's New Meetings Project)
- 7/14/13 - Heartland Meeting, Wichita, KS, Great Plains YM
- 7/18-21/2013 - Western YM
- 7/28/13 - Old Chatham Meeting, New York YM
- 8/30-9/1/2013 - North Carolina YM-FUM
- 3/2/14 - Tallahassee Meeting, Southeastern YM (while attending a meeting of FGC's Committee on Nurturing Ministries)
- 6/24-29/2014 - Quaker Spring, Barnesville, OH

- 6/29/14 - Mt. Pleasant Friends Church, OH, Evangelical Friends Church-Eastern Region (traveling with Charles Lamb, Ireland YM, who was giving a talk in Mt. Pleasant that afternoon).

I have also visited several other places among Friends where I did not present my travel minute. I've found it at times to be a matter of discernment in the moment whether to present it; circumstances vary, and it does not always seem right.

It is very difficult to know or describe what the effect of my visits has been on the Friends I have visited. The endorsements give only the faintest glimpse of that. And the effect has evolved over time as our visits have been repeated. Still, a variety of Friends have expressed deep appreciation to us. In our first visits, we seemed to be received often with a mix of curiosity, indifference, and even suspicion at times. But with repeated visits, more and more had come to know us, and the greetings became warmer and warmer. In the beginning, many from Yearly Meetings affiliated only with Friends United Meeting did not view us as a part of their community; some even told us so. But over time, a sense of shared community and fellowship among us has become strong and clear. As just one example of this, this year way did not open for BYM to send any visitors to Western YM. A visitor to BYM's annual session had been there, however, and shared that people at Western kept asking, "where are our Baltimore YM visitors?"

The effect my visits have had on me personally has been quite remarkable and unexpected. The Intervisitation Program has come to describe our mission as a "ministry of presence," which our 2014 annual report describes. (See <http://goo.gl/UElpE0> .) I had no concept of that when we started, and if I had, I might not have thought that's what my visits were about. But I have grown into that ministry, and it has affected my personal spiritual journey profoundly. As one piece of that, It has engaged my imagination and spirit in exploring more deeply my understanding and practice of prayer and of eldering. In addition, before all this started, I would have said without hesitation that "I am a Hicksite Quaker." When I had caught glimpses of the world of orthodox Friends up to that point, that world seemed alien and unrelated to my own Quaker experience. Now I identify clearly with the worldwide Religious Society of Friends, not just Hicksites. In particular, my immersion among Christ-centered Friends has drawn me more intentionally and deeply into reflections on where Christ fits into my own spirituality, which my life among Hicksite Friends makes it very easy to leave aside.

I leave it to others to assess whether and how our intervisitation program and my visits in particular have affected others. But for myself, the experience has been deep, profound, and has changed me in fundamental ways. I commend the experience to everyone. I wish to express my deep gratitude to Patapsco Friends Meeting, Chesapeake Quarterly Meeting, and Baltimore Yearly Meeting for uniting with my leading and supporting me throughout these travels in a variety of ways. In addition to the travels themselves, I have learned a great deal about the process of discerning leadings, seeking clearness, using a travel minute, receiving ongoing support, obtaining endorsements, and reporting back. Traveling with the knowledge that I have the support and encouragement of my Quaker community has been a particularly enriching part of this experience.

**Patapsco Friends Meeting
2031 Calvin Circle
Ellicott City, Maryland 21044
USA**

Dear Friends,

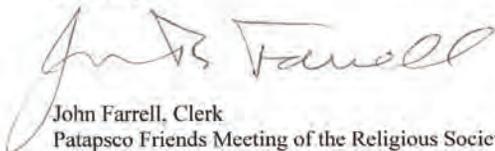
Our member, Ken Stockbridge, has opened to us his leading to travel among Friends meetings. In his travels, he seeks a deeper understanding of the bonds that connect our Quaker communities and of how Friends build and stay faithful to those bonds. His presence is a witness to the strength of the connections among Friends. In his travels, he hopes to listen deeply, strengthen our relationships, and help to build our faith community.

From his earliest association with our religious society, Ken has experienced his spiritual life deepened by traveling out to the wider circle of Friends. He has served as a representative from the Baltimore Yearly Meeting (BYM) to the Central Committee of Friends General Conference and to FUM's triennials. Since 2006, he has also served within BYM as Clerk of Chesapeake Quarterly Meeting. In all these places Ken has sought to build the blessed community. Many of Ken's visits will arise through BYM's intervisitation program, in which he has participated since the inception of the program in 2004.

George Fox said, "All meet together everywhere, and in your meetings wait upon the Lord; and take heed of forming words, but mind the Power, and know that which is Eternal, which will keep you all in unity, walking in the Spirit, and will let you see the Lord near you and among you (Epistle 43)." Ken's leading to travel among Friends Meetings has opened the way for Patapsco Friends to answer George Fox's call. Knowing his gifts, we send him to you as a servant to help our Meetings everywhere be places where the Lord delights to dwell—communities in which deep and loving listening empowers us to face disagreements with love. We commend him to your care and hospitality and trust that you will find his time amongst you faithful, prayerful and enriching.

Approved and minuted at our Meeting for Worship for the Purpose of Business, held
June 2, 2013.

In the Light,



John Farrell, Clerk
Patapsco Friends Meeting of the Religious Society of Friends.

Endorsed by Chesapeake Quarterly Meeting
6/9/13 John McKinstry

We appreciate Ken's commitment to the ministry and, in particular, his attention and understanding of the needs of young Friends. We look forward to leaving from Ken as he visits Friends in a spirit of love and to foster harmony where discord may exist.

Endorsed by Baltimore Yearly Meeting 6/15/13
Margaret Boyd Meyer, Clerk, Interim Meeting

Blessings on you in your travels and our deep appreciation of the messages you bring on your return.

Ken's presence with us over the years is appreciated. His visitation among Friends is a sacrifice on his part we're sure.

Judy A. Pitter, Presiding Clerk
North Carolina Yearly Meeting
8th month, 31st day, 2013

Endorsed by Tallahassee Monthly Meeting
Religious Society of Friends
Tallahassee, Florida
Vicki Mariner, Clerk

We wish Ken well on his travels and hope he will be led to visit us again.

Dear Friends,

7/18-21/
2013

It is good to have Ken with us again this year in Western Yearly Meeting. His willingness to visit us more than once has established his credibility among us and he is greeted now as much as a friend as he is as a visitor.

Thank you for sharing him with us.

Del Shauer, Clerk

07 July 2013

Three Valleys Worship Group, under the care of Mountain View M.M. (Denver), Ken attended our Meeting for worship in Montrose, Colorado today. We appreciated his fellowship and his concern for the growth of our fledgling meeting. We are enjoying his wide-open wonderment at our gorgeous scenery. We wish him blessings and safety as he continues his journey over the mountains. Peace,

Lisa Awaiz
Acting Co-Clerk

14 July 2013 Heartland Mtg, Wichita, KS.
Unprogrammed

Endorsed with peace and joy for Ken's presence and spirit among friends at Heartland Mtg.

Gail L. Rinzer, Clerk,
Ministry & Counsel

28 July, Old Darham monthly meeting endorses the visit of Ken's with the sentiments of clerks alone

Mary Lou Peck, OCMN clerk

We were grateful for Ken's recent participation in our 8th annual Quaker Spring gathering, held 24-29 July, 2014 in Barnerville, Ohio. We have been blessed a number of times

over the years by Ken's faith & ministry at our gatherings and deeply appreciate his sweet & tender spirit. Thank you for sharing him with us.

Deborah Hays

Pete Blood - Patterson

For the history Committee of Quaker Springs

We endorse this mission with much joy -

Pastor Debra Rose
Mt Pleasant
Friends Church

Michael Taplan
Clerk
Mt. Pleasant

Carl Kinser, Clerk
Mt Pleasant

[Faint, mostly illegible handwritten notes at the bottom of the page, possibly including dates like "28 July" and "12/29/14"]

ATTACHMENT I2014-61

PRESIDING CLERK'S REPORT

10th Month, 2014

In July, when I first read a draft of the [final Vision Implementation report](#) and recommendations, I immediately knew that as Presiding Clerk, I would need to play a role in helping us all follow through on it. A lot of good work and discernment went into it. With the laying down of the committee that gave it to us, it might not be clear whose work it would be to follow through. Actually, it is clear; it's the work of all of us. But there's a danger in such diffuse responsibility. So I will have my role to play, and I believe Interim Meeting Clerk Tasha Walsh and General Secretary Riley Robinson also see they have a role in facilitating our follow up. Riley's [report](#) to this Interim Meeting discusses this very well. I encourage you all to read his full report. I won't duplicate what he has to say. Except that, yes, the Vision Implementation report is long, but that's because it's very rich with lots of ideas that warrant careful consideration. And it's well organized so you can easily navigate to the parts most relevant to you.

Please, in your local Meetings and in your committees, set aside time to carefully consider the recommendations and also to report back on your responses. I hope Meetings will address this as part of their Spiritual State of the Meeting reports; at least, that's one possible venue. And committees, please be advised that as I prepare for annual session next Summer, I will be asking each of you what you have done with this; please include it in your annual reports. And everyone, please consider how visiting other Meetings fits into all that.

To wit, I have started my visits as Presiding Clerk to the worshipping communities within Baltimore Yearly Meeting. As I mentioned in my recent Interchange article, in addition to local Meetings, I plan to include other sorts of worshipping communities in my visits, including our Young Friends, Young Adult Friends, camps, Quarterly Meetings, and the Spiritual Formation and other retreats.

- I met briefly, just as a opener, with Young Friends and Young Adult Friends at annual session, and I hope to visit some of their conferences over the coming years.
- I attended the opening Spiritual Formation retreat.
- So far, I have also visited Pipe Creek Meeting and Friends House Worship Group (when it hosted Chesapeake Quarterly Meeting).
- I will visit Richmond Friends Meeting the day after Interim Meeting and the West Virginia/Ohio Friends Gathering the first weekend of November.
- In coming weeks, I'll also be attending the Central Committee Meeting of Friends General Conference and a consultation it sponsors every two years for Yearly Meeting clerks.

So along with a variety of committee meetings, my weekends are very full. I'm trying to get better organized about planning my visits. I will prioritize Meetings that I've never been to as well as ones that seem less active in the Yearly Meeting. I'm always open to invitations, too.

As a rule of thumb, I'm hoping to worship at my own Meeting once a month (so I won't be visiting other Meetings quite as much as my predecessor). Participation in spiritual formation activities at Patapsco will also help me keep rooted there and grounded. So will a support committee that will include some Patapsco Friends, along with some from the wider Yearly Meeting community.

I very much enjoy such visits, but it's not sustainable to think that future Presiding Clerks will be able to keep up such a schedule. That's one reason why I'm inviting others along as companions on my visits - that is, to share the joy, and get others involved in visiting. Let me know if you'd like to join me sometime. And I'm encouraging everyone to consider visiting on their own too, in a variety of roles, as part of a committee, as part of a regional gathering, and just as individuals. As the Vision Implementation Report lifts up, all sorts of visiting by us all will be key to living into and up to our vision statement.

ATTACHMENT I2014-62

MINISTRY AND PASTORAL CARE COMMITTEE REPORT

Ministry & Pastoral Care Committee carried a concern from Homewood Friends about child asylees from Central America to the 2014 Annual Session. We received the charge from the Yearly Meeting to consider & discern a way for BYM to proceed. We are also to serve as a clearing house for information that Monthly Meetings may have gathered from their own leadings, discernment, and actions.

Our committee intends to begin soon to post such information on the BYM website. We ask that Monthly Meetings and individual Friends who have information to share contact our committee through Frances Schutz.

We continue to seek a way forward for the Yearly Meeting as a whole, and ask that Meetings consider what love requires of them, and how way may open for them to respond to the call of this need.

We recommend and ask that this concern be highlighted on the Yearly Meeting home page.



BYM Camps 2015

INTERIM MEETING
THIRD MONTH 21, 2015
PATAPSCO FRIENDS MEETING

I2015-01 *Opening.* Baltimore Yearly Meeting's Interim Meeting gathered on 3/21/2015 at Patapsco Friends Meeting's facilities in Ellicott City, Maryland. A list of represented Meetings is attached. Karen Ownbey (Patapsco), Clerk of Patapsco Friends Meeting, welcomed us, gave us a bit of the Meeting's history, and oriented us. Karen highlighted the Meeting's weekly simple meal.

I2015-02 *General Secretary's report.* Riley Robinson (Washington), General Secretary, reported. A written version of the report is attached. Riley noted this as a time of change both within the Yearly Meeting and in the world at large; the Yearly Meeting is like a tree going through seasons, and the recent season has been active. Riley's sense is that the Vision Implementation Committee's work has brought new light and new air to our tree. Riley reported that spiritual state of the Meeting reports are being scrutinized this year for common situations that might be addressed in workshops at our annual session. Riley noted that an inclusive vision is critical for us in a divisive world.

I2015-03 *Advancement and Outreach Committee report.* Alexander Barnes (Adelphi), Advancement and Outreach Committee Clerk, reported. The committee proposes creating an Internet Communications Working Group under the care of Advancement and Outreach to help Monthly Meetings with internet communications, with an emphasis on inclusive communications.. A written version of the proposal is attached. We **APPROVED** this: *We created an Internet Communications Working Group under the care of Advancement and Outreach.*

The Committee asked to be relieved of its charge to nominate a member of the Friends Meeting School Board; Alexander reported that this responsibility has been taken up by Nominating Committee. We **APPROVED** this: *We relieved Advancement and Outreach of its charge to nominate a member of the Friends Meeting School Board, with Nominating Committee to take up this charge.*

I2015-04 *Friends Meeting School request.* Deborah Haines (Alexandria), Clerk of the Friends Meeting School Board, reported.. The Board asks that Baltimore Yearly Meeting reaffirm its spiritual care relationship with the school. Deborah introduced Mara Y. Nicastro, Head of School at Friends Meeting School, to present a report; a written version of the report is attached. Mara thanked the Yearly Meeting for its support, especially those who serve on Mara's support group. Mara highlighted a peace conference that honored high school students throughout Frederick County. The school is setting an affordable example in a county without a tradition of independent education. We **APPROVED** this: *We affirmed our continued support of Friend Meeting School.*

I2015-05 *Educational Grant Committee report.* Alex Bell (Bethesda), Clerk of Educational Grants Committee, reported. Alex noted that ex-officio service of our Treasurer on

the Committee was more appropriate historically (when it made loans) than it is now (when it makes grants). We **APPROVED** this: *We relieved the Treasurer of responsibility for serving as an ex-officio member of Educational Grants Committee.*

I2015-06 Manual of Procedure. Susan Kaul (Bethesda), Clerk of Manual of Procedure Committee, reported. The written version of the Committee's report (as corrected) is attached. Susan read aloud corrected versions of the Committee's substantive changes. We **APPROVED**, as read, the Committee's proposed substantive changes for forwarding to our next Annual Session.

I2015-07 Supervisory Committee report. Clinton Pettus (Baltimore, Stony Run), Supervisory Committee Clerk, reported. A written version of the report is attached. Clinton noted the Committee's policy that grant-funded staff are to be treated the same way as other staff except as needed; the Committee sees no need for different treatment at this time. The Committee has developed a plan for addressing priorities for the General Secretary including timing of and responsibility for action. Progress has already been made by the General Secretary and shared with the Supervisory Committee in creating a support committee for the General Secretary.

We heard a concern about outside influence in personnel decisions; we heard Clinton's sense that in such cases it's probably not wise to accept the funding.

Clinton presented a proposed position description for a bookkeeping assistant; a written version of the description is attached. We **APPROVED** the job description.

I2015-08 Nominating Committee. Karen Cunyningham (Annapolis), Clerk of Nominating Committee, reported. At the Committee's recommendation, we **APPROVED** this: *we named Mosi Harrington (Adelphi) to Friends House Board.*

We **APPROVED** this: *We accepted two resignations: Mark Haskell (Washington) from Camping Program Committee and Alan Evans (Gunpowder) from the Miles White Beneficial Society Board.*

I2015-09 Naming Committee. We **APPROVED** this: *We named Adrian Bishop (Adelphi/Baltimore, Stony Run) and Bill Mims (Langley Hill) to Naming Committee.*

I2015-10 Ministry and Pastoral Care. Peirce Hammond (Bethesda), Clerk of Ministry and Pastoral Care, reported. At the Committee's recommendation, we **APPROVED** *Baltimore Yearly Meeting affiliation with the Maryland Alliance for Justice Reform.* We heard that information on the Alliance is available at www.ma4jr.org.

Pat Schenck (Annapolis) reported on behalf of our Working Group on Racism. The Group has developed language describing the Yearly Meeting inclusivity efforts; the language is attached, with further work to be done. The Working Group is available for Meetings seeking to do diversity work.

Peirce reported that Doug Gwyn's *A Sustainable Life* has been selected as the "One Book" to be the focus of this year's reading within the Yearly Meeting.

12015-11 Treasurer's report. Tom Hill (Charlottesville), Treasurer, reported. A written version of Tom's report is attached. Tom noted that the year-end figures in the report are not yet audited, although preparations for the audit have been completed. Tom noted an unaudited 2014 operating surplus of about \$95,000 and an overall surplus (including investment income) of about \$243,000, characterizing this as good. Tom noted that we had set a goal of having 25% of our 2012 budget in unrestricted reserves; surpluses in the last two years have brought unrestricted reserves to about \$378,000, near the \$417,000 goal; we're making good progress.

Tom noted upcoming apportionment meetings: 4/18/2015 at Blacksburg and 4/25/2015 at Frederick. We heard that one focus of the meetings will be the issues of sharing our Meeting Houses with others.

We heard a sense that a record of how we succeeded in building reserves would be valuable, as would records of how we have failed in the past.

12015-12 Development Committee. Ann Venable, Development Director, reported. A written version of the report is attached. Ann noted a gift total of a bit more than \$300,000 in 2014; this is a substantial improvement over 2013, due in large part to the Warren bequest received last year. Ann is excited at the possibility to move forward through use of the recently awarded Shoemaker grant. Ann introduced members of the Camp Diversity Working Group to relate some of the story behind the awarding of the grant. Alison Duncan (Adelphi) detailed the long path, including two earlier grant applications. Jossie Dowling (Adelphi) explained how participation in Quaker camps and Young Friends had led to closer ties with Quakers. Chloe Tucker (Charlottesville) characterized camp as "the formative experience of my life" and sees the supportive camp environment as an ideal place to conduct experiments in dealing with diversity.

We heard that the Shoemaker grant will fund a full-time staff position with benefits and travel for three years; it will not fund camper fees; existing efforts to raise these funds and otherwise support campers are to be expanded, with geographic area working groups to be formed. Alison described specific steps to be taken, including efforts that involve Monthly Meetings. The Working Group seeks to support 15 campers for two weeks each this year; the program has grown by about two campers each year.

We heard of some communication between the Camp Diversity Working Group and the Working Group on Racism. We heard a hope that diversity progress might expand from campers to elders faster than campers grow older. We heard the Camp Diversity Working Group hopes to handle the fund-raising required by the grant program. We heard that while existing efforts have been focused on racial and economic diversity, they have borne fruit in other areas. We heard a sense that our work on diversity should encompass educational and spiritual diversity.

Ken Stockbridge (Patapsco), read aloud a minute of appreciation for those involved in our diversity efforts. Corrections were offered and accepted. We **APPROVED** the minute of appreciation as corrected; the minute is attached.

I2015-13 Clerks' request regarding Shoemaker grant. Ken Stockbridge (Patapsco), Yearly Meeting Presiding Clerk, introduced the question of what the Camp Diversity program means for the Yearly Meeting as a whole. A letter from Ken and Tasha Walsh (Maury River), Interim Meeting Clerk, is attached. Ken noted that representatives of the Shoemaker Foundation specifically asked how the Yearly Meeting would be involved. Ken recalled that the issues of diversity and loss of young members have a long history of being talked about, though results have been elusive. The Shoemaker grant provides an opportunity for culture change.

We heard a sense that Quaker schools and Quaker retirement communities might be fruitful places to work. We heard a sense that our spiritual formation program might also be an avenue for work. We heard a hope that we might bring the same enthusiasm to speaking about our faith that we bring to speaking about our automobiles.

We **APPROVED** this: *We affirmed our commitment to the Growing Diverse Leadership in BYM program that will help us fulfill our vision to be inclusive and welcoming to all, to teach and nourish Quaker ways for this and future generations, and to witness to our shared experience of the infinite love of God.*

I2015-14 Religious Education Committee report. Marsha Holliday (Washington), Religious Education Committee Clerk, reported. A written version of the report is attached. The Committee asks for approval of the concept of a part-time position and creation of a job description and budget for that position. The Committee has drafted a job description.

We heard of one Meeting that could use help with religious education. We heard a concern that this and other proposed staff increases are challenging given our already stretched office space; we heard that the Supervisory Committee is seeking to address the matter of staff space. We heard a concern that buying more staff may run counter to economic diversity efforts. We heard a concern about the financial impact of the proposal on Monthly Meetings. We heard a sense that we might review why staff positions have come and gone in the past to avoid such an outcome for this new job. We heard a sense that the growth of and increasing work for our youth conferences may have limited our ability to support youth religious education.

We **APPROVED** Religious Education Committee's work with related Committees to further develop a religious education staff proposal.

I2015-15 Intervisitation Working Group travel minutes. Rep Pickard (Homewood), Intervisitation Working Group Clerk, reported. Rep read aloud a travel minute for Linda Coates (Little Britain) from Little Britain Meeting and endorsed by Nottingham Quarterly Meeting. Georgia Fuller (Langley Hill) read aloud a travel minute for Jolee Robinson (Adelphi)

from Adelphi Meeting.. Written versions of these minutes are attached. We **APPROVED** this: *We endorsed the travel minutes for Linda Coates and Jolee Robinson.*

Joan Liversidge (Sandy Spring) and Rich Liversidge (Sandy Spring) returned their travel minute, reporting on travels and Meetings visited. A copy of the returned travel minute is attached; a written version of the report is attached. Joan reported that Woodbrooke has expanded its program to include community use, filming, and bread and breakfast service; these efforts have brought new people to the facility, providing opportunities for outreach to diverse non-Quakers.

One Friend encouraged newly possible visits to Cuban Friends.

I2015-16 *Friends United Meeting report.* Tasha Walsh (Maury River) read aloud from a letter from Georgia Fuller (Langley Hill) reporting on the October Friends United Meeting General Board meeting. A copy of the letter is attached. We **APPROVED** this: *We minuted our gratitude to our Friends United Meeteing Board members Howard Fullerton, Mary Lord, J. E. McNeil, Rich Liversidge, and Riley Robinson for their work, expertise, testimony, and steadfast stubbornness.*

I2015-17 *Yearly Meeting Presiding Clerk's report.* Ken Stockbridge (Patapsco), Yearly Meeting Presiding Clerk, reported; a written version of the report is attached. Ken focused on the work of the Youth Safety Policy Working Group. The Group has received a request to reconsider the current policy's "two adult" guideline; some people are concerned about signing a document agreeing to abide by a policy that they know is not followed on a regular basis. Ken senses that we do not now have unity on the policy, even if we had unity when it was adopted.

I2015-18 *Trustees report.* Harry Tunis (Herndon), Trustees Clerk, called our attention to the Committee's written report; the report (with a corrected date) is attached.

I2015-19 *Closing.* We heard announcements. We **APPROVED** this: *we empowered our Interim Meeting Clerk to write and send a letter of thanks to Patapsco Friends.* We heard, improved, and **APPROVED** these minutes. We adjourned, to gather next on 6/13/2015 at Patuxent Friends Meeting's facilities, or at the call of the Interim Meeting Clerk.

Tasha Walsh, presiding
Arthur David Olson, recording

ATTACHMENT I2015-01

REPRESENTED MEETINGS

Meetings with a presence at Baltimore Yearly Meeting's 3/21/2015 Interim Meeting: Adelphi; Alexandria: Annapolis; Baltimore, Stony Run; Bethesda; Charlottesville; Frederick; Gettysburg; Gunpowder; Herndon; Homewood; Langley Hill; Little Britain; Maury River; Menallen; Monongalia; Norfolk; Patapsco; Richmond; Sandy Spring; Takoma Park; Valley; Washington; West Branch; York.

ATTACHMENT I2015-02

GENERAL SECRETARY'S REPORT

During the last three Interim Meetings, we have discussed our Yearly Meeting as a changing organization—grants funding, inclusion and diversity, new staff—while challenging ourselves to respond to a profoundly changing world of a severely challenged natural environment, mass incarceration, immigration problems, and a constantly transformative electronic infrastructure and communications. We've said that we want and need to have effective progress in all these areas.

But it might be good to put all this change in perspective. Just where is BYM right now? What might it all mean? Where are we saying about our leadings? How do we nurture our community in challenging, exciting times?

- BYM has never before discussed three new staff positions at once
- We've received our first major grant
- We're undertaking the first capital campaign in a generation

The Vision Implementation report has opened some windows for us to bring in some light and fresh air on our organization. We're looking at things anew and responding in new ways.

- New and revitalized essential programs are developing, partly inspired by Vision Implementation—the recent A&O Electronic Outreach day, RE retreats, and committee and Monthly Meeting Clerks retreats
- A new Visiting Support Services program is being developed. Already, this has led to a visitor report form that is being filled out after Meeting visits. Importantly, it lists issues expressed during the visit. These are being responded to. For instance, concerns expressed in visit discussions about Meeting websites were included in the February 28 Electronic Communications day at Langley Hill.
- Every year, all BYM Monthly Meetings carry out a process to produce a Spiritual State of the Meeting report. These always contributed to the BYM Spiritual State report presented at Annual Session. Ministry and Pastoral Care Committee has begun harvesting data about common issues that come up for Meetings in this process. This year this material is being used in determining the most useful programming for Annual Session.
- Challenging and inspiring Feedback on the Vision Implementation report continues to come in through various means. (don't forget to have your Meeting to send in a response)

- o Suggestion: Could BYM M&W create a "Traveling Training Ministry". Day-long retreats to help MMs orient new attenders and for new attenders to be exposed to the wider Quaker community and see themselves as part of a larger community.
- o From WGR (abridged): George Fox had a view of a great people to be gathered. It wasn't of some people, but of everyone, because he had come to see that we humans can have a direct relationship with the Divine, without the intervention of professional clergy. This was a radical vision for all people. ... Inclusivity should be at the center of our vision for BYM. ... With this inclusive vision, we can approach the considerable difficulties we will face trying to create that community within an exclusive, divided, racist society. It will be difficult. But without the vision, we will never start.
- o From the Visit report form Fauquier Worship Group, just starting in the fastest-growing area in BYM—"Outreach was a topic - We discussed how to relate with single young adults. Could they provide a welcome for young adults in recovery seeking spiritual community? The group is supportive of LGBTQ people, and may want to reach out to those circles. (via PFLAG? Other?). We discussed introducing new folks to Friends in a complete way that gets below the surface, but allows the new people to share their gifts in the community as well.
- o Please send us your Meeting's or committee's responses.

ATTACHMENT I2015-03

PROPOSAL FOR INTERNET COMMUNICATIONS WORKING GROUP

Proposal:

Create an Internet Communications Working Group under the care of Advancement & Outreach committee to work with Local Meetings to help improve their Internet-based outreach and their message, especially with regard to communications to Young Adults, members of the LGBTQ community, people of color and others who are under-represented in the Religious Society of Friends.

ATTACHMENT I2015-04

REPORT OF FRIENDS MEETING SCHOOL



Seek and Speak ★ Truth and Love

Report to Baltimore Yearly Meeting Interim Meeting
March 21, 2015

Dear Friends;

Friends Meeting School is a whole program in the Friends tradition of education, serving children from age three through the twelfth grade. The program at Friends Meeting School can be transformative. It develops the whole person, in mind, body and spirit. Our class-

rooms celebrate diversity, challenge assumptions, and emphasize problem solving. We apply that learning both inside and outside the classroom. We don't crowd the course catalog, but offer project based learning to explore the interconnection of the disciplines. Teachers and students work together. We listen deeply to and care for each other and for the community. Working side-by-side on the school gardens, on international service learning trips, or in downtown Frederick connects education to real world problems. We value creativity and the arts. We sing a lot, we perform often, we involve the community as often as we can. Above all we incorporate the Quaker testimonies of peace, equality, simplicity, integrity, community, and stewardship into each day.

We are proud that all of our seniors in the class of 2015 have already been accepted to four year colleges and universities, both public and private, and many into honors programs like the Scholars Program at College Park and St. Mary's Honor's College. Although only our third graduating class, and only a class of six, that is double the size of last year, and they are a class of unique and caring citizens. Madison Pointer won a Peace Award of Frederick County, Jacob Sanford plays the lead in the Community Play which is a benefit performance to raise food and funds for the Frederick families in need. Noah Totline did a year-long internship at the National Institute of Health, and Umar Baig did an internship at a local hospital. We are very proud of the students at our school.

I am just completing my first year as Head of School at Friends Meeting School and I am very happy with the progress we can report. Our enrollment grew from 86 students to 100. As a small school, we aim to enroll less than 250 students, with a high teacher to student ratio, so that every student can be seen and heard. A balanced budget must be able to offer the program within these parameters. As we eventually grow towards 250 students we can add more to the program, but still remain within the small school model. This year we are running a balanced budget which will even provide a small cushion going into the next year. We were supported by two extremely generous donors to provide a 100,000 matching fund towards our annual campaign. We need to raise money to balance the budget, and their funds made that goal easily attainable.

We also ran the first year of our new International Student program, accepting six students from China, Japan and Singapore. These students have been working beautifully and enthusiastically with us as we learn how to balance their language needs with their desire to learn and become a part of an American community. It's been a great success. One of our International Students, Vera Cai, performed Chinese Opera at our benefit performance at the historic theatre of Frederick.

The board of Trustees and I worked closely to support the teachers as much as the budget could bear, offering small raises, but more importantly re-instating a retirement match. Last year my top three strategic goals were to:

- Stabilize enrollment;
- Focus on articulating the transition between the lower, middle and upper schools;
- Augment the FMS program to further differentiate it from other schools

While I was able to grow enrollment, I have not yet been able to stabilize enrollment. This is a difficult challenge for most independent schools, but particularly for a young program like ours. We are still losing students each year to public kindergarten and public high schools, as well as losing upper school students who have a passion for sports. Our sports program is small, and will not grow easily as long as we remain a school of 100 students. Each year will be a challenge to reach our current goal of 90-100 students.

We have had great success articulating the uniqueness of our programs at each level and how we transition between them, having devoted extra time in the school year to professional development. We met once a month for half a day this year to work solely on how the curriculum develops from K through 12. It's been an informative and collegial process.

We were also able to augment our program in the area of support services. We added a part-time Special Education teacher to work with our students who have individual learning plans. She works with the families, the students, and the teachers to communicate, document, and address their needs. We also added a part-time social worker to meet with students struggling through difficult emotional territory. Both additions have been welcomed by our community.

This year my goals are to

- Maintain admissions at 100 students (a lofty challenge, but if we can do it for a second year it will go a long way toward stabilizing the program).
- Develop the land around us in ways that support our educational program. We have a strong gardening component in the lower school that would expand easily into the upper school as part of its strong science and social justice curriculum. This addition would further differentiate our school from others in the community.
- Expand our fundraising outside of our immediate community. Our need for funds is great because the upper school building was built on borrowed money. We need to explore ways to raise money that would help us pay down our debt.

I am so grateful for the financial and spiritual support you have offered to Friends Meeting School. Please let me know if there is any additional information you require.

In Peace,
Mara Y. Nicastro
Head of School

ATTACHMENT I2015-06

MANUAL OF PROCEDURE COMMITTEE REPORT

Manual of Procedure Committee
Report to Interim Meeting Third Month 21, 2015
Patapsco Friends Meeting

Substantive Changes

1. p10: The Manual of Procedure Committee (MoP) recommends we review the history of the ad hoc Committees and Working Groups from time to time—perhaps every five

years or so. In researching this idea, we found that what is currently stated in the MoP is not exactly accurate. Members of these committees are not listed, and working groups are. To that end, we recommend a simple rewrite: “The names of members and the dates of establishment of ad hoc committees and working groups are listed in the 2012 Yearbook on page 143-44.” When this list is updated, MoP will update its entry also.

2. p11: There is no longer a Publications Committee. MoP suggests revising the language in the second sentence, second paragraph under **Advancement and Outreach Committee**: “The Committee ~~works with the Publications Committee to assure that is responsible for the dissemination of~~ useful information about Baltimore Yearly Meeting, its local Meetings, and the Religious Society of Friends is available from the Yearly Meeting web site and other Yearly Meeting publications.”

3. p13: Education Grants Committee recommends the following emendations.

The Educational Grants 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~~ pursue post-secondary education by providing grants, which may be applied to undergraduate attendance at accredited post-secondary educational institutions such as universities, colleges, professional, and vocational schools, either full or parttime.^{*1} ~~by providing grants for undergraduate-level study.~~ Monies and income from the Educational Fund, the Education Fund Income Fund, and the Fair Hill/Greist Education Endowment Fund, ~~portions of the Consolidated Endowment Fund,~~ and such other education funds as the Yearly Meeting deems used to provide post-secondary grants.

Grants are awarded on the basis of financial need and the Committee’s assessment of an applicant’s statement of purpose, including consistency with Friends testimonies. The application process is expected to include comments on the applicant’s involvement in their Monthly Meeting and any information that would be helpful in making a decision.

The Committee performs its work according to a policy statement approved by the Yearly Meeting at the June 16, 2012 Interim Meeting.” [plus 2 other short paragraphs with no changes]

4. p3: Under the assumption that Interim Meeting has approved releasing the Treasurer from serving on the EGC, this obligation will be removed from the list of committees the Treasurer serves on.

5. p22: FGC and FUM both have listings which reference the number of their constituent members “as of” ...in FGC’s case, 2002, and in FUM’s, 1999. Will Interim Meeting allow MoP to research these numbers and update them accordingly?

6. p28: Special Groups: It is our understanding that Young Friends of North America no longer exists. With Interim Meeting’s approval, we would like to delete its entry.

¹ See 2012 Yearbook, Attachment P, p. 62, approved EGC May 2012 and Spring Interim Mtg, June 2012.

Non-Substantive Changes (general copyedits):

1. p5: Capitalize “Clerk” in the 3rd point: “...of the Yearly Meeting including the Clerk of Trustees....”
2. p7: To clarify and make less awkward, a rewording of the last sentence in the 4th paragraph to now read: “Changes in position descriptions changes that would affect the Yearly Meeting Budget need the approval....”
3. p8: Add a comma: “video-conferencing, and are expected...” in the 1st paragraph under **Committees of the Yearly Meeting**.
4. p17: Correct the spelling of “Meting” to read “Meeting” in the 3rd paragraph.
5. p17: In the 5th paragraph, delete the extraneous “the” from “...recommends to ~~the~~ Nominating one person for a....”
6. p18: The last word in the last sentence, first paragraph pertaining to the responsibilities of the Program Committee should probably read “...and caring for the bookstore” rather than “bookroom.”
7. p51, **Appendix E, Background**: End of 1st paragraph: “...appears ~~on pages _____ at the end of this appendix.~~”
8. p55, **Appendix E, Steps to be taken by BYM...ministry:**” Periods are not used in chapter headers & sub-headers.
9. p56, **Appendix 3, Steps to be taken...**
 - 13) If ~~it~~ M&PC decides to recommend that BYM embrace your ministry, ~~M&PC~~ it will decide which BYM committee will serve as a Sponsoring Committee for it.

ATTACHMENT I2015-07
SUPERVISORY COMMITTEE REPORT

Third Month, 21st Day, 2015

The Supervisory Committee guides and supports the work of the General Secretary of Baltimore Yearly Meeting (BYM) and ensures support for and care of all staff members of the organization.

Upon the recommendation of the Camp Program Committee, the Supervisory Committee reviewed the job description of the Camp Program Manager and upgraded it to better signify the change in the role and responsibilities that had evolved over the years. The new job description resulted in a salary adjustment to align it with the new role and responsibilities.

In 10th Month, 2014, Interim Meeting approved of a change in policy to allow grant funds to be used for staff. In response, Supervisory has added the following language to the *Personnel Handbook*:

Provisions of this handbook apply to all parttime and fulltime employees, regardless of the funding source or position within the Baltimore Yearly Meeting organizational structure, unless specifically stated otherwise in the provisions.

Also, our committee is responsible for the maintenance of the Yearly Meeting property in Sandy Spring. During the past year, a new air conditioning system was installed at the office building, approval was granted for the installation of solar panels on Yearly Meeting property, and endorsement was given for the installation of new lighting in the office parking lot for safety.

Continuation of General Secretary. As in past years, the clerk of Yearly Meeting, clerk of Interim Meeting, and clerk of the Supervisory Committee served as a Review Committee to gather information and conduct a performance evaluation of the General Secretary. Input was gathered from BYM staff, local Meeting clerks, and Yearly Meeting committee clerks. The General Secretary provided a written self-evaluation as well. The purpose of this review was to provide feedback and guidance to the General Secretary, Riley Robinson, on his performance as leader of the Baltimore Yearly Meeting.

In January 2015, the Review Committee met with the General Secretary to share a review of his work for 2014. The review contained praise for achievements during 2014, as well as noting areas for continuing improvement. Among the areas noted and appreciated were his

- followthrough on visiting all camps while they were in session;
- wealth of institutional knowledge;
- efforts on greening the BYM office;
- responsiveness to requests from local Meetings;
- deep caring and attention to the fiscal and institutional needs of BYM; and
- taking a sabbatical to reduce his stress level.

The Supervisory Committee received a report from the Review Committee later in January. Supervisory has united around the continuation of employment of Riley Robinson as General Secretary for another year, understanding that, on a quarterly basis, it will review progress on the performance improvement plan described below.

Priorities for the General Secretary. Before articulating priorities for the General Secretary for 2015, the Review Committee looked at annual performance reviews that had been conducted since Riley began employment as General Secretary in 2006. It noticed that there were several recurring themes in the recommendations that had been made and that had not been addressed, including in the 2014 review. The series of reviews was used to help formulate a performance improvement plan for the General Secretary for 2015, which is intended to support his professional growth as well as meet BYM's needs, especially in the following areas:

- Establishing a support committee;

- Supervision skills, with an emphasis upon equal treatment and sensitivity to gender and other differences;
- Ensuring that consultation occurs with all committees and staff members who will be directly affected by a new or modified policy, procedure, program or practice.
- Time management, prioritization, and the delegation of authority and responsibility for completing tasks; and
- Being a leader as well as a manager.

2015 Budget and Human Resources Costs : Office of the Baltimore Yearly Meeting human resources costs for 2015 are as follows:

CATEGORY	AMOUNT
Total Human Resources Costs	\$632,421
Aggregate Salary ¹	\$479,388
Employer Portion of FICA Tax	\$36,673
Benefits, including Health Care and Retirement (403(b)) Contributions	\$116,360

¹1.3 percent COLA increase and a 1 percent general increase, effective the First Month of 2015.

**Baltimore Yearly Meeting Position Description
Bookkeeping Assistant**

Reports To: General Secretary/Comptroller
 Direct Reports: None
 FLSA Status: Non-exempt
 Approved By: Supervisory Committee 02/12/15 (new position)
 Approved By:

SUMMARY: The Baltimore Yearly Meeting Bookkeeping Assistant is responsible for helping to maintain the Yearly Meeting’s accounts and cash with accuracy and timeliness.

The Bookkeeping Assistant is responsible to the General Secretary and Comptroller and is directly supervised by the Comptroller.

This is a part-time position. The estimated time needed per week is 8-10 hours, with more needed during camp season as determined by the General Secretary and Comptroller.

DUTIES AND RESPONSIBILITIES include the following:

Accounts Payable

- Record coded bills into the accounting software weekly. Some regular bills will be coded by the Assistant, some by the system. Other bills are coded by the Comptroller or program staff
- Produce checks for payment of bills weekly
- Prepare bills to be mailed once the checks are signed (i.e. put payment coupons in envelopes, prepare envelopes as needed)
- File paid bills with check stubs at least every other week.
- Create A/P folders for file drawer for paid bills at year-end.
- Produce A/P batch reports for approval by the Comptroller and Treasurer

Cash Receipts

- Code and record bank deposits into the accounting software. Some coding will be done by the Comptroller, at least monthly, possibly weekly.
- Record apportionment payments and loan payments into the accounts receivable module of the accounting software
- Record receipts from online payments systems into the accounting software, coded by either the Assistant or the Comptroller
- Create CR folder labels for file drawers at year-end.
- Produce CR batch reports for Comptroller's approval

Cash Disbursements

- Record disbursements from the Camp Property Manager, Camp Caretaker and Camp Director accounts after the fact on a monthly basis
- During camp season, reconcile vendor receipts to vendor payments made on statements

QUALIFICATIONS: The Bookkeeping Assistant must be able to work with minimal oversight and guidance. To perform this job successfully, an individual must be able to perform each essential duty satisfactorily. The requirements listed below are representative of the knowledge, skill, and/or ability required. Reasonable accommodations may be made to enable individuals with disabilities to perform the essential functions.

Competency with Excel and Word software

Good interpersonal and written communication skills

Ability to work with people of diverse backgrounds and ages

[Other]

REQUIREMENTS

- A background check conducted by BYM is required for employment
- Ability to learn Abila MIP Fund Accounting software as it is used in this position
- [Other]

SALARY AND BENEFITS: Baltimore Yearly Meeting endeavors to provide salaries and benefits in line with those of other non-profit positions in the Washington metropolitan area. The salary for this position is commensurate with qualifications and experience. No benefits are included with this position.

NON-DISCRIMINATION: Baltimore Yearly Meeting, as a spiritual community, seeks to welcome all in participation of programs and in employment. The Yearly Meeting is an equal opportunity employer and does not discriminate in hiring based on race, gender, sexual orientation, disability, marital status, age, or national origin.

PHYSICAL DEMANDS: The physical demands described here are representative of those that must be met by an employee to successfully perform the essential functions of this job. Reasonable accommodations may be made to enable individuals with disabilities to perform these functions.

WORK ENVIRONMENT: Baltimore Yearly Meeting has a relatively small staff and depends heavily upon volunteers and committee members to accomplish its work. All staff members are expected to work cooperatively with volunteers and committee members.

The BYM office building and grounds are smoke, drug, alcohol and weapon free.

This document describes the position currently available. It is not an employment contract. Baltimore Yearly Meeting reserves the right to modify job duties or job descriptions at any time.

ATTACHMENT I2015-10

BYM DIVERSITY VISION

BYM is Friends who are all ages, abilities, racial, ethnic and class backgrounds and stages of life who are actively seeking the Spirit's presence in our lives, and in our life together.

We will discern how to create a greater diversity of Friends in the worshipping community across racial, ethnic, and class barriers and how to foster an atmosphere of welcome for a wider variety of people.

ATTACHMENT I2015-11**TREASURER'S REPORT****Unaudited Statement of Activities****1-1-2014 - 12-31-2014**

	A	B	C
1		Unaudited 2014	2014 Budget
		Actuals	
2	Revenues		
3	Apportionment		
4	Apportionment	432,889	440,000
5	Apportionment Adjustments	0	(8,800)
6	Total Apportionment	432,889	431,200
7	Contributions		
8	Unrestricted Contributions	152,816	165,500
9	In Kind Contributions	12,381	7,000
10	Bequests - Rest. & Unrestr.	101,238	0
11	Restricted Contributions	42,135	50,000
12	Total Contributions	308,570	222,500
13	Move Restricted Contributions to Funds	(138,373)	(50,000)
14	Net Unrestricted Contribution to Income	170,197	172,500
15			
16	Program Attendance	918,960	878,025
17			
18	Other Income		
19	Sales - Books, Clothing, Etc.	18,764	20,460
20	Property & Vehicle Rental	15,999	17,800
21	Interest & Dividends	39,982	1,200
22	Released Funds	102,387	139,742
23	Gain (Loss) on Sale of FA	985	10,500
24	Other Income	27,031	100
25	Move Designated Income to Fund	(24,065)	0
26	Total Other Income	181,083	189,802
27			
28	Total Revenues	1,703,129	1,671,527
29			

	A	B	C
30	Expenses		
31	Administrative	382,154	405,126
32	Annual Session	83,682	86,510
33	All Other YM Program	33,184	41,545
34	Combined Camp	906,328	909,388
35	Committee	4,800	7,950
36	Development	108,740	131,945
37	Youth Programs	56,700	67,393
38	Total Expenses	1,575,588	1,649,857
39			
40	Total Operating Revenue Over (Under)	127,541	21,670
41	Less Est. Restricted portion of Int. & Div.	(32,600)	0
42	Net Unrestricted Revenue Over Expense	94,941	21,670
43			
44	Unrealized Gains (Losses)	62,340	0
45	Realized Gains (Losses)	(6,935)	0
46	Net of Restricted Activity	92,651	0
47	Total Revenue Over (Under) Expenses	242,961	21,670

Unaudited Statement of Activities
1-1-2014 - 12-31-2014

	A	B	D
1		12/31/2014	12/31/2013
		Unaudited	Audited
		Balances	Balances
2	Assets		
3	Current Assets		
4	Cash & Cash Equivalents	523,345	412,292
5	Accounts Receivable		
6	Apportionment Receivable	29,870	3,212
7	Student Loans Receivable - Net of Allow- ance	88,083	98,527
8	Harford Friends School Note	40,000	40,000
9	Friends Meeting House Fund	10,000	10,000
10	Other Receivables	1,340	4,819
11	Total Accounts Receivable	169,293	156,558

	A	B	D
12	Other Current Assets		
13	Printed Materials Inventory	3,795	3,817
14	Prepaid Expenses & Other Current Assets	40,152	46,012
15	Total Current Assets	736,585	618,679
15	Long-term Assets		
16	Total Property & Equipment - Net of Accum.	2,008,492	1,954,622
17	Long-term Investments		
18	Friends Fiduciary	349,732	325,995
19	Sandy Spring Bancorp Stock	846	846
20	Morgan Stanley Smith Barney	612,169	586,869
22	Total Long-term Investments	962,747	913,710
23			
24	Total Long-term Assets	2,971,239	2,868,332
25			
26	Total Assets	3,707,824	3,487,011
27			
28	Liabilities		
29	Short-term Liabilities		
30	Account Payable	15,040	43,411
31	Deferred Revenue	18,318	20,575
32	Wages Payable	43,745	36,753
33	Payroll Taxes Payable	6,035	4,774
34	Pension Payable	5,954	4,808
35	FSA Payable	221	1,140
36	Total Short-term Liabilities	89,313	111,461
37			
38	Total Liabilities	89,313	111,461
39			
40	Net Assets		
41	Beginning Net Assets		
42	Unrestricted Net Assets	499,809	251,289
43	Fixed Assets	1,954,622	1,969,061
44	Designated Net Assets	22,602	3,406
45	Temporarily Restricted Net Assets	532,533	525,734
46	Permanently Restricted Net Assets	365,984	363,294
47			

	A	B	D
48	Total Beginning Net Assets	3,375,550	3,112,784
49			
50	Net YTD Income	242,961	262,766
51			
52	Ending Unrestricted Net Assets	626,188	499,809
53	Ending Fixed Assets	2,008,492	1,954,622
54	Ending Designated Net Assets	16,561	22,602
55	Ending Temporarily Restricted Net Assets	589,251	532,533
56	Ending Permanently Restricted Net Assets	378,019	365,984
57			
58	Total Net Assets	3,618,511	3,375,550
59			
60	Total Liabilities and Net Assets	3,707,824	3,487,011

ATTACHMENT I2015-12 DEVELOPMENT REPORT

Re-cap fundraising activity 2014: Total gifts for 2014, \$308,569.20. This was up from \$182,775 in 2013.

This increase should not be attributed to the presence of your new Development Director but to the generosity of many. This includes a gift from a woman who was not a Quaker. Her name was Roberta Warren and I have spoken of her before. She is a wonderful illustration of community and the power of your good work.

For those who are not familiar with her story. Roberta left a bequest to BYM. She named us a retirement beneficiary. She was touched by Friends at Catoctin and the impact the camping experience had on a young man's life. She provided the funds for this young man to attend camp. Her gift to BYM was in excess of \$96,000.

The impact of community is really how we are successful in raising funds together. So, 2014 was a good year, together.

We are now in 2015, a new year. I am so excited to report that Baltimore Yearly Meeting has been awarded the Shoemaker Grant. The Shoemaker Fund, established by a bequest gift from Thomas and Mary Shoemaker in 1936 and 1953 respectively. This Funds purpose is to provide funds in support of the growth and development of the Society of Friends. In the past The Shoemaker Fund has supported familiar programs such as Quaker Quest, the New Meetings Project, and QuakerSpeak, just to name a few.

The credit for this grant belongs entirely to the Camp Diversity Working Group. This group of extraordinary Young Friends saw a need and has worked extremely hard for the past several years to make the Camp Diversity Program at Camp Catoctin a success. The

Yearly Meeting should be so proud of this group of Leaders. I know for myself it has truly been an honor to work with them. I came into this process just 1 year ago. I think it is only fitting that they tell you all the history and the story of the Shoemaker Grant, *Growing Diverse Leadership in BYM*. Alison Duncan is the clerk of the working group and she is joined by Camp Diversity Working Group members, Chloe Tucker and Jossie Dowling.

Thank you to this group.

Minute of Appreciation to the Camp Diversity Working Group

We minute our appreciation for the energetic and insightful work of the young adult camp alumni who have initiated and led the development of our *Growing Diverse Leadership in BYM program*. We are inspired by their innovative vision, passion, leadership, and the remarkable results they have already achieved. For years, Quakers have talked about the need to be more inclusive and welcoming to all and to sustain participation in our Quaker communities by younger Friends through their passages into adulthood. These young adult Friends have shown us a way to accomplish results that we have talked about but had not yet found a way to achieve. They have provided us an opportunity to more fully live into our vision as a Yearly Meeting, to strengthen the connections between the camps and the Yearly Meeting, and to deepen the unity of the BYM community as a whole. So we are deeply grateful for their foresight and persistence and look forward to joining them in the work they have started.

These young adult camp alumni include:

Alison Duncan (Adelphi), clerk
Allegra Churchill (Charlottesville)
Ben Cooper (Sandy Spring)
Cara Curtis (Adelphi)
Jossie Dowling (Camp/Adelphi/Greene Street)
Drew Farquhar (Westtown/Sandy Spring)
Dyresha Harris (Catocin)
Christian Hayden (Catocin)
Dave Kosbob (Goose Creek)
Chloe Tucker (Charlottesville)
Keira Wilson (State College)
Jared Wood (Camp)

We also minute our appreciation to our Development Director, Ann Venable, who has so ably guided us through the application process for the Shoemaker grant, which will support this work.

ATTACHMENT I2015-13

LETTER TO BYM FROM CLERKS REGARDING SHOEMAKER GRANT

Letter to Baltimore Yearly Meeting from the Clerks
Regarding the Shoemaker Grant

3rd Month, 17, 2015

Dear Friends of Baltimore Yearly Meeting,

As your clerks, we are delighted to announce that the Shoemaker Fund has awarded Baltimore Yearly Meeting (BYM) a major grant to support our *Growing Diverse Leadership in BYM* initiative. This grant and the program it supports provide an enormous opportunity for our Yearly Meeting to live more fully into our vision and our Quaker values in truly exciting ways. Below are links to additional documents that provide full details. In this letter, we want to underscore that the vision for this program has evolved and become bigger and broader. This effort is not just about our camps. It will engage and benefit the entire Yearly Meeting. Therefore, at Interim Meeting on 3/21/2015 at Patapsco Friends Meeting, we will be asking the Yearly Meeting to affirm the plans as they stand today, including the expanded involvement of BYM.

The grant application process has involved ongoing, iterative consultation with the Shoemaker Fund, which has been remarkably constructive, challenging us to think bigger and explore how the whole Yearly Meeting could be involved. This collaboration has revealed a remarkable alignment between the Fund's mission and our Yearly Meeting vision.

With the energetic and insightful leadership of young adult camp alumni, the *Growing Diverse Leadership in BYM* program started in 2010 with a clear focus on our camps. They produced impressive results in a few years, increasing the diversity of both campers and staff at Camp Catoctin as well as developing other key program elements to support that. With that success, they initiated the idea of applying for a major grant to expand those efforts beyond Catoctin.

After several iterations, in January, the Fund came back to us again, asking “but what is the Yearly Meeting actually going to do—not just the camps, but the whole Yearly Meeting, its committees, and its local Meetings?” How will we try to engage campers, alumni, and their families in the life of our Yearly and local Meetings? And how will we measure the results? So along with your General Secretary, Development Director, and Alison Duncan, as clerk of the Camp Diversity Working Group, we brainstormed specific actions the Yearly Meeting is already engaged in and others that we could take. In early February, we then submitted an addendum to our original proposal. In doing so, we, your clerks, tried to be mindful and faithful to the aspirations already articulated through BYM's Vision Statement and the implementation recommendations—aspirations that we felt sure the Yearly Meeting shared as a whole. We also understand that the work done under such grants is constantly evolving as we learn from our experience; we have many details to work out.

Now we are asking, does BYM affirm the broader vision for this effort? To that end, we want to share some key language from the February addendum:

Broadly speaking, our proposed program seeks to address two issues that have long been a perplexing concern for the Religious Society of Friends and BYM. First, how can our Meetings at all levels be more inclusive and welcoming to all and build multi-cultural community? Second, how can we encourage and sustain participation by young adults and develop them as leaders now and for the future? ...

We in BYM have been particularly inspired by how our camp diversity program has produced impressive results that have been so elusive for Friends until now. We have much to learn from this developing effort. This grant would present a tremendous opportunity for the whole Yearly Meeting to draw from and build on this leadership from Young Adults and find ways to integrate the successes of the camp diversity program into what we do as a Yearly Meeting. At the same time, we have the opportunity to strengthen the connections between the camps and the Yearly Meeting and deepen the unity of the BYM community as a whole. We are clear that this program promises to be a catalyst for transformational opportunities for the whole Yearly Meeting in addition to its camping program.

More specifically, let us review and clarify our broad expected outcomes, which include:

Increased diversity at camps, in local Meetings, and the Yearly Meeting...

Attendance at local Meetings by people who have developed a Quaker identity at BYM Camps, ...

Strong relationships between young adults and local Meeting members resulting in continued or increased young adult participation in local Meetings.

Increased participation in local Meeting and Yearly Meeting committees and leadership roles by people from underrepresented groups such as young adults and people of color.

A Yearly Meeting, local Meetings, and camps with increased vitality and cultural competency, helping them thrive for years to come and be patterns and examples for other Meetings and the world.

The addendum then lists several specific actions we could take, in these broad categories, some of which are already underway through the work of our standing Committees, even before we applied for the grant:

- Helping our Meetings be Welcoming and Inclusive
- Connecting Campers and Alumni to Meetings
- Engaging and Supporting Camp Alumni and other Young Adults in Committee Work
- Leadership Training
- Evaluating and Measuring Outcomes

Finally, in describing the relation of the Yearly Meeting and its committees to the new staff person (the Outreach and Inclusion Coordinator-OIC), to be hired with grant funds, we wrote

We are clear that the work we are undertaking is the work of all of us and could never be done or sustained only by staff. We fully understand that the role of the OIC is to help facilitate the work by all of us. ...Through the efforts described here and others yet to be discerned, BYM is committed to exploring how the rest of the Yearly Meeting needs to contribute to this work. What we are contemplating is no less than a profound culture change that will permeate all we do and change us forever. Our Quaker witness demands no less.

So, Friends, are we ready? Can BYM affirm its commitment to this program that will help us fulfill our vision to be inclusive and welcoming to all, to teach and nourish Quaker ways for this and future generations, and to witness to our shared experience of the infinite Love of God?

In Love and Light,
Ken Stockbridge Tasha Walsh
Presiding Clerk Clerk of Interim Meeting

Links:
Frequently Asked Questions
Full Shoemaker application package, with addenda
Grant Application and Management Policy

ATTACHMENT I2015-14

RELIGIOUS EDUCATION COMMITTEE REPORT

Talk for Interim Meeting, March 21, 2015

For the past two years, the Baltimore Yearly Meeting Religious Education Committee has been working with the leadership of Yearly Meeting on a proposal to hire a part-time Religious Education staff member. The Religious Education Committee thinks that such a staff member needs to have *had experience* in Quaker religious education as a First Day School teacher, a coordinator of First Day School, a Religious Education Committee member, or a Clerk of the Religious Education Committee.

We Quakers are sometimes called a peculiar people. We, too, sometimes think we are. Quakerism is not like and not taught like other religious traditions. So that we can teach our peculiarities to our next generation, our newcomers, and ourselves, we need our own educational methods of teaching and materials that explore and deepen our Quaker faith and practice.

A Baltimore Yearly Meeting Religious Education staff member would help enormously with this task. Such a person would support Monthly Meetings by visiting the Meetings and

their Religious Education Committees and encouraging and supporting First Day School programs. By networking with other Quaker religious educators and youthworkers, a BYM Religious Education staff member could bring new Quaker-focused methods of teaching to our Yearly Meeting. He or she would be a helpful presence at Yearly Meeting Sessions and Interim Meetings and would greatly assist religious education efforts in monthly meetings.

As a side effect, this staff position would benefit other BYM Committees, as well. A good religious education program helps in fund raising. Monthly Meeting members and attenders are more willing to make donations to meetings when the programs of those meetings provide services that are highly visible and of immediate use to them, such as religious education. In many Meetings, Ministry and Worship is responsible for adult religious education. The BYM RE Committee is concerned with RE for all ages and so our staff person would also be a support to adult religious education in monthly meetings. As good religious education programs are essential in attracting and retaining families and newcomers to Quakerism, Religious Education and Outreach Committees are inseparable.

Religious education connects families and their children more deeply to our Monthly Meetings. A staff position for religious education would be an investment in both the Yearly Meeting and the future of Quakerism. We ask for your thoughtful and prayerful consideration and support of this new staff position.

ATTACHMENT I2015-15 TRAVEL LETTERS AND REPORT

Little Britain Monthly Meeting of the Religious Society of Friends

Friends,

Greetings from Little Britain Monthly Meeting of Baltimore Yearly Meeting of the Religious Society of Friends (BYM).

We commend to your loving care our member Linda Coates as she continues to travel among Friends to worship, to listen and to learn. Her experiences have allowed her to share with us the wealth of diversity in worship, process and witness within the wider Religious Society of Friends.

Linda is a member of the BYM Internivestation Working Group. The Internivestation Program of Baltimore Yearly Meeting (BYM) seeks to nurture the beloved community of Friends by encouraging, preparing, and supporting those who travel among Friends, both inside and outside of BYM. Through a simple "ministry of presence" we hope to be spiritually and prayerfully present, and to get to know each other in that which is eternal. Visits will be in all directions, and involve both offering and receiving hospitality.

Linda is a life-long member of Eastland Preparative Meeting under Little Britain Monthly Meeting. Linda has been active at the Monthly, Quarterly and Yearly Meeting levels for many years. She has served as coordinator for Junior Young Friends at annual sessions, on Program and Search Committees for the Yearly Meeting and is currently Clerk of Eastland Preparative Meeting.

Linda has been led to travel among Monthly Meetings as well as Yearly Meetings. She recently returned from sojourning for several years at Monadnock Monthly Meeting in New Hampshire and has traveled to New England Yearly Meeting as well as several times to Great Plains Yearly Meeting.

Little Britain Monthly Meeting of the Religious Society of Friends unites with Linda Coates's leading to this ministry of internivestation. We trust that you will benefit as we have from sharing deep listening and insights with her. We commend her to your care and hospitality.

Approved and minuted at our meeting for worship with attention to business held Second Month, 15, 2015.

Susan Lamborn
Susan Lamborn
Clerk, Little Britain Monthly Meeting

Approved at Nottingham Quarter
3-1-15 / Doug Esler, Clerk

*Will forward
Approved copy to
Talia for
signature*

Adelphi Monthly Meeting
of the Religious Society of Friends
2503 Metzger Rd.
Adelphi, Maryland 20783
(301) 445-1114

Dear Friends,

Greetings from Adelphi Monthly Meeting and Baltimore Yearly Meeting of the Religious Society of Friends.

Jolee Robinson, a beloved member of our Meeting, has opened to us her leading to travel among Friends, listening attentively to others and bearing faithful and honest witness to her deeply held spiritual understandings. Her leading is to share in fellowship and worship with Quakers from other branches of the Religious Society of Friends.

Among her many acts of service to our Meeting, Jolee serves on the Ministry & Worship Committee. Jolee's broad experiences within the Religious Society of Friends include extensive travel. She has served on the Baltimore Yearly Meeting Working Group on Internivestation and traveled to Kenya for the USFWI Triennial in 2010, to Wilmington Yearly Meeting, and to the FUM Triennial as part of this initiative, as well as visits to Indiana Yearly Meeting, North Carolina Yearly Meeting, FUM, and 11 monthly meetings in Cuba. Her immediate plans include attendance at FWCC Section of the Americas meeting in Mexico.

Our Meeting unites with Jolee's leading. We are fortunate to share with other Quakers through Jolee. We know you will find her filled with the blessings of joy and good humor, intelligence, experience and thoughtfulness. We commend Jolee to your care and hospitality.

Approved and minuted at our meeting for business held on the 8th of Second Month, 2015.

Michael Levi
Michael Levi, Clerk
Adelphi Friends Meeting
Adelphi, Maryland



**SANDY SPRING MONTHLY MEETING
OF THE RELIGIOUS SOCIETY OF FRIENDS**
17715 MEETING HOUSE ROAD
SANDY SPRING, MARYLAND 20860
301-774-9792
e-mail: office@sandy Springs.org
web site: www.sandy Springs.org

March 13, 2014

The Sandy Spring Friends Meeting House



**SANDY SPRING MONTHLY MEETING
OF THE RELIGIOUS SOCIETY OF FRIENDS**
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SANDY SPRING, MARYLAND 20860
301-774-9792
e-mail: office@sandy Springs.org
web site: www.sandy Springs.org

March 13, 2014

The Sandy Spring Friends Meeting House

Dear Friends,

Joan and Rich Liversidge, beloved members of this Meeting, have opened to us their leading to worship, listen, learn, and serve as they travel among Monthly and Yearly Meetings of the Religious Society of Friends during the summer of 2014. The month of July will be spent as Friends in Residence at Woodbrooke Quaker Study Centre, Birmingham, England. It is their hope and desire that their faith and practice will be deepened through this experience and their travels before and after. They also hope to be a witness to our Quaker faith and practice among others who meet while traveling. Both Joan and Rich have traveled widely among Friends of all branches, both here and abroad as part of the Baltimore Yearly Meeting Intervisitation Program.

The Intervisitation Program of Baltimore Yearly Meeting (BYM) seeks to encourage, prepare, and support Friends to travel among Yearly Meetings with the faith that we can listen deeply, strengthen our relationships, and build our faith community. Visitors have traveled from BYM and they have received visitors for over nine years. Joan and Rich report their participation in the intervisitation program has been a profoundly rewarding and deepening experience.

Joan and Rich have been active within the Friends community for over 30 years. They have served on and clerked many committees of the Sandy Spring Monthly Meeting and Baltimore Yearly Meeting. They are also leaders in the Friends General Conference Couple Enrichment Program where they lead programs and train others for leadership in this ministry. And Rich has been active within Friends' United Meeting.

Sandy Spring Monthly Meeting of the Religious Society of Friends unites with Joan and Rich's leading to this ministry of presence among Friends and others. We trust that you will find their time amongst you fruitful, prayerful and enriching. We send you our loving greetings, and commend Joan and Rich to your loving care during their time in Great Britain.

Yours in the Light,

Mary Satterfield
Mary Satterfield, Clerk

Baltimore Yearly Meeting addresses this minute. Joan and Rich are beloved, active members. We send greetings and commend them to your care. Thank you! Mary, 15 March 2014



**SANDY SPRING MONTHLY MEETING
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Mary Satterfield
Mary Satterfield, Clerk

Baltimore Yearly Meeting addresses this min. Joan and Rich are beloved, active membe

Dear Friends,

Joan and Rich Liversidge, beloved members of this Meeting, have opened to us their leading to worship, listen, learn, and serve as they travel among Monthly and Yearly Meetings of the Religious Society of Friends during the summer of 2014. The month of July will be spent as Friends in Residence at Woodbrooke Quaker Study Centre, Birmingham, England. It is their hope and desire that their faith and practice will be deepened through this experience and their travels before and after. They also hope to be a witness to our Quaker faith and practice among others who meet while traveling. Both Joan and Rich have traveled widely among Friends of all branches, both here and abroad as part of the Baltimore Yearly Meeting Intervisitation Program.

The Intervisitation Program of Baltimore Yearly Meeting (BYM) seeks to encourage, prepare, and support Friends to travel among Yearly Meetings with the faith that we can listen deeply, strengthen our relationships, and build our faith community. Visitors have traveled from BYM and they have received visitors for over nine years. Joan and Rich report their participation in the intervisitation program has been a profoundly rewarding and deepening experience.

Joan and Rich have been active within the Friends community for over 30 years. They have served on and clerked many committees of the Sandy Spring Monthly Meeting and Baltimore Yearly Meeting. They are also leaders in the Friends General Conference Couple Enrichment Program where they lead programs and train others for leadership in this ministry. And Rich has been active within Friends' United Meeting.

Sandy Spring Monthly Meeting of the Religious Society of Friends unites with Joan and Rich's leading to this ministry of presence among Friends and others. We trust that you will find their time amongst you fruitful, prayerful and enriching. We send you our loving greetings, and commend Joan and Rich to your loving care during their time in Great Britain.

Yours in the light,

Mary Satterfield
Mary Satterfield, Clerk

Baltimore Yearly Meeting addresses this minute. Joan and Rich are beloved, active members. We send greetings and commend them to your care. Thank you! Mary, 15 March 2014

Report on Traveling Ministry - a Ministry of Presence

Be patterned, be examples in all countries, places, islands, nations, wherever you come, that your carriage and life may preach among all sorts of people; and to them. Then you will come to walk cheerfully over the world, answering that of God in every one; whereby in them you may be a blessing, and make the witness of God in them to bless you.

-George Fox, 1656

Friends (Quakers) and others were warm, welcoming and helpful throughout our time in England, Scotland and both Irelands: from our first evening in London where a young woman on the street directed us to Friends House (home of Britain YM, FWCC, Friends Cafe, and others); the warden at Brigg Flatts Meeting who spent an uncheduled hour of his time with us; the woman at Swarthmore Hall who stayed on past her leave time to allow us to fully experience that part of Quaker history; the invitation from FWCC Secretaries Robin Mohr and Ronis Chapman to join them in experiencing London; the staff and volunteers at Woodbrooke who shared their knowledge, experience and faith with us; to the numerous folks who helped us with information and advice. It was a time that stretched us, delighted us, and deepened us.

The month at Woodbrooke was more than we expected. Woodbrooke is a Study and Conference Centre in Birmingham, England in the town of Boswainville, a community planned and built by George Cadbury for the workers in their chocolate factory. It was Cadbury's home which he donated for a Quaker study centre when he died. Since then, several additions have been made. Today it has a residential capacity of about 100, 15 meeting rooms, and a dining and garden room. Friends in Residence anchor the Centre in Quaker Faith and Practice. Rufus Jones reminds us that our Quaker faith is evident in the way we hold the presence of God in each small moment and task throughout the day. Greeting guests as they arrive, supporting staff in administrative tasks, opening and closing morning worship and evening epilogue, and being present to meet the needs of staff, volunteers and guests; are all opportunities to practice a Ministry of Presence.

There was ample opportunity for us to witness our Quaker faith in our interactions throughout each day. We needed to be held about who we are as Quakers, both individually, as SSSM, BYM and as a Society, and at the same time respectful and interested in other's faith traditions, their questions, doubts, and values. Many of the guests at Woodbrooke are local or traveling Quakers. Others come in for conferences, meetings, or the InAll service. Some are curious about Quakers and ask, others don't seem to notice or care, some attend worship or epilogue, some are clearly seeking the Light wherever it can be found.

Witnessing occurred throughout our travels. Each time someone asked us where we were from in the US and why we were visiting the UK and Ireland, we would say "we are Quakers, and we came to be FIR's at Woodbrooke in Birmingham". That would lead to questions and discussions, some on the surface and some deeper. Even when folks didn't ask, we often shared what brought us to England this summer.

We organized our own version of the 1652 pilgrimage, with the help of Howard Szasz. Firbank Fell, Brigg Flatts Meeting, Swarthmore Hall, Kendal, the Quaker Tapestry, all were stops along the way. The most valuable part was being present at these places and reading a book suggested by the warden at Brigg Flatts entitled "In Fox's Footsteps". We came away with a heightened sensitivity to the radical nature of our Quaker message, then and now. Our Quaker ancestors were evangelists who sought the direct experience of the Divine individually and corporately.

This experience will continue to grow and be understood within us. We look forward to a deeper sharing among Friends as time and space allow.

In the Light,

Joan & Rich Liversidge
9/2/14

ATTACHMENT I2015-16

REPORT ON THE OCTOBER FUM GENERAL BOARD MEETING

To: Interim Meeting, Baltimore Yearly Meeting
Date: March 21, 2015
From: Georgia Fuller, Langley Hill Friends,
BYM Representative to Friends United Meeting
Re: Report on the October FUM General Board Meeting

My first meeting of the General Board of Friends United Meeting was October 8-11, 2014 in Richmond, Indiana. I hope to make a more experienced report after our next Board meeting, which is April 22-25, 2015, also in Richmond, Indiana.

In view of the difficulties that FUM has struggled with since 2002, it would be good news if I reported that the October Board meeting was uneventful. But thanks to many staff members and former representatives to the FUM General Board, on whose shoulders we now stand, the meeting was far more positive than merely uneventful.

At that October Board meeting, I had the opportunity to work with Friends, both seasoned and new, all of whom interacted with mutual respect, genuine optimism, and spontaneous good humor. As I reflected on the Spirit of this meeting, I felt overwhelmed with gratitude. I am still awed by the perseverance of those staff and Board members who took the risk of working together over the last almost thirteen years. During some of those meetings, when angry projections and negative stereotyping were running rampant, it was difficult for some of them just to show up. But enough of them did show up and they laid a good Spiritual foundation for our future together as Friends.

We have five representatives who served on the FUM Board for two or more terms during this difficult period: Howard Fullerton, Mary Lord, JE McNeil, Rich Liversidge, and Riley Robinson. I ask that Interim Meeting minute our gratitude for their work, expertise, testimony, and steadfast stubbornness.

ATTACHMENT I2015-17

PRESIDING CLERK'S REPORT

Presiding Clerk's Report to Interim Meeting
3rd Month, 2015

This year, the Youth Safety Policy Working Group has begun consideration of a proposal from the Camping Program Committee to revise the two-adult guideline in the policy. The working group also has a number of other important items on its agenda, which you'll hear more about at a later time. I wanted to highlight this one here.

Each year camp staff are required to sign an acknowledgment of the policy. They have expressed great discomfort with signing the acknowledgment when they know that standard camp practices, as they have worked to keep campers safe for years, do not conform at all times with the current two-adult guideline.

We live in a world where it has become a daily experience for us to sign complex documents we could not practically read completely, much less fully understand, relating to matters from software licenses to rental cars to mortgages. I have begun to wonder what toll that takes on our integrity testimony.

So, I am actually very heartened to know that our Yearly Meeting is hiring the sort of staff for its camps that take integrity so seriously. And these are exactly the younger Friends for whom our Growing Diverse Leadership Program seeks to provide pathways to full participation in the life of the Yearly Meeting. We simply must not put them in such an ethical predicament as to require them to sign a statement they believe is not true.

As your clerk and convenor of that working group, it is not for me to say how we should resolve this. Still, it is for me to point out that our Yearly Meeting does not have unity on the policy as it now reads, even if we might have when it was adopted. It is my role to help us labor in love with each other toward finding unity, which requires trust in the Spirit, deep and respectful listening to all parties, and openness to finding the “third way.”

ATTACHMENT I2015-18

TRUSTEE’S REPORT

1. **Trustees approved** the change in name of the "Virginia Meeting House Fund" to the “Baltimore Yearly Meeting Meeting House Fund.” This action confirms the original intention of the Virginia Quarterly Meeting when it created the fund from the proceeds of the sale of Black Creek Meeting.

The Baltimore Yearly Meeting Meeting House Fund is available as a source of emergency loans to meetings of the Yearly Meeting with an emphasis on addressing the needs of smaller meetings with fewer resources. Loans are available based on the total balance available as noted in the Yearbook under Funds Balances. The interest rate follows the Internal Revenue Service Applicable Federal Rates. The payback period can be as long as five years. The fund is for repairs on property owned by the Monthly Meeting although Meetings with other arrangements might be considered. The application form is available from the Yearly Meeting Office. Trustees administer this fund.

2. **Trustees approved** having a full audit each year. The current practice in the Manual of Procedure is to do an audit every three years and more often when the person in the position of Treasurer or General Secretary changes. Trustees felt that BYM has become a more complex organization than others of similar budget size. We felt we could benefit from yearly suggestions of the auditor for how to improve our practices. We thought that yearly audits might offer support and transparency for our practices for Friends, our donors and potential grant agencies. The additional cost of an audit over a review is about \$1500.

3. **Trustees approved** paying for a survey to meet county requirements for recording a clarifying deed for the Bush Creek Cemetery. There may be two or three clarifying deeds needed in the upcoming months.

Tom Hill continues his work compiling paper or electronic copies of all deeds and other title documents covering all Meetings that have ever been a part of Baltimore Yearly Meeting. Tom prepares reports for the Trustees at least once a quarter. The latest Property List had over 200 pages encompassing the Yearly Meeting and 224 Friends Meetings or meeting schools. Alan Wright, an attorney in Maryland, has helped greatly in filing clarifying deeds and other instruments confirming that BYM owns the Bush Creek and Monocacy Friends Burial Grounds in Frederick County, Maryland and the Elk Ridge burial ground in Howard County, Maryland. The old deeds confirm our ownership of these three burial grounds, but the county officials had lost track of our title and now show the surrounding property enveloping the Quaker properties.

INTERIM MEETING
SIXTH MONTH 13, 2015
PATUXENT FRIENDS MEETING

I2015-20 *Opening.* Baltimore Yearly Meeting's Interim Meeting gathered on 6/13/2015 at the Patuxent Friends Meeting House in Lusby, Maryland. A list of represented Meetings is attached. Karen Horton (Patuxent), welcomed and oriented us.

I2015-21 *Youth Programs Manager's report.* Alison Duncan (Adelphi), Youth Programs Manager, reported; an additional written report is attached. Alison described her 17-year history of service to the Yearly Meeting: in the Monthly Meeting; at camp; as a Friendly Adult Presence; and on the Yearly Meeting's staff. Alison considers all the Yearly Meeting's children to be her children; Alison is now entrusting her children to us with some nervousness and sadness. Alison urged us to let them know that they are loved and respected as preparation for their stepping in to the world. Alison also called on us to take responsibility for welcoming new people, especially young people; to help them see that they are part of the larger community, being prepared to do such unseen work without a lot of praise. Alison mentioned Tom Fox and his journey from work with our youth to Iraq—an inspiring example of accomplishing big things in the world. Alison has big dreams for her own future.

I2015-22 *Youth Programs Committee report.* Laura Coleson-Schreur (Baltimore, Stony Run), Youth Programs Committee Co-Clerk, reported. Laura displayed a banner of appreciation for Alison Duncan as she moves on from her position as Youth Programs Manager. Laura read aloud a minute of appreciation for Alison; a written version is attached. We **APPROVED** this: we united with Youth Program Committee's minute of appreciation for Alison Duncan. Jocelyn "Jossie" Dowling (Adelphi) has agreed to follow Alison as Youth Programs Manager.

We took part in a gratitude circle (described by the Interim Meeting Clerk as "worship sharing on steroids") for Alison. We heard of Alison's mentorship, nurturing leadership, friendliness, approachability, directness, humor, smiles, enthusiasm, guidance, and advice. We heard of Alison's role in the Yearly Meeting's vision work. We heard appreciation for the opportunity provided to Alison by the Yearly Meeting. We heard of how Alison used all events, even the ones that weren't easy, as learning opportunities. We heard of Alison's grace in the face of chaos, holistic perspective, and ability to bring those of different ages together.

I2015-23 *Unity With Nature Committee report.* Eli Fishpaw (Maury River) reported on behalf of Unity with Nature Committee; a written version of the report is attached. Eli noted that 31 responses have been received as the result of a committee message regarding right relationship sent after our latest annual session; the responses are being considered by the committee; the responses are being made available online. The committee proposes to create a Working Group on Right Relationship With Animals under the committee's care. We heard that seven or eight people are now involved in the ad hoc group focused on the

matter. We heard that the group's current focus is food choices; we heard one ad hoc group member's openness to work in other areas. We **APPROVED** this: we created a Working Group on Right Relationship With Animals under the care of Unity With Nature committee, with the mission for the working group as provided by the committee.

I2015-24 *Indian Affairs Committee report.* Rep Pickard (Homewood) and Dellie James (Baltimore, Stony Run) reported on behalf of Indian Affairs Committee; a written version of the report is attached. The report covers a minute approved by the committee on 3/21/2015 calling for Leonard Peltier to be allowed to rejoin his family. We **APPROVED** this: we united with our Indian Affairs Committee's 3/21/2015 minute calling for Leonard Peltier to be allowed to rejoin his family.

I2015-25 *Development Committee report.* Ann Venable, Development Director, reported; a written version is attached. Ann noted a new fund-raising effort to build accessible, gender neutral bathrooms with composting toilets a Catocin. Ann responded to a question, indicating that this year's fund raising to date is higher than last year's primarily as the result of receipt of the first installment of the Shoemaker grant.

I2015-26 *Outreach and Inclusion Coordination job description.* Ann Venable, Development Director, and Alison Duncan (Adelphi), of the Camp Diversity Working Group, reported; the written version of the report is attached. The report provides a proposed job description for an Outreach and Inclusion coordinator. The job description has been approved by Camping Program Committee (5/16/2015) and Supervisory Committee (6/3/2015). We **APPROVED** the creation of an Outreach and Inclusion Coordinator position, with the job description as approved by Camping Program and Supervisory Committees.

I2015-27 *Growing Diverse Leadership Committee proposal.* Ken Stockbridge (Patapsco), Yearly Meeting Presiding Clerk, reported on behalf of Supervisory Committee; a written version of the report is attached. The report covers a proposal to create an ad hoc Growing Diverse Leadership Committee (GDL) to build on work that has been done in this area. The committee would focus on helping us both become a more welcoming, inclusive community and assist people as they grow in to new roles in the Yearly Meeting. We heard a concern about having committee members exclusively named by other committees, and a sense that some people should be named to have this committee's work as their primary responsibility. We heard concern about the workability of having the Outreach and Inclusion Coordinator (OIC) report to the committee; we heard that the OIC is to report to the Development Director. We heard a sense that we might not be able to create a Growing Diverse Leadership Committee that reflects the diversity we seek. We heard a sense that diversity work across ages and diversity work involving race and culture are different, and that separate committees would be more effective. We heard that all committees that would name folks to the GDL have been contacted. We heard a sense that the committee as proposed would be too large to be workable; we heard a sense that a working group and an advisory group would be more workable. We heard a concern that the "Outreach and Inclusion Coordinator" title is overly broad, and that the coordination of the roles of the OIC and the GDL are not well thought out.

This proposal is to be seasoned further.

12015-28 *Intervisitation Working Group report.* Rep Pickard (Homewood), Clerk of the Intervisitation Working Group, and Jolee Robinson (Adelphi), of the working group, reported. Jolee virtually returned Jolee's 2014 travel minute; Jolee urged folks to visit Friends World Committee for Consultation gatherings, as she had. Rep noted a report had been received from Maria Bradley (Sandy Spring) on the visit of Maria and Linda Coates (Little Britain) to Great Plains Yearly Meeting; as a result of our intervisitation, Great Plains is now encouraging intervisitation among its Monthly Meetings. Rep noted planned travel: Jolee Robinson and Georgia Fuller (Langley Hill) to Eastern Region (Evangelical Friends) and Indiana Yearly Meeting (Friends United Meeting); Erik Hanson (Takoma Park) to North Carolina Yearly Meeting (Friends United Meeting); and Martha Gay (Adelphi) to Western Yearly Meeting. Martha is seeking a travel companion.

12015-29 *Presiding Clerk's report.* Ken Stockbridge (Patapsco), Yearly Meeting Presiding Clerk, reported; a written version of the report is attached. The report covers a “Visiting Support and Services Proposal Outline;” a meeting about the proposal is set for 6/27/2015 at 10:00 at the Sandy Spring Friends Meeting School House. The proposal is an outgrowth of the Yearly Meeting's work on both intervisitation and vision. The sense of our Intervisitation Working Group is that it is beyond that group's capacity to add work on visiting within the Yearly Meeting to its current work on visiting among Yearly Meetings. Visiting with the Yearly Meeting provides an opportunity to inform folks about the Yearly Meeting's activities and to increase participation in those activities.

We heard a hope that visitors might be encourage to learn as well as to teach.

12015-30 *General Secretary's report and appreciation.* Riley Robinson (Washington), Yearly Meeting General Secretary, reported. Riley noted the refusal of early Quakers to publish a work of George Fox—a potential sign for Fox that a resilient, durable religion had been established. Riley thanked partner Greg for bearing the impact of Riley's job during the last nine years. Riley asked for Baltimore Yearly Meeting to have excellence in multiple areas. Riley related the effectiveness of a young child's simple cries for “help,” regardless of what they needed; Riley called on us to be more willing to ask for help.

We began a period of worship sharing. Alexander Barnes (Adelphi) read aloud a minute of appreciation for Riley prepared by the Advancement and Outreach Committee. We heard of Riley's gifts of thoughtfulness, spirituality, listening, welcoming, teaching, sharing, and humor. Harry Tunis (Herndon), Trustees Clerk, read aloud portions of a Trustees minute of appreciation for Riley. We heard appreciation for Riley's habit of speaking his heart and soul; as with Woolman, “I love to hear where the words come from.” We heard of the value of Riley's visits to a Monthly Meeting. We heard of Riley's Christlike actions of reaching out to those who may not like him; we heard of Riley's courage in serving Friends United Meeting with depth and ability, despite some board members who would not look at Riley. We heard of the joy of a staff member in having the opportunity to work with Riley on a daily basis. We heard of the song “Children Go Where I Send Thee” and the sense that Riley had done so.

Ken Stockbridge (Patapsco), Yearly Meeting Presiding Clerk, read aloud a minute of appreciation for Riley; the written version is attached. We **APPROVED** the minute of appreciation for Riley.

I2015-31 Supervisory Committee report. Clinton Pettus (Baltimore, Stony Run), Supervisory Committee Clerk, reported. Clinton noted regular phone conversations with Riley Robinson (Washington) over the last two years —conversations from which both were able to learn. With Riley's move to Friends Committee on National Legislation, Supervisory Committee has begun work on finding a new General Secretary and covering the time before one is found. Supervisory Committee plans to follow the procedures used for the last change of General Secretary.

We heard a sense that the process of changing General Secretaries might be better coordinated with efforts to make real the Yearly Meeting's vision. We heard a desire for openness to having an interim General Secretary serve long enough to complete such efforts.

Clinton urged us to speak to the ad hoc General Secretary Search Committee and to Supervisory Committee rather than just speaking to one another.

I2015-32 HOPE Committee. Ken Stockbridge (Patapsco) began presiding. Tasha Walsh (Maury River), Interim Meeting Clerk, presented an “ad hoc Healthy Organization and Purposeful Evolution (HOPE) Committee Proposal;” the written version of the proposal is attached. The committee would focus on “the best organizational and governance structure to sustain a healthy community” as well as more specific matters related to this. The committee is to be small, specific, and short term.

We heard a concern that adding staff may overburden both our space and our finances; we heard a sense that such concerns were envisioned as being matters to be considered, and a sense that financial matters must ultimately be discerned by the Yearly Meeting as a whole. We heard of new thinking among young Friends, and a hope that we might reach out to them for ideas and participation in our work.

We **APPROVED** this: we created an ad hoc Healthy Organization and Purposeful Evolution (HOPE) Committee, charged as in the attached proposal. The Yearly Meeting Presiding Clerk and Interim Meeting Clerk are to appoint the HOPE Committee.

Tasha Walsh resumed presiding.

I2015-33 Naming Committee. Bill Mims (Langley Hill) report on behalf of Naming Committee. At the committee's recommendation, we **APPROVED** this: we named Lamar Matthew (York) to serve on Search Committee.

I2015-34 Nominating Committee. Karen Cunyningham (Annapolis), Nominating Committee Clerk, reported the resignations of Claudia Hernandez (Bethesda) from Stewardship and Finance Committee and Michael Levi (Adelphi) from Faith and Practice Revision

Committee. We **APPROVED** this: we accepted these resignations. Karen noted that Nominating Committee welcomes conversations with folks about the roles they can play in the Yearly Meeting.

I2015-35 Search Committee. Barbara Thomas (Annapolis), Search Committee Clerk, reported. Barbara noted that there are currently no Virginia folks on the Yearly Meeting's Nominating Committee; Search Committee solicits suggestions for Nominating Committee members from Virginia Meetings, very large Meetings, and very small Meetings.

I2015-36 Treasurer's report. Tom Hill (Charlottesville), Yearly Meeting Treasurer, presented a report; the written version is attached. Tom reported good progress on the 2014 audit; a draft report has been received from the auditors; the final report may be received by the end of this month.

I2015-37 Manual of Procedure report. Susan Kaul (Bethesda), Manual of Procedure Committee Clerk, reported; a written version of the report is attached. The committee seeks guidance on including a list of important Yearly Meeting minutes' subjects in the Manual of Procedure, noting that a future Faith and Practice may include such a list and that change may be needed at that time. We **APPROVED** this: we directed creation of an online reference to a list of important Yearly Meeting minutes' subjects.

I2015-38 Trustees report. Harry Tunis (Herndon), Trustees Clerk, reported that a "Vehicle and Driver Safety Policy and Procedures" document has been approved for trial use; the written version is not attached. Trustees envision reviewing how the policy works in the coming year and bringing it to the 2016 Annual Session for approval.

I2015-39 Faith and Practice Revision Committee. Linda Wilk (Hopewell Centre) reported on behalf of Faith and Practice Revision Committee. To date, eight Meetings have communicated with the committee; the committee seeks more responses. The committee is considering whether some elements of the 2013 draft *Faith and Practice* might better appear elsewhere and how redundancies can be eliminated.

I2015-40 Friends United Meeting Board. Georgia Fuller (Langley Hill), Friends United Meeting Board member, reported; a written version of the report is attached. The report includes information on Kenyans meeting in Maryland; Georgia asked for any information that folks could provide about the group.

I2015-41 Closing. We heard an announcement. We thanked Patuxent Friends for their hospitality. We heard, improved, and **APPROVED** these minutes. We adjourned, to gather next as Interim Meeting on 10/17/2015 at the Goose Creek Friends Meeting House in Lincoln, Virginia, or at the call of the Interim Meeting Clerk.

Tasha Walsh, presiding
Ken Stockbridge, presiding

Arthur David Olson, recording

ATTACHMENT I2015-20

MEETINGS REPRESENTED

Meetings with a presence at Baltimore Yearly Meeting's 613/2015 Interim Meeting: Adelphi; Annapolis; Baltimore, Stony Run; Bethesda; Charlottesville; Frederick; Friends Meeting of Washington, Gunpowder; Herndon; Hopewell Centre; Langley Hill; Maury River; Menallen; Norfolk; Nottingham; Patapsco; Patuxent; Richmond; Sandy Spring; State College; Takoma Park; West Branch.

ATTACHMENT I2015-21

YOUTH PROGRAMS MANAGER'S ANNUAL REPORT

Submitted by Alison Duncan on June 13

Another school year has come to a close, and so has a year of Junior Young Friends (JYF) and Young Friends (YF) conferences. , and much more, with the help of many. Here are some details about how the programs operated this year:

The specific theme for the JYF program this year was *Sense of Self*. They had workshops on “Knowing Your Power,” “Privilege,” “How the World Sees You,” and “Consent.” The very successful new JYF assistant, Jocelyn Dowling, was at every conference. By the end of the year, we co-ran conferences, which was my stated goal. The average attendance was 27 JYFs, down from 45 last year. A population bubble graduated to Young Friends, and we never hit the 45 attendee maximum that was increased last year. There were an average of 6 FAPs, 1.5 FAPs-in-Training (high-schoolers) and 2 staff present at every conference as well. We added a policy of a “witness sheet” to record every medicine any JYF takes during a conference. The food menu that had been the same for five years changed, to everyone’s delight.(Thanks, YPC!)

There isn’t a specific theme for Young Friends through the year, as different people plan each conference. We had workshops on outdoor play, visioning environmental recovery, values and sexuality, community service at The Clearing, a rural retreat owned by Richmond Friends Meeting, and Screen Printing. The average attendance at a conference this year was 65 YFs, roughly equivalent to last year’s 67, and there were an average of 8 FAPs at each conference. We have made efforts toward formally tracking individual Young Friend attendees who need extra support.

The Young Friends have one standing committee and several that are filled ad hoc. The standing committee is the Nuts and Bolts Committee. Nuts and Bolts has three conferences through the year, during which an average of 15 YFs and 2 FAPs had workshops on Supporting Community, Clearness Committees, and Giving/Receiving Feedback. The ad hoc Handbook Committee added ‘vaping’ (use of an electronic cigarette alternative with vapor) to the policy on ‘smoking’ (noting both are only for 18+), and ‘yourself’ to the people you are not allowed to harm. The ad hoc calendar committee figured out dates and locations for conferences for the year. This year, we did discernment around issues affecting the community including visitors and timing of conferences, so worship happened in Meeting for Business. We continue to strive to include hands-on experience with Quaker

Faith and Practice in JYF and YF conferences.

The Youth Programs Committee oversees these programs and supports the weekends through brainstorming content and serving as Friendly Adult Presences (FAPs). They planned and executed two FAP trainings this year - one during Annual Session for the first time in 5 years, and one at FMW in the Spring. Committee meetings incorporated planning the Parents' Conference in October, attempting to change staff responsibility and pay, discussion of visiting Meetings, fundraising for attendance at Annual Session, and creating an inter-generational Yearly Meeting, JYF and FAP gathering expectations document. As the Parents' con is bi-annual, next year the March JYF con will be co-scheduled with the RE retreat (and the year after with the Parents' con and so on). We sent an evaluation the entire program for the third time this year, and the results were OVERWHELMINGLY positive. It seems as though we have addressed most of the obvious improvements, and only have detail ones left to do. It's a nice note to leave on.

We were under budget by \$6,500 in 2014 because of \$10,500 less in expenses and \$4,000 less in income. Our income was \$26,000, and our spending was \$56,500. This means there was a \$30,500 subsidy of the Youth Program. That's \$2,500 less than last year, with lower enrollment and an added staff person. What? Employee benefits went down, and lower attendance means lower food costs. We also added online registration. Parents still need to sign a paper liability release, but payment and contact info have been collected smoothly online all year. We were happy to provide it after many parents requested it in last year's end of year evaluation.

Personally, my time opened up after the work of the ad hoc Vision Implementation Committee, of which I was a member, was laid down. Like every year, I participated in the Youth Safety Working Group, which met twice and has not completed their agenda for the year. While the function is useful, it's turning into the place to discuss any issue that faces all youth. The proposed HOPE committee may be a better place to take on such big-picture ideas.

I would like to thank all of the program volunteers and to say what a pleasure it has been to witness the growth among our program participants over the years. I am hopeful to see the next Youth Programs Manager's vision come into being, building on what I was able to contribute.

ATTACHMENT I2015-22

MINUTE OF APPRECIATION FOR ALISON DUNCAN

Alison Duncan took over as Youth Program Manager six years ago, at a time when the program was greatly challenged and in a state of transition. She proceeded to set things right again, and then some, by bringing it from a smaller less organized effort run mostly by parents to one that is vital, growing, has a strong self governance model, is beloved by the youth, Young Adult Friends, the Yearly Meeting, and parents alike. And she did this all cheerfully and willingly with that calm happy demeanor that we have all come to count on.

Her leadership won back the confidence of both the Young Friends as well as the Yearly

Meeting. With the assistance of the Youth Programs Committee she re-established the program with a renewed understanding of, confidence in, and commitment to the principle of self-governance within the YF program, and she was instrumental in connecting campers with the Youth Program, effectively bridging the gap between summer camp and the rest of the Yearly Meeting. This program has touched many hundreds of young people over these past six years, and a great many of those would say that it has changed their lives.

She has offered gentle guidance to the youth, but also the adults who participated. She brought spiritual presence, and knowledge of Quaker worship and process to the program as a whole. Always ready to offer a simple query to help things along, a calm reassuring word to a young Friend in distress, or a playful game for the kids to play and the adults to model. A common refrain at Con was always “where’s Alison, let’s ask her.”

Alison has been the Heart of this program these last six years. Like a good gardener, tending and tilling it, planting seeds and watching them grow. She has done this through patience and nurturing and we will continue to reap the benefits of that work into the future. For that we are very grateful.

During her last Youth Conference at Hopewell we were able to share some of our thoughts and feelings about what Alison has meant to so many. There were a lot of tears, a lot of “you mean so much to me”, and “you treated us with such respect”, and “I don’t know what we are going to do without you!” and even –“you’re like my second Mom!” All of these things are true about Alison but I feel confident that she has laid the groundwork for the program to continue on and succeed after her and for that she should be very proud.

“Proceed as way opens” is just what Alison did. She quietly led this program as the ‘way opened’ to be a life changing and affirming oasis for so many young people over these past years. It has changed their lives for the better and there are not adequate words to express how much that means. We wish her well in her future endeavors and look forward to tending this garden that she so lovingly and dutifully cared for.

Respectfully submitted,
Laura Coleson-Schreur
Co-Clerk of the Youth Program Committee

ATTACHMENT I2015-23

UNITY WITH NATURE COMMITTEE REPORT

But ask now the beasts, and they shall teach thee; and the fowls of the air, and they shall tell thee: Or speak to the earth, and it shall teach thee: and the fishes of the sea shall declare unto thee. Who knoweth not in all these that the hand of the LORD hath wrought this?

Job: 12, 7-9

Baltimore Yearly Meeting’s Unity with Nature Committee seeks the approval of Interim Meeting to establish the Working Group, Right Relationship with Animals under our care.

After discussions with the group's leader, Margaret Fisher of Herndon Meeting, and following thorough and prayerful consideration by members of the Unity with Nature Committee, we believe that this group's leading is consistent with our own. Both our Committee and the proposed Working Group seek to deepen respect for all of God's Creation. We work to help others find ways to live simply and thoughtfully with gratitude and reverence.

The Working Group's mission is as follows.

The Working Group on Right Relationship with Animals of Baltimore Yearly Meeting seeks to stimulate thought and discussion among Friends about the effect that our food choices and other personal decisions have on the lives of animals and on the rest of the living world.

Right Relationship with Animals' monetary disbursements will be handled through the clerk(s) of Unity with Nature. Their minutes and annual report will be submitted with Unity with Nature's.

Unity with Nature and the Working Group Right Relationship with Animals both believe that global peace and justice will thrive when we find balance in our relationships with all of creation. Both the committee and the new working group will continue efforts to deepen collective and individual awareness of how our choices impact the earth. We seek the blessing of Interim Meeting in approving the Working Group for Right Relationship with Animals under our sponsorship.

*** * * THE FOLLOWING MAY BE ADDED TO OUR REPORT AND NOT WHEN WE ASK FOR APPROVAL OF THE WORKING GROUP:**

Unity with Nature invites others who believe they have related leadings to contact us.

ATTACHMENT I2015-24

INDIAN AFFAIRS COMMITTEE REPORT

The following Minute was approved by the Baltimore Yearly Meeting Indian Affairs Committee on Third Month 21, 2015 and will be brought to Yearly Meeting for discernment, in hopes of approval.

Minute:

Like all Quakers, Baltimore Yearly Meeting of the Religious Society of Friends is called by God to act with integrity, and out of this grows a concern for justice. Historically, Friends have worked toward reforming the criminal justice system and advocating on behalf of those who are unjustly imprisoned. We have historic ties with American Indian Nations and hold an ongoing concern that American Indian individuals and Nations receive justice within American governmental systems.

Called by the Spirit and led by our Witness for integrity, equality, and community, Baltimore Yearly Meeting asks for the release from prison of Leonard Peltier, in accordance with the plan drawn up by the National Congress of American Indians (see attachment). As this plan describes in detail, appellate courts acknowledge misconduct during his prosecu-

tion and court records reflect that no clear evidence exists to indicate who shot two FBI agents on June 25, 1975. In spite of a record of good behavior in prison for more than the requisite 15 years, Leonard Peltier was denied parole in 2009.

Leonard Peltier, a writer, artist, and Nobel Prize nominee, is elderly and in ill health. We, along with an international community of those dedicated to the pursuit of justice, ask that he be allowed to rejoin his family and live his last days in peace.

Action Option for Meetings:

In addition to distributing this minute to Barack Obama, local senators and representatives, and Leonard Peltier, Friends of Baltimore Yearly Meeting are asked to, as they are individually led, spread support of Leonard Peltier’s release.



NATIONAL CONGRESS OF AMERICAN INDIANS

The National Congress of American Indians
Resolution #PDX-11-082

TITLE: To Secure through Prudent Means an Award of Executive Clemency for Leonard Peltier

EXECUTIVE COMMITTEE

PRESIDENT
Jefferson Keel
Chickasaw Nation

FIRST VICE-PRESIDENT
Juana Majel Dixon
Pawnee Band of Mission Indians

RECORDING SECRETARY
Edward Thomas
Central Council of Tlingit & Haida
Indian Tribes of Alaska

TREASURER
W. Ron Allen
Jamestown S’Klallam Tribe

REGIONAL VICE-PRESIDENTS

ALASKA
Bill Martin
Central Council of Tlingit & Haida
Indian Tribes of Alaska

EASTERN OKLAHOMA
S. Joe Crittenden
Cheyenne Nation

GREAT PLAINS
Robert Shepherd
Sisseton Wahpeton

MIDWEST
Matthew Wesaw
Pikigon Band of Pitawatomini

NORTHEAST
Lance Gumbo
Shinnecock Indian Nation

NORTHWEST
Fawn Sharp
Quinalt Indian Nation

PACIFIC
Don Arnold
Scotts Valley Band of Pomo Indians

ROCKY MOUNTAIN
Scott Russell
Crow Tribe

SOUTHWEST
Larry Townsend
Lumbee Tribe

SOUTHERN PLAINS
Robert Tippecanoe
Comanche Nation

SOUTHWEST
Joe Garcia
Ojibay Owingeh

WESTERN
Ned Norris, Jr
Teton Crowsfoot Nation

EXECUTIVE DIRECTOR
Jacqueline Johnson Pata
Tlingit

NCAI HEADQUARTERS
1516 P Street, N.W.
Washington, DC 20005
202-466-7767
202-466-7797 fax
www.ncai.org

WHEREAS, we, the members of the National Congress of American Indians of the United States, invoking the divine blessing of the Creator upon our efforts and purposes, in order to preserve for ourselves and our descendants the inherent sovereign rights of our Indian nations, rights secured under Indian treaties and agreements with the United States, and all other rights and benefits to which we are entitled under the laws and Constitution of the United States, to enlighten the public toward a better understanding of the Indian people, to preserve Indian cultural values, and otherwise promote the health, safety and welfare of the Indian people, do hereby establish and submit the following resolution; and

WHEREAS, the National Congress of American Indians (NCAI) was established in 1944 and is the oldest and largest national organization of American Indian and Alaska Native tribal governments; and

WHEREAS, Leonard Peltier was convicted and sentenced to two consecutive life terms in connection with the shooting deaths of two agents of the Federal Bureau of Investigation (FBI); and

WHEREAS, appellate courts have repeatedly acknowledged evidence of U.S. government misconduct—including knowingly presenting false statements to a Canadian court to extradite Mr. Peltier to the United States, forcing witnesses to lie at trial, and hiding ballistics evidence reflecting Mr. Peltier’s innocence from the jury; and

WHEREAS, according to official court records, the United States prosecutor in the Peltier case has twice admitted that no one knows who fired the fatal shots; and

WHEREAS, Leonard Peltier has maintained his innocence, yet expressed remorse for the loss of life for the federal agents and the young American Indian man killed on June 25, 1975; and

WHEREAS, Leonard Peltier is an accomplished author and artist and is renowned for his humanitarian achievements for which, in 2009, he was nominated for the Nobel Peace Prize for the sixth consecutive year; and for which he has been awarded the Human Rights Commission of Spain International Human Rights Prize (1986); North Star Frederick Douglas Award (1993); Federation of Labour (Ontario, Canada) Humanist of the Year Award (2003); Silver Arrow Award for Lifetime Achievement (2004); First Red Nation Humanitarian Award (2009); Kwame Ture Lifetime Achievement Award (2010); Fighters for Justice Award (2010); and Mario Benedetti Foundation (Uruguay) - First International Human Rights Prize (2011); and

WHEREAS, Leonard Peltier has fulfilled his federal sentencing guideline requirements and maintained a clean prison record for 15+ years yet, on August 21, 2009, the U.S. Parole Commission denied his application for parole; and

WHEREAS, Leonard Peltier is a great-grandfather who is 67 years old and in poor health, and at risk for premature death due to his harsh living environment; and

WHEREAS, Leonard Peltier's unjust imprisonment has been recognized by national and international human rights organizations, luminaries and dignitaries, 55 Members of the U.S. Congress and others—including a judge who sat as a member of the court in two of Peltier's appeals—who have all called for his immediate release; and

WHEREAS, the NCAI previously has adopted resolutions requesting Executive Clemency for Leonard Peltier and, in 1999, supported the Assembly of First Nations in the same; and

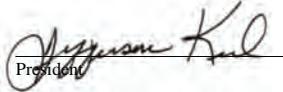
WHEREAS, the NCAI acknowledges that the authority to grant clemency belongs only to the President of the United States (under Article II, Section 2 of the U.S. Constitution) and, while an unconditional commutation of Mr. Peltier's sentence is most desirable, supports consideration of conditions of release including releasing Leonard Peltier on house arrest or into the custody of the Turtle Mountain Band of Chippewa Indians, a sovereign nation.

NOW THEREFORE BE IT RESOLVED, that the NCAI welcomes the opportunity to directly develop a strategy with members of his legal defense team, as well as the Turtle Mountain Band of Chippewa Indians, to secure Leonard Peltier's freedom; and plan and coordinate a meeting with President Barack Obama and/or members of his Administration to secure a grant of Executive Clemency to Leonard Peltier on constitutional and overriding human rights and compassionate grounds; and

BE IT FURTHER RESOLVED, that this resolution shall be the policy of NCAI until it is withdrawn or modified by subsequent resolution.

CERTIFICATION

The foregoing resolution was adopted by the General Assembly at the 2011 Annual Session of the National Congress of American Indians, held at the Oregon Convention Center in Portland, Oregon on October 30 – November 4, 2011, with a quorum present.


President

ATTEST:


Recording Secretary

Page 2 of 2

ATTACHMENT I2015-25 DEVELOPMENT REPORT

Interim Meeting

June 13, 2015
Development Report

Patuxent Friends Meeting

Fundraising To Date

	2014	2015
Gifts- January – June	\$55,500.80	\$132,280.00

Fundraising Total	\$55,500.80	\$132,280.00
Number of Giving Units	211	201

Development Activities

- Spring Email Appeal for Camper-Aid.
 1. In 2015 Campers requiring full aid (All could be considered part of the Diversity Initiative)- 34 Campers
 2. Cost- \$48,650.00
 3. Total to date raised- \$33,599.00 (\$12,000 of this was carried over from last year’s fundraising for camp)
 4. Left to raise in Camper Aid - \$15,051.00
 5. This is not all that is given out in camper-aid each year just this year for the “Diversity” campers
- Visits with Monthly Meetings and individual members are ongoing. If you would like the Development Director or a member of the Development Committee to visit either your meeting or you as an individual please let us know, Ann Venable: 937-725-6699
- Projects Underway: Catoctin Bathhouse, New cabins at Camp, Solar at the BYM office, and Implementation of the Growing Diverse Leadership in BYM in conjunction with many others.
- Grant Applications to BamaWorks for 2016 Camper-Aid and working with other granting entities for habitat restoration funds for camp properties.
- Planned Giving Marketing ongoing. Please visit our website: <http://www.bymrsf.plannedgiving.org>

Upcoming Development Activities

- Annual Session Donor Thank you Luncheon and Greening Presentation – Thursday 12:00-1:30 PM
- Witness to the World -“Catoctin Bathhouse: Composting Toilets and You” Ongoing and Annual Session educational opportunity and appeal during the week of Annual Session
- Goose Creek Friends Meeting Visit: Sunday, June 21, 2015
- Visiting Support Services Meeting, Sandy Spring Saturday, June 27, 2015
- Hopewell Centre Monthly Meeting Visit, July 26, 2015
- Visiting Camps

ATTACHMENT I2015-26

OUTREACH AND INCLUSION COORDINATOR JOB DESCRIPTION

Outreach and Inclusion Coordinator

[For presentation to Interim Meeting, June 13, 2015]

Reports To: Development Director

FLSA Status: Exempt

Approved By: Camping Program Committee, 05/16/15

Approved By: Supervisory Committee, 06/03/15

INTRODUCTION

Baltimore Yearly Meeting (BYM) is a worshipping community, gathered in the presence of the Divine, affirming that of God in every person. The Yearly Meeting knits Friends from the Chesapeake to the Appalachians into the larger Religious Society of Friends. As Quakers, we seek to know and follow God's will for us as a gathered people, to speak the Truth that is revealed to us, and to listen to the Truth that is revealed to others.

The Baltimore Yearly Meeting Camping Program is a faith-based program carried out in community in wilderness settings. There are several hundred participants at three residential camps for children and youth as well as a Teen Adventure Program. The BYM Camp Diversity Program works to actively live out the Quaker values of Community and Equality by increasing the attendance, participation, ownership, and leadership of people from underrepresented backgrounds at every stage of the BYM camping program. To this end the program:

- 1) Recruits, transports, outfits, and provides funding for families of color and for people of diverse socio-economic backgrounds to participate in our camping programs,
- 2) Provides in-depth orientation and relationship-building opportunities to potential camper families, including a practice hike with discussion of camp culture and dealing with difference,
- 3) Solicits and assists qualified applicants from under-represented groups to apply for staff positions within the camping program,
- 4) Conducts professional development training for staff and volunteers as well as regular evaluations of program policies to ensure these are conducive to creating a diverse and inclusive environment,
- 5) Recruits young adults and Meeting members to serve in working groups to facilitate this effort, and provides orientation and training for committee service in BYM,
- 6) Serves as a conduit between BYM Camp Programs and the greater community of youth camps by sharing and researching best practices on diversity and inclusion.

All of this is done through extensive coordination of current camp staff, alumni, camper families, and other volunteers. This program has ignited a spark within Baltimore Yearly Meeting's efforts to become a more inclusive community.

The ad hoc Growing Diverse Leadership Committee (GDLC) works to develop a more inclusive Yearly Meeting as the Committee nurtures a broader level of organizational focus and action, which includes:

- Increasing the level of diversity at camps, in local Meetings, and the Yearly Meeting
- Increasing the level of attendance at local Meetings by people who have developed a Quaker identity at BYM Camps
- Strengthening relationships between young adults and local Meeting

members in ways that increase young adult participation in local Meetings

- Increasing the participation in local Meeting and Yearly Meeting committees and in leadership roles by people from underrepresented groups such as young adults, people of color, and people from diverse socio-economic backgrounds
- Strengthening Yearly Meeting, local Meetings, and camps through increased vitality and cultural competency, helping them be patterns and examples for other Meetings and the world

JOB SUMMARY:

The Outreach and Inclusion Coordinator (OIC) engages in the ministry of helping BYM develop a diverse community primarily by helping our camping program to live into the Quaker testimony of equality. The OIC reports to the Development Director, who holds primary responsibility for overseeing the day-to-day work of the OIC. This is done in collaboration with the Camp Program Manager, who helps to prioritize and implement the relevant job duties. The OIC also works with the ad hoc Growing Diverse Leadership Committee (GDLC) and other relevant BYM committees to increase awareness around issues of race, ethnicity, class and equality in the camps and through the wider Yearly Meeting. The Outreach and Inclusion Coordinator is an ex officio member of the Camp Diversity Working Group (CDWG), Camping Program Committee (CPC) and the GDLC.

As Growing Diverse Leadership is a new program and the OIC is a new position, some evolution is to be expected as Yearly Meeting committees, staff and local Meetings work together toward the program's aims.

DUTIES & RESPONSIBILITIES:

- Coordinate Underrepresented Camper Recruitment and Orientation in collaboration with the CPC, GDLC and the CDWG.
 - Support CDWG in recruiting campers primarily in Baltimore, Charlottesville, Washington, D.C. and other communities in BYM.
 - Assist families to enroll recruited campers in camp, and coordinate filling out medical and other forms
 - Coordinate with CDWG and local Meetings to ensure that a parent and a camper orientation happens in each participating city in springtime
 - Work with CDWG and local Meetings to coordinate transportation and gear needs for recruited campers
 - Visit camps during summer sessions
 - Coordinate with CDWG and local Meetings to ensure that an evaluation event happens with all recruited campers in the Fall
 - Work with ad hoc GDLC and local Meetings to nurture and strengthen relationships between recruited campers and their families and members of the BYM community.
- Assist with all diversity-related staff development
 - Work with Camp Directors and Youth Programs Manager to support diversity trainings for staff and volunteers

- Assist in the recruitment of underrepresented applicants to apply for staff positions
- Work with the Youth Programs Manager to coordinate transportation for recruited campers to and from Junior Young Friends and Young Friends events
- Work with ad hoc GDLC to develop a plan for communicating about the program with broader communities and provide consultation as needed to committees tasked with increasing inclusion at Meetings
- Research, Program Development and Data Collection
 - Research and share best diversity practices between BYM camps in collaboration with CPC and GDLC committees
 - Assist the Camp Program Manager to develop an evaluation structure, to align with and measure against metrics of programmatic success. Record and maintain data related to program
 - Assist Development Director in collecting relevant alumni data
 - Facilitate “Diversity Audit” of each camp with staff and Alumni in collaboration with the CPC & GDLC.
- Work with Development Director and CDWG to fundraise 80% of camper fees for recruited campers
- Work with Young Adult Friends to compile a list of names, contact information, and interests/skills of participating young adults to give to BYM’s Nominating Committee Clerk.
- Maintain up-to-date documents describing practices specific to the position in collaboration with the GDLC.
- Perform other duties as assigned

DESIRABLE QUALITIES

- Experience with the Religious Society of Friends (Quaker) worship, processes and decision-making practices
- Experience working with 9-22 year olds in multicultural environments
- Experience in networking and community building
- Experience working with youth and families of diverse backgrounds, including people of color
- Experience working with groups and volunteers
- Experience in program evaluation
- Experience in fundraising and/or grant writing is a plus
- Knowledge and experience of BYM Camping Program, and/or residential camps in general

REQUIREMENTS:

- Must have excellent communication and coordination skills
- Must be able to comply with the requirements of the BYM driver and vehicle safety policy. Ability to or interest in driving van/bus is a plus
- Must follow all BYM policies, including the Youth Safety Policy
- Must be able to visit rustic camps and at times stay overnight and be able to attend BYM Annual Session in early August
- Must be familiar with Microsoft Office, (especially Word and Excel), experience with

- web blogging software preferred
- A background check conducted by BYM is required for employment
- **GENERAL POSITION INFORMATION:**
- Frequent travel is required within Baltimore Yearly Meeting (District of Columbia-Maryland –Pennsylvania-Virginia-West Virginia)
- The OIC is a full-time position. The weekly work schedule will vary, including some weekend events

SALARY AND BENEFITS: Baltimore Yearly Meeting endeavors to provide salaries and benefits in line with those of other non-profit positions in the Washington metropolitan area. The salary for this position is commensurate with qualifications and experience. Benefits include health and dental coverage; long-term disability insurance; term life insurance; eleven paid holidays; annual, personal, medical, maternity/paternity and adoption, and sabbatical leaves; retirement contribution.

NON-DISCRIMINATION: Baltimore Yearly Meeting, as a spiritual community, seeks to welcome all in participation of programs and in employment. The Yearly Meeting is an equal opportunity employer and does not discriminate in hiring based on race, gender, sexual orientation, disability, marital status, age, or national origin.

PHYSICAL DEMANDS: The physical demands described in the duties and responsibilities are representative of those that must be met by an employee to successfully perform the essential functions of this job. Reasonable accommodations may be made to enable individuals with disabilities to perform the essential functions. Evening meetings and weekend work is required.

WORK ENVIRONMENT: Baltimore Yearly Meeting has a relatively small staff and depends heavily upon volunteers and committee members to accomplish its work. Staff members are expected to work cooperatively with volunteers and committee members.

The BYM office building and grounds are smoke, drug, alcohol and weapon free.

This document describes the position currently available. It is not an employment contract. Baltimore Yearly Meeting reserves the right to modify job duties or job descriptions at any time.

ATTACHMENT I2015-27

GROWING DIVERSE LEADERSHIP COMMITTEE PROPOSAL

Background:

Broadly speaking, the Growing Diverse Leadership Program seeks to address two issues that have long been a perplexing concern for the Religious Society of Friends and BYM. First, how can our Meetings at all levels be more inclusive and welcoming to all and build multicultural community? Second, how can we encourage and sustain participation by younger Friends and support their development as leaders now and for the future? Many

of our committees have been considering these questions, in one form or another for some time. Recently, the Camp Diversity Working Group under the Camping Program Committee proposed a program to address this more concretely and received a grant from the Shoemaker Fund to help BYM move this forward. This grant will allow BYM to hire an Outreach and Inclusion Coordinator to focus on expanding diversity at camp, which is one piece of this process.

Committee Charge:

The Growing Diverse Leadership (GDL) ad hoc Committee will be charged with discerning how BYM's committees and local Meetings can work together to answer the two questions this program seeks to address 1) How can our Meetings at all levels be more inclusive and welcoming to all and build multicultural community? 2) How can we encourage and sustain participation by younger Friends and support their development as leaders now and for the future? Specifically, the Growing Diverse Leadership AdHoc Committee will be responsible for:

1. Reaching out to local Meetings to engage and support their efforts in this area,
2. Revisiting, clarifying and further developing the initial Growing Diverse Leadership program description, including the relations of the various components and roles, to consider for addition to the Manual of Procedure,
3. Helping BYM meet the initial goals of the program and bringing forth a plan for continuation by 2016.

This committee will meet for a period of at least 3 years with regular reports provided to Spring Interim Meeting and Annual Session. At Annual Session 2017 a determination will be made as to its continuation as an adhoc committee, turning it into a standing committee, or laying it down.

Membership on the GDL ad hoc Committee will include representatives from CPC, RE, YPC, Young Friends, YAF, Nominating, A&O, M&PC, Development, Working Group on Racism, Camp Diversity Working Group and will include the Interim Meeting Clerk. The Outreach & Inclusion Coordinator, Camp Program Manager, Youth Programs Manager, Development Director and General Secretary will all be *ex officio* members. It may coopt additional members as it is led.

ATTACHMENT I2015-29

PRESIDING CLERK'S REPORT

Visiting Support Services Proposal Outline

for Baltimore Yearly Meeting (BYM)

Work in Progress, last edit 6/3/2015

Ken Stockbridge, Presiding Clerk

Upcoming Meeting! Saturday, 6/27/2015

10am-Gather; 10:30-Noon-Meeting

at "Schoolhouse" at Sandy Spring Friends Meeting

All are welcome. Committee clerks or representatives especially encouraged to attend.

This meeting follows up on the open meeting held on 12/6/2014. It will 1) focus on reviewing and seasoning the proposal below; 2) reviewing and refining the latest version (in progress) of the visit report form; 3) drill deeper as time allows.

Background

In June, 2013, the *ad hoc* Intervisitation Committee was replaced by the Intervisitation Working Group under the care of Ministry & Pastoral care, seeking to integrate intervisitation into the routine practice of the Yearly Meeting. Over the subsequent year, it continued to discern its revised mission. Over that same year, the *ad hoc* Vision Implementation Committee developed a number of recommendations and a final report, which was delivered for Annual Session in August 2014. (<http://goo.gl/rj2rgn>) That report gives considerable attention throughout to the value of and need for visiting within BYM. While it had been suggested that the Intervisitation Working Group play a key role in facilitating intervisitation in all its forms, that working group became clear that it did not have the capacity to do that, though it remains a stakeholder in and contributor to the broader effort.

In Fall, 2014, BYM staff engaged with the Presiding Clerk in preliminary discussions about how to move forward on encouraging, supporting, facilitating, and coordinating more visits within the YM. On 12/6/2014, we held a meeting, which had been publicized broadly, of people interested in helping develop an approach for doing so. Fourteen people participated who served on several different committees and came from numerous meetings. Further discussion was held at the 2/7/2015 and 5/2/2015 meetings of the Intervisitation Working Group.

This document attempts to pull together in a coherent structure the many ideas generated through that process. It is a work in progress to be seasoned further in additional meetings of interested individuals.

The working title for this effort, “Visiting Support Services,” was chosen to help avoid confusion with the Intervisitation Program. It also underscores that visiting is the work of all of us, not just one or a few committees or working groups, and our purpose is to provide services to support visiting by any and all who are led to do so.

Draft Services Outline

● **Objectives**

- **Knitting community together:** Most broadly, build the YM and wider Quaker community and help local Meetings feel connected to the YM.
- **More visitors:** Encourage and invite people to visit in a variety of capacities, including younger Friends.
- **Plan and Coordinate visits,** seeking to ensure full coverage of all Meetings.
- **Prepare and Equip:** Support visitors with training and a travel bag of useful tools and reference document
- **Reports by visitors:** Provide easy way to report on visits, and in so doing,
 - facilitate **tracking** of visits to gauge our success

- help ensure **follow up** on needs and opportunities identified during visits, and,
- help in **coordination**

o **Reports to YM:** Provide regular updates on status of visiting through various means, including Interchange , announcements, Facebook, websites, annual reports, and possibly other means.

● **Guiding principles**

o **Local Meetings**

- Local Meetings need regular contact to help feel their connection to and understand their role in the YM.
- Small, new, or isolated Meetings especially need and greatly benefit from visits.
- Visits can draw on strengths and successes of local Meetings as well as help address their interests and needs.
- Try to cover all Meetings regularly; coordinate.
- Local Meetings will provide overnight hospitality when needed and possible.

o **Visitors**

- Just do it; any visit is better than no visit.
- Anyone can visit and do not need a specific purpose to do so.
- All YM committees serve the entire YM and therefore all local Meetings; therefore, YM committees are accountable to local Meetings as part of the YM. While some committees' visits may be of greater interest or relevance to local Meetings than others, in theory, all committees could offer something and benefit from visits.
- Advance notice and planning can improve the quality of the visit.
- Traveling in pairs or with a companion is strongly encouraged; companions provide key spiritual grounding, a watchful eye and listening ear, a sounding board, and notetaking.
- Whatever the impetus of the visit, all visitors can offer the “ministry of presence” and play a vital role in listening deeply and helping those visited feel heard and cared for.

o **Yearly Meeting**

- Reporting is vital to ensure followup and help coordination.
- Costs of visits within YM should be small, but funds should be available as needed (through budgets of committees or the Intervisitation Working Group) so that costs do not prevent anyone from making visits.

● **Key players and roles**

o **Intervisitation Working Group:**

- helps identify, share, and promote best practices;
- provides support and training through the Annual Travelers' Gathering;
- offers a special focus on lifting up the “ministry of presence,” including in its own visits;
- plays the primary role in encouraging and supporting visits across YMs.

o **YM Committees and Representatives to Affiliated Organizations**

- visits may serve a variety of **purposes**, including:
 - offering direct services;
 - supporting participation in their programs;
 - helping foster understanding of the YM;
 - helping fulfill the YM's witness;
 - helping facilitate discernment on matters the committee undertakes;
- Visitors that can **offer direct services** to Meetings, including workshops:
 - RE
 - M&PC, including WGR and SFWG
 - A&O
 - F&P Revision
 - FGC Representatives
- Visitors that can **support participation in YM programs** through visits:
 - Nominating
 - Camp Programs and Camp Property
 - Program (Annual Session)
 - Youth Programs
 - Development
 - Women's Retreat WG
 - Educational Grants and Sue Turner Thomas Fund
 - Representatives to Affiliated Organizations
- Visitors that can help **foster understanding of the YM** (but also help Meetings with their parallel functions):
 - Search
 - Stewardship and Finance
 - Trustees
 - MoP
 - Supervisory
 - Youth Safety Policy WG
- Visitors that can help **fulfill the YM's witness**:
 - P&SC and its working groups
 - WGR
 - UWN
 - Indian Affairs
 - Representatives to FCNL, AFSC, QEW, Quaker House, FUM, NRCAT, and others
- Visitors that can help **facilitate discernment** on matters the committee undertakes:
 - All committees engage in discernment in which they might invite participation by local Meetings, but especially,
 - RE
 - F&P Revision
 - WGR

- P&SC and its working groups
- UWN
- Indian Affairs
- o **Other Visitors include:**
 - Friends with Travel Minutes, embraced ministries, or traveling under a concern
 - Friends offering workshops
 - Casual or spontaneous visitors
 - Friends with gift of vocal ministry
 - Visitors to and from other YMs
 - Staff
- o **Local Meetings**
 - Are strongly encouraged to request visitors for any purpose or none in particular;
 - submit requests using visit form. <http://goo.gl/atw0Vq>
 - Coordinator will identify visitors best able to respond to request
 - Meetings may like to
 - receive support for challenges they face,
 - share successes, information, or experiences, or
 - seek information on or participation in programs of the YM or its affiliated organizations.
 - Are hoped to provide overnight hospitality when needed, if possible
 - Are encouraged to use visit form to provide feedback on visit
- o **Visiting Support Services Coordinator:** for now, done by Presiding Clerk; provides general oversight of visiting support, coordinates visits, conducts visits, and reports on state of all YM's visits within the YM
- o **General Secretary** assists with general oversight and supervises staff support and conducts visits
- o **Development Director** assists with planning and evaluation of support efforts, manages visiting database, and provides summary reports from the database
- o **Other staff** may engage in visits in connection with their respective programs and responsibilities
- **Service elements:**
 - o **visitor preparation and training** (including best practices)
 - Touchstones for Clearness
 - Shared Reflections
 - Sacred Listening
 - Piece on "Ministry of Presence"
 - Companion Practices
 - o **visitor tool kit** (or "travel bag")
 - BYM Fact Sheet and Info
 - BYM Vision Statement
 - BYM Yearbook
 - BYM Latest News and Year in Review
 - BYM Budget FAQ

- Growing Diverse Leadership Info
- BYM Support Service for local Meetings
- Visit Report Form and guidance
- Worship Sharing Guidelines
- o **scheduling coordination and prioritization**
 - List of Meetings with: visit history, prioritization attributes, strengths, needs, and interests
 - List of Visitors, including those having Travel Minutes
 - List of Companions
 - Listserv for visitors and companions
- o **Visit form** same form used for requests, planned visits, and reports, and feedback <http://goo.gl/atw0Vq>
- o **reporting** (the form), and visit tracking reports (lists of all visits made, cut different ways from database)
- o visit **follow up**
- o Process for reviewing, evaluating, and revising visiting support services
 - Develop routine reports from database
 - Get feedback through visits form
 - do we have a de facto working group to do this? should we formalize?

ATTACHMENT I2015-30

MINUTE OF APPRECIATION FOR RILEY ROBINSON

Baltimore Yearly Meeting expresses its profound appreciation to Riley Robinson for his rare mixture of love, concern, insight, and faithfulness in his service as our General Secretary for nearly nine years. His many and varied contributions have strengthened the Yearly Meeting as a spiritual community and as an organization. His insights into the Yearly Meeting's challenges and opportunities leave us with much to build on in the future. He helped us develop our vision as a Yearly Meeting and helped us live into it. He leaves the Yearly Meeting in a much better place.

Riley has demonstrated an undying dedication to the Yearly Meeting and its welfare. His remarkable ability to stay on top of many issues at the same time, his extensive institutional memory, and his spirit-led discernment have been invaluable time and again. His very active schedule of visiting local Meetings has helped them feel stronger connections to the Yearly Meeting. His active participation in the work and meetings of many committees has not only provided needed staff support but also nurtured good Quaker process, helped to document valuable committee practices, provided continuity, lifted up important issues, and helped make connections to valuable resources and people, all of which have helped the committees be more effective. In particular, he was continuously and intensively active in the work of the Trustees and the Supervisory, Development, Program, ad hoc Visiting Ministers (Vision), and ad hoc Vision Implementation Committees and often was involved in numerous other committees when he could be especially helpful.

In the course of those efforts, he has contributed to several especially notable accomplishments. The Yearly Meeting's fiscal situation has progressed from a state of accounting disarray that revealed significant shortfalls to making substantial progress toward building

unrestricted reserves. A new Development Program is raising money for Yearly Meeting programs, exceeding \$300,000 last year. Persevering in a risky two-and-a-half year court case, Riley played a major role in securing substantial benefits from a large estate for the Yearly Meeting and a Friends school under the care of two of its local Meetings. He has helped bring attention to and address important risk management issues, helping develop a Youth Safety Policy and a Driving Policy. He helped complete a transition from a loss-plagued student loan program to a more modest, yet effective grants program.

Riley also helped manage the Yearly Meeting office property, working to modernize it and bring in advanced technologies. In addition to making productivity improvements, he has helped find practical ways of addressing environmental sustainability concerns through the installation of a new heating and air conditioning system and working toward using solar energy. In addition, Riley has represented Baltimore Yearly Meeting to other Friends groups and helped connect it to their work, including Friends General Conference, the American Friends Service Committee, and the Friends Committee on National Legislation. In particular, he served on the Friends United Meeting General Board at an especially delicate and challenging time, showing remarkable personal courage and spiritual grounding. In earning the respect of other board members, he helped relations with Friends United Meeting go from a painful paralysis to a new partnership.

Riley has provided inspiration, both through spoken ministry and through his quiet, thoughtful attention to problems and individuals' concerns. His warmth and welcoming spirit made visitors to our Yearly Meeting feel at home. His oral reports at business meetings were often moving and spiritual, drawing us into deeper worship. We loved to hear where his words come from. One Friend described him as a Weighty Friend, saying his words were centered in Spirit, revealing his grace and spiritual depth. He has also often lightened situations through his sense of humor and quick wit.

We love Riley and will miss him. We wish him health and happiness as he faithfully undertakes new challenges and opportunities in Quaker service at the Friends Committee on National Legislation.

ATTACHMENT I2015-32

AD HOC HEALTHY ORGANIZATION AND PURPOSEFUL EVOLUTION COMMITTEE PROPOSAL

Background:

Baltimore Yearly Meeting is worshipping community that is constantly changing and evolving, as we strive to live more faithfully to divine leading, and as reflected in our vision statement . The health of our local Meetings and the Yearly Meeting helps to equip us to face the changes and live into the witness that Spirit requires of us. Exciting new programs, recent requests for staff, and the receipt of the Shoemaker grant have highlighted the need to carefully consider the optimal pattern for organizational growth. The ad hoc Vision Implementation Committee has identified areas needing further study (section E). We need to examine such issues, among others, as the level of staffing, the responsibilities of staff as well as the level of financial support that will be expected to be needed and available in the years ahead. There is a desire to move forward in a Spiritled manner as we seek to support

the many important activities of our evolving organization.

Committee Charge:

The ad hoc Healthy Organization and Purposeful Evolution (HOPE) Committee will continue to support the work identified and outlined in the ad hoc Vision Implementation Committee's 2014 report. Specifically, the committee will explore and discern:

- What is the best organizational and governance structure to sustain a healthy community and organizational environment for our local Meetings and our Yearly Meeting?
- What make up of programs, staff, and volunteer support will serve us best?
- To what ministries is God calling us in the next 35 years? and
- How do we prioritize our work?

This committee will provide regular reports to Interim Meeting and present a final report with specific recommendations to 2016 Annual Session.

ATTACHMENT I2015-36

TREASURER'S REPORT

	A	B	C
		Current Year Actual	2015 Budget
3			
4	Revenues		
5	Apportionment		
6	Apportionment	186,750	453,200
7	Apportionment Adjustments	0	(5,000)
8	Total Apportionment	186,750	778,200
9	Unrestricted Contributions		
10	Contributions	41,024	171,000
11	In Kind Contributions	1,471	0
12	Total Unrestricted Contributions	42,495	171,000
13	Restricted Contributions		
14	Retricted Contributions	88,075	0
15	Total Restricted Contributions	88,075	0
16	Attendance Fees		
17	Program Attendance	740,738	850,353
18	Total Attendance Fees	740,738	950,353
19	Sales		
20	Book Sales	734	11,450
21	Clothing Sales	129	9,120
22	Other Sales	0	500
23	Total Sales	863	21,070
24	Property & Vehicle Rental		
25	Property Rental Income	1,569	18,600

	A	B	C
26	Vehicle Rental Income	0	1,200
27	Total Property & Vehicle Rental	1,569	19,800
28	Interest		
29	Interest & Dividends	352	3,000
30	Total Interest	352	3,000
31	Other Income		
32	Released Funds	0	140,990
33	Gain (Loss) of Sale of FA	2,600	0
34	Other Income	665	9,600
35	Total Other Income	3,265	150,590
36	Total Revenues	1,064,106	1,764,013
37	Total Revenues	1,064,106	1,764,013
38			
39	Expenses		
40	Administrative	121,656	412,468
41	Annual Session	6,585	101,955
42	All Other YM Program	20,650	42,250
44	Committee	951	11,350
45	Development	45,566	127,871
46	Youth Programs	23,387	64,630
47	Total Expenses	400,277	1,747,954
48	Total Operating Revenue Over (Under) Expenss	663,879	16,059
49			
50	Total Revenue Over (Under) Expenses	663,879	16,059

**Balance Sheet as of
5/31/2015**

	A	B	C
3		Current Year	As of 5/31/2015
5	Assets		
6	Current Assets		
7	Cash & Cash Equivalents	1,062,063	825,724
86	Apportionment Receivable	302,975	281,471
9	Student Loans Receivable	80,059	94,747
10	Other Accounts Receivable	50,530	51,677
11	Inventories	0	3,801
12	Prepaid Expenses	51,225	49,924

	A	B	C
13	Total Current Assets	1,546,852	1,304,344
14	Long-term Assets		
15	Property & Equipment	2,000,794	1,952,893
16	Long-term Investments	1,058,921	913,710
17	Total Long-term Assets	3,059,715	2,866,602
18	Total Assets	4,606,566	4,170,946
19			
20	Liabilities		
21	Short-term Liabilities		
22	Account Payable	6,108	68,413
23	Deferred Revenue	282,185	277,242
24	Other Short-term Liabilities	40,888	30,204
25	Total Short-term Liabilities	329,181	375,858
26	Total Liabilities	329,181	375,858
27			
28	Net Assets		
29	Beginning Net Assets		
30	Net Assets		
31	Unrestricted	2,203,971	2,169,035
32	Designated	116,555	52,331
33	Temporarily Restricted	919,846	732,053
34	Permanently Restricted	373,134	367,194
35	Total Net Assets	3,613,507	3,320,614
36	Total Beginning Net Assets	3,613,507	3,320,614
37	Current YTD Net Income		
38			
39	Total Current YTD Net	663,879	474,474
40	Total Net Assets	4,277,386	3,795,088
41			
42	Total Liabilities and Net Assets	4,606,566	4,170,946

ATTACHMENT I2015-37

MANUAL OF PROCEDURE REPORT

Report to Interim Meeting Sixth Month 13, 2015
Patuxent Friends Meeting

Advice Request

1. The Manual of Procedure Committee (MoP) has been asked to list "Working Groups"

in the Manual of Procedure under their sponsoring committee. Are there reasons we have not thought of that would preclude this?

2. MoP had suggested adding an “Appendix F,” which would list important minutes of the Yearly Meeting. However, it has been brought to the committee’s attention that the draft version of Baltimore Yearly Meeting’s *Faith and Practice (F&P), 2013* (not approved), has such a list. It currently is a 14-page section.
 - Until such a time that we have an approved, updated F&P, we would like to add the following third paragraph to the F&P entry on page 29, “X. Changes in *Faith & Practice*,” which would read:

For Important Minutes from prior years, please see the Draft 2013 *Faith & Practice*, pages 241-255 at <http://www.bym-rsf.org/publications/fandp/>.

This would also provide an index entry in the Manual for ease in locating these minutes.
 - Until such time as we have an updated, approved F&P, does the body wish the Manual of Procedure to list these minutes (and minutes approved since 2011, which is the last entry to date)?

Non-Substantive Changes (to reflect an approved change from Spring Interim Meeting)

1. p4: (Mid-second paragraph) “The Trustees arrange for a certified public accountant to audit the Yearly Meeting policy and receive and review the auditor’s report (currently, an audit is done ~~every three years and more often when the person of Treasurer or General Secretary changes every year~~).”

Clarification

At the Spring Interim Meeting, MoP asked for “approval” for several “substantive” changes. When MoP brings change request approval to Interim Meeting, this is a “first reading.” The second reading is, in effect, the MoP Annual Report, which is forwarded to Annual Session for approval.

The Committee may recommend changes in procedure deemed useful to the Yearly Meeting. Such changes are to be recommended in writing to the Interim Meeting for consideration and forwarded to the Yearly Meeting if approved.

Manual of Procedure, 2014, pg 15

ATTACHMENT I2015-40 REPORT ON FUM GENERAL BOARD MEETING

Report to Interim Meeting, Baltimore Yearly Meeting
June 13, 2015

Georgia Fuller of Langley Hill Friends Meeting and
BYM representative to Friends United Meeting General Board

The April 22-25 (2015) meeting of the General Board of Friends United Meeting was my second opportunity to represent Baltimore Yearly Meeting. FUM is a wide-spread orga-

nization with a diversity of yearly meetings and associations and a complicated budget. I am still learning. I attend the meetings of the standing committees, as well as the General Board.

At the Executive Committee meeting I learned that several groups have asked for affiliation with FUM: groups in North India (the Punjab area), Finland, Liberia, Poland, Ethiopia, and some Congolese immigrants in Quebec. The process for affiliation is slow and deliberate. The FUM staff communicates with groups that inquire about affiliation. They ask questions on diversity, including cultural customs, equality of women, and theology. They discuss how FUM and the inquiring group might each benefit from a relationship. What would be the best fit for that group—FUM, Evangelical Friends International, or Friends General Conference? Groups seeking affiliation are encouraged to build relationships with the nearest Friends organizations, beginning if possible at the local level. We may become part of this conversation because there is a group of Kenyans, centered in Parkville, Maryland, who have inquired about affiliation. I will tell you what I learn from the Richmond Office. Please tell me anything you know about this group so I can pass it on to the staff and Executive Committee.

At the Finance Committee I learned that FUM finances are moving toward good order after a long period of deficits and belt-tightening. The ability to again hire a Director of Global Ministries is of tremendous importance for maintaining good communications between the Richmond Office and Quaker organizations in Cuba, Jamaica, Belize, Palestine/Israel, and east Africa. In the summer of 2016, the General Board Meeting will be held in Cuba. We are hoping to have the 2020 Triennial in Kenya, as Way opens.

I have two particular concerns regarding finances. One is shared by at least half the General Board. This is to be conservative in extending our ministries, by considering if we are adequately supporting the ones we currently have. During a difficult discussion about a prospective project, one member clearly reminded the others that “we are not a blessing board.” We have to make difficult decisions. The project being considered was put on hold.

My other concern is the ministerial accounts of the directors of our two major Quaker institutions—Friends Theological College and Ramallah Friends Schools. How realistic is it to expect Robert Wafula, at FTC, and Joyce Ajlouny, at RFS, to raise money to pay for buildings, staff, and scholarships, while also raising their own salaries.

For example, FTC was without a Principal for almost five months. Ann Riggs left in May of 2015 and Wafula did not raise enough funds to support his first year salary until October. Therefore, he did not arrive in Kenya until mid-October. By September, however, very few students had enrolled at FTC for the 2014-2015 academic year. I do not think this is a coincidence. Who would invest in an education at a college without a director? As a result of low student enrollment, FTC recently had to lay off its part-time staff members, placing a financial burden on them and a work burden on those that remain. One of the laid-off faculty members will receive his master’s degree next week. This degree was largely funded by money from US Quaker sources. I do not know if FTC will be able to rehire this teacher

or if our investment in him has been lost. To what degree are we being penny-wise and pound foolish by requiring Wafula and Joyce to raise their entire salaries? I have asked that this concern be on the October agenda.

The situation at Ramallah Friends Schools is similar. Joyce is an extremely skilled fundraiser for large projects, including buildings. But it is not appropriate in Arab culture for her to ask for money for herself. The enrollment at the schools is at an all time high, 1353 students. The demand for a Quaker education, which includes an International Baccalaureate program and a special education program, is greater than their current capacity. Joyce is raising money to expand the schools, but her own salary is approaching deficit.

I know that many of our meetings are gravely concerned about the situation in Palestine/Israel. Yet finding peaceful unity has been a challenge within BYM, just as finding peace in the Middle East has been a challenge for thousands of years.

One very important step, on which I believe meetings can unite, is to contribute money to the ministerial account of Joyce Ajlouny. One hundred percent of all donations go directly to Joyce. Nothing is set aside for the FUM General Fund. I think it is easier for a group to reach unity on an issue when group members have personal relationships with that issue. Friends United Meeting has had a relationship with Ramallah Friends Schools since 1869. Each of us can enter this relationship personally by supporting Joyce. We can each have a connection to learn more about what it means to work for peace and hope in Palestine/Israel.

Two last things for now—I am on the brain-storming committee for the 2017 Triennial in Wichita, Kansas. At our first telephone meeting at the end of April, concern was expressed about the uprisings in Baltimore City. The meeting closed with a prayer for the situation and for the work of Friends in Baltimore. We are not alone. Like it or not, and sometimes we don't like it, we are connected to a wide-spread, swirling galaxy of Quakers.

And secondly, at that first telephone conference we came to instant unity on one key ingredient of any successful Friends gathering. Quakers require lots of ice cream.



Annual Session 2015 photograph by Cy Merriwether-deVries

344TH ANNUAL SESSION
OF
BALTIMORE YEARLY MEETING
OF THE RELIGIOUS SOCIETY OF FRIENDS
FROSTBURG STATE UNIVERSITY
FROSTBURG, MARYLAND

Tuesday, August 4, 2015

Y2015-1 *Opening.* Friends gathered in worship at 3:00pm. Out of the silence, Psalm 100 was read by the reading clerks.

Psalm 100

O be joyful in the Lord, all ye lands:
 serve the Lord with gladness,
and come before his presence with a song.
 Be ye sure that the Lord he is God;
it is he that hath made us, and not we ourselves;
we are his people, and the sheep of his pasture.
O go your way into his gates with thanksgiving,
 and into his courts with praise;
 be thankful unto him,
 and speak good of his Name.
 For the Lord is gracious,
 his mercy is everlasting;
and his truth endureth from generation to generation.
(Church of England 1662 *Book of Common Prayer*)

After a few more moments of silence, Ken Stockbridge (Patapsco), Presiding Clerk, welcomed all to the 344th Annual Session of Baltimore Yearly Meeting.

Y2015-2 *Introductions of Friends at the Clerks' Table.* With the Presiding Clerk at the Clerks' Table were Helen Tasker (Frederick), serving as Recording Clerk; Young Friends Genevieve Legowski (Sandy Spring) and Madeline "Maddie" Doll (Baltimore, Stony Run), serving as Reading Clerks. Jason Eaby (Nottingham) managed the sound and technology. The Clerk also introduced Tasha Walsh (Maury River), Clerk of Interm Meeting, who will be presiding later this week. He introduced two members of his support committee, Lamar Matthew (York) and Marcy Seitel (Adelphi), and explained that they are available to receive feedback. He noted the Prayerful Presences who sit at the front of the meeting space and serve to remind us that this is a meeting based in worship.

Y2015-3 *Introductions of Visitor (and reading of Travel minute) and first-time attenders.* We welcomed and read the Travel Minute for Beth Gorton (Quaker City Unity Friends Meeting, New England Yearly Meeting.) The Clerk recognized and welcomed Friends

attending Annual Session for the first time. He also invited us to mention names of those who were not present and hold them in the Light.

Y2015-4 Opening Retreat. David Fitz (York) reported on the Opening Retreat, which he led with his wife, Ruth Fitz (York), surrounding the theme, “Living into Right Relationship.” He spoke of how Friends who gathered connected deeply in song and silence, with words and drawing, sharing stories of awe and wonder. David and Ruth ended the report with the song, “Go Now in Peace.” The report is included below.

2015 Pre-Session Retreat Report

At the 2015 Friends General Conference Gathering, I heard this story. At a small intergenerational gathering of Quakers, Friends were asked to draw *silence*. The adults were perplexed, but the children went right to work. When it was time to share, one child held up their drawing and said, “This is the bottom of the ocean. It’s deep and quiet down there.” Another child held up their drawing and said, “This is the inside of a cave. It’s safe and still in there.” There’s something about this little story that points to our experience together in retreat. We shared experience of deep worship of vocal ministry in speech and song, surrounded by much silence and stillness.

The theme of connection kept arising as we considered what it means to live in right relationship with each other, the earth, and with God. Some spoke of our meeting space becoming sacred space. We experienced our time together as a time when the veil between the worlds of the seen and the unseen grew thinner.

The voices of poets and mystics and artists and musicians opened heart space for us. We shared stories of birth and death, worship and nature as times of wonder and awe and knowing. And, as the children did with ocean depth and still caves, we spoke over and over again in metaphor. How else do you point to the undefinable, the infinite?

We considered that we were chosen to be at this place in this time, not for special blessing (though we might have received that anyway), but chosen for special responsibility to arrive *here*--already in deep worship, to leaven the bread that might be baked here, and broken here, and eaten here, together.

The little prefix “**re**”, which generally means ‘back’ or ‘again,’ seemed to frame and offer rationale for our being together. Beginning with our name the **R**eligious Society of Friends. The “ligoius” part of that word has the same root as the word ligament. So we were brought to realize that we are a **re**ligamenting society, meant to reconnect with God, each other, and all creation. Then in **re**retreat we are to draw back for a time of spiritual **re**tirement and **re**newal. Finally we were there to consider what it means to live into right **re**lationship: connection again!

So I close my report the way we closed each session, with a song, “Go now in Peace”. Retreatants and anyone who knows it, please join Ruth as she leads us. We’ll sing it through twice.

The Clerk asked the Reading Clerk to share a reading used at the retreat.

Days pass and the years vanish and we walk sightless among miracles.
Lord, fill our eyes with seeing and our minds with knowing.
Let there be moments when your Presence, like lightning,
illuminates the darkness in which we walk.
Help us to see, wherever we gaze, that the bush burns, unconsumed.
And we, clay touched by God, will reach out for holiness and exclaim in wonder,
“How filled with awe is this place and we did not know it.”
from a Jewish Sabbath Prayer Book

The Clerk thanked David and Ruth Fitz for eloquently and beautifully leading the retreat and preparing the space for this annual session.

Y2015-5 *Message from Program Committee.* Barbarie Hill (Charlottesville), Clerk of Program Committee, welcomed us and gave a few logistical bits of information and clarifications for attenders. She highlighted the plenary speakers for the week. She also noted that photographer Cynthia “Cy” DeVries (State College) will be taking photos during the week. Barbarie noted other highlights of the week, including field trips. She invited other members of Program Committee to stand and be recognized for their hard work in planning this gathering and invited us to engage deeply in the theme.

Y2015-6 *Clerk’s Advices, Expectations for Meeting for Worship with Attention to Business.* The Clerk pointed out the “Expectations for Meeting for Worship” on the four-fold program. He read some of the queries, also on the program, and explained that they are meant to evoke a sense of underlying themes which tie closely with the larger theme *Living into Right Relationship*. Today’s theme is Adoration and Praise, and the queries are:

- When we have experienced “coming round right” and “where we ought to be?” Was Spirit there? Who else was?
- When have we marveled and delighted in Creation and all that surrounds us?

Y2015-7 *Nomination of Epistle Committee.* The Clerk explained how the epistle is the spiritual message that arises during the week and is sent out to Friends everywhere. The clerk nominated the following Friends to the Epistle Committee: Mary Campbell (Friends Meeting of Washington), Karie Firoozmand (Stony Run), Lamar Matthew (York), Amrit Moore (Maury River).

Friends **APPROVED** the slate of Nominees to the Epistle Committee.

Y2015-8 *Reading from retreat.* The Reading Clerk read the text below which was shared at the opening retreat.

A book entitled *Buffalo Shout, Salmon Cry* was the focus of a series our mid-week meetings at York (PA) Monthly Meeting. One of my most poignant takeaways was the surprising knowledge that many indigenous peoples have no word in their language for our word “resources”... that what we call **resources** they call **relatives**. This is not just a semantic difference, but a seismic shift of world view. One author called it a **kincentric world view**. Everything shifts if we begin to see mountains, rivers, forests, minerals, two leggeds, four leggeds, winged ones, rooted ones... as our relatives, all our relatives!

Here is an example of this shift from the field of criminal justice: What is an **offender**?

It is someone who shows little regard for **right relationships**.

Navajos say “he act as if he has no relatives!”

So what do you do when someone acts as if they have no relatives?

You bring in the relatives!

Navajo Chief Justice Robert Yazzie

Y2015-9 *Agenda changes.* The Clerk updated us on agenda changes.

Y2015-10 *Report from Interim Meeting.* Tasha Walsh (Maury River), Clerk of Interim Meeting, gave her report, embedded below. Tasha spoke of the highlights over the year.

This year has been an active one in the evolution of BYM. We said ‘gracias, hasta luego’ (thank you, see you later) to Alison Duncan and Riley Robinson, two dear Friends who have served our Yearly Meeting well as staff and are shifting their professional focus. While they no longer are employees of BYM, they are still very much a part of the life of our Meetings, and we rejoice in that.

We took some big new steps forward in working with the Shoemaker Fund for a grant to fund an Outreach and Inclusion Coordinator. This professional role, part of a newly envisioned Growing Diverse Leadership Program, promises to lend focus to our testimony of Equality, as we continue to work on becoming a more welcoming and inclusive society to people of all backgrounds.

We have focused on supporting and connecting committees, as the volunteer work through our committees is critical to our life as a spiritual community and our ministry. We implemented our Virtual Committee Clerks Gathering, which has met twice, to give committee & working group clerks an opportunity to share what their part of BYM is focusing on, share tips and ideas, and explore areas of similar focus and collaborative effort.

We continued the discussion and implementation of the Vision Implementation recommendations, and through that process approved the creation of an

ad hoc Healthy Organization and Purposeful Evolution (HOPE) Committee. We are in an auspicious time in the evolution of BYM. There is much potential and much to be done. If we are to thrive as a spiritual community alive in our testimonies, living in right relationship and witnessing to our faith, we need to be intentional and discerning in how we move forward. Evolution is not fast, yet at the same time, it is ever moving. We will need to reach beyond our comfortable circles and ways of thinking, beyond our individual needs and desires, beyond our rich past and present perspective, to discern the way forward and bring into practice what our hope leads us to in the future.

We look forward to seeing you in October, March, and June.

With gratitude,
Tasha Walsh, Clerk of Interim Meeting

The decision minutes made through the year at Interim meeting are listed below. These were distributed to the body in advance.

Baltimore Yearly Meeting
The Religious Society of Friends
Report of Interim Meeting
Seventh Month 2015

Interim Meeting acts for the Yearly Meeting when necessary in the intervals between Annual Sessions. This is the report of actions since August 2014.

Actions at Interim Meeting held in 10th Month 2014 at Richmond Friends Meeting, Richmond, Virginia

We MINUTED our appreciation to both Jane Megginson and David Hunter for their inspired work on our camps and camping programs.

We APPROVED a Grants Application and Management Policy brought forth by the Development Committee.

We APPROVED a change in policy to allow grant funds to be used for staff.

We CONCURRED with Camping Program Committee's creation of a Camp Diversity Working Group.

Actions at Interim Meeting held 3rd Month 2015 at Patapsco Friends Meeting, Ellicott City, Maryland

We APPROVED the creation of an Internet Communications Working Group under the care of Advancement and Outreach.

We APPROVED relieving Advancement and Outreach of its charge to nominate a member of the Friends Meeting School Board, with Nominating Committee to take up this charge.

We AFFIRMED our continued support of Friends Meeting School.

We APPROVED relieving the Treasurer of responsibility for serving as an ex-officio member of Educational Grants Committee.

We APPROVED a new job description for a Bookkeeping Assistant.

We APPROVED Baltimore Yearly Meeting affiliation with the Maryland Alliance for Justice Reform.

We AFFIRMED our commitment to the Growing Diverse Leadership in BYM Program that will help us fulfill our vision to be inclusive and welcoming to all, to teach and nourish Quaker ways for this and future generations, and to witness to our shared experience of the infinite love of God.

We APPROVED the Religious Education Committee's work with related committees to further develop a religious education staff proposal.

Actions at Interim Meeting held 6th Month 2015 at Patuxent Friends Meeting, Lusby, Maryland

We APPROVED a minute of appreciation for Alison Duncan's service as BYM Youth Program Manager.

We APPROVED the creation of a Working Group on Right Relationship With Animals under the care of Unity With Nature Committee, with the mission for the working group as provided by the committee.

We UNITED with our Indian Affairs Committee's 3/21/2015 minute calling for Leonard Peltier to be allowed to rejoin his family.

We APPROVED the creation of an Outreach and Inclusion Coordinator position, with the job description as approved by Camping Program and Supervisory Committees.

We APPROVED a minute of appreciation for Riley Robinson for his service as BYM General Secretary.

We APPROVED the creation of an ad hoc Healthy Organization and Purposeful Evolution (HOPE) Committee.

At 10th month and 6th month we heard a report from the Nominating Committee and ACCEPTED resignations from several committees and APPROVED appointments of new committee members and a representative to Friends Wilderness Center.

At the second and third meetings, a report was APPROVED and some aspects were FORWARDED to Annual Session for a second reading from the Manual of Procedure Committee.

Travel Minutes were returned by Ken Stockbridge (10th month) and Joan and Rich Liversidge (3rd month) and approved for Linda Coates and Jolee Robinson (3rd month).

During 3rd month we minuted our gratitude to our Friends United Meeting Board members Howard Fullerton, Mary Lord, J. E. McNeil, Rich Liversidge, and Riley Robinson for their work, expertise, testimony, and steadfast stubbornness.

Y2015-11 Treasurer's Report. Treasurer Tom Hill (Charlottesville) gave the Treasurer's report and pointed out highlights and significant items. He spoke of two main aspects in this report. The 2014 audit report came back last week and was circulated to Stewardship and Finance Committee and Trustees. BYM received a "clean" audit report, and the auditors did not suggest improvements. He presented the Interim Financial Report for the first six months of 2015 and explained the differences between accrual and cash accounting and how those numbers show up on the report. He explained the asset breakdown and the \$145,000 surplus we seem to have at this time. He noted other assumptions that are made in the balance sheet, such as the time apportionments are made, and camp income. Some expenses for camp have not been paid as yet.

Y2015-12 Manual of Procedure Changes. The Clerk of Manual of Procedure Committee, Susan Kaul (Bethesda), read the following proposed changes to the Manual of Procedure.

Second Reading

Changes approved by Interim Meeting of *Manual of Procedure* entries are forwarded to the Yearly Meeting, in session, for final approval.

March Interim Meeting Approved

- Amending the entry on page 10 to read: "The names and the dates of establishment of ad hoc committees [and working groups](#) are listed in the [2012 Yearbook on page 143-44](#)."
- Amending the entry for the Advancement and Outreach Committee on page 11 to read: "The Committee [is responsible for the dissemination of](#) useful information about Baltimore Yearly Meeting, its local Meetings, and the Religious Society of Friends. [This information](#) is available from the Yearly Meeting website and other Yearly Meeting publications."
- Amending, on page 13-14, a portion of the entry for the Educational Grants Committee to read: "The Educational Grants Committee is composed of at least six members nominated by the Nominating Committee and appointed by the Yearly Meeting. The purpose of this committee is to help Friends pursue education by providing grants, [which may be applied](#)

to undergraduate attendance at accredited post-secondary educational institutions such as universities, colleges, professional, and vocational schools, either full or part-time. Monies and income from the Educational Fund, the Education Endowment Income Fund, and the Fair Hill/Greist Fund, and such other funds as the Yearly Meeting deems appropriate are used to provide post-secondary grants.”

- Amending, on page 3, duties of the Treasurer: “The Treasurer attends Interim Meeting, and serves as a member of the Trustees, and the Supervisory Committee and the Educational Grants Committee.”
- Amending, on page 22, the entry for Friends General Conference (FGC), to reflect current statistics: “Friends General Conference, established in 1900, is an association of 15 Yearly Meetings and 12 Monthly Meetings as of 2015.”
- Amending, on page 22, the entry for Friends United Meeting (FUM), to reflect current statistics: “Friends United Meeting was formed in 1902 as the Five Years Meeting of Friends, changing its name to Friends United Meeting in 1960. As of 2015, it is composed of 12 North American Yearly Meetings, and 22 Yearly Meetings from the Caribbean, East Africa, and the Middle East.”
- Deleting the entry on page 28 for Young Friends of North America, as this Special Group no longer exists.

June Interim Meeting Approved

- MoP will review Yearly Meeting Committee entries to ensure that all Working Groups are appropriately listed and indexed.
- Until such a time when we have an approved, updated *Faith and Practice*, we will add the following third paragraph to the *F&P* entry on page 29, “X. Changes in *Faith & Practice*,” which would read:
For “Important Minutes” from prior years, please see the Draft 2013 *Faith & Practice*, pages 241-55 at <http://www.bym-rsf.org/publications/fandp/>

First Reading

The entry for Friends Meeting School at the 2014 Annual Session was not approved. This will be the first reading of a new entry for Friends Meeting School.

Friends Meeting School

Friends Meeting School, Inc., established in 1997, is governed by a Board of Trustees consisting of between 4 and 21 persons: two named by the Yearly Meeting for approval by the Friends Meeting School Board of Trustees, the remainder by the Board itself. The School is located in Ijamsville (Frederick County), Maryland. Trustees must be at least 21 years of age. Terms normally begin on July 1 and run for three years. No Trustee may serve more than three consecutive terms.

The Board of Trustees meets once a month, normally on Sunday afternoon. Each member of the Board is expected to participate on a Board committee. Representatives of Baltimore Yearly Meeting serving on the Board are expected to keep Baltimore Yearly Meeting informed about the programs and spiritual condition of the school, including submitting an annual written report.

Friends Meeting School was formerly under the spiritual care of Seneca Valley Preparative Meeting and in 2009 also came under the spiritual care of Baltimore Yearly Meeting. Seneca Valley Preparative Meeting was laid down in 2013. The “spiritual care of Friends Meeting School” involves everyone associated with the school—including all of Baltimore Yearly Meeting, the teachers, staff, parents, alumni, and even the students themselves—caring for the school in the same manner as Isaac Pennington defined a Friends community nearly 350 years ago: “our life is love, and peace, and tenderness; and bearing one with another, and forgiving one another, and not laying accusations one against another; but praying one for another, and helping one another up with a tender hand” (1667).

The items read for the Second Reading were **APPROVED**.

The item for the First Reading will come back to us later this week for a Second Reading.

Y2015-13 Minutes. Minutes from today’s session were read, improved, and approved throughout the session.

Y2015-14 Closing Reading and Worship. The following text, from Alexandria Meeting’s Response to Unity with Nature’s request, was read out of the worshipful silence by the Reading Clerks:

We noted that early Friends encouraged study of the natural world as a window into the Divine.

We spoke of how every living thing may be seen as a word of God, evoking in us great awe and tenderness.

We spoke of the wonder we feel in the presence of ancient rocks or distant stars.

All of creation is infused with Spirit.

We agreed that care for the environment is implicit in the Quaker testimonies.

Wednesday, August 5, 2015

Y2015-15 Opening. Friends gathered in worship at 9:30am. Out of the silence, a “Letter of Acknowledgement to Chesterfield” was read by the Reading Clerks.

Chesterfield 29th day, 11th month, 1763

To the Monthly Meeting to be held at Chesterfield on 1st day, 12th month, 1763.

Our Quarterly meeting yesterday being chiefly made up of members of your monthly Meeting, I find the Humbling power of Truth Engaging me to inform you, that in the debate that then was, I am sorrowfully sensitive that I did not keep low enough in my mind so as to have my speech and conduct thoroughly seasoned with the Meekness of Wisdom - and this I do in regard to this Cause who mercifully looked upon me in that distress of mind which I was under soon after the Meeting ended.

After returning to the silence, the Clerk, Ken Stockbridge (Patapsco), made remarks regarding the reading:

Several years ago, I was doing some research at Friends Historical Library at Swarthmore, looking for something else entirely, and I stumbled on this "letter of acknowledgment" and found myself quite moved and humbled by it.

In the course of my research, I had run across many such letters of acknowledgment, which were an integral part of the ancient Quaker discipline known as "Gospel Order." This is the discipline under which Friends were brought to the attention of the Meeting for departing from our Quaker witness and which resulted in many disownments, such as for marrying non-Quakers, "participating in military exercises," or that of Johns Hopkins in the 1820s for selling "spiritous liquors."

Modern Quakers often deride this ancient practice of Quaker discipline and bemoan the meddling and judgmental aspect that drove many away. Until I had done this research, I had the same presumption. I did encounter many cases which deserved such a reaction. But I also came to realize that the ancient Quaker discipline is much misunderstood and often was at times by Friends who still practiced it.

Actually, I was surprised to discover that when Friends acted contrary to good Quaker order, disownment was hardly automatic. Quite the contrary, in fact. In each case, a committee would be appointed to meet with the individual in worship to consider the matter. Committee members were expected to undertake a discipline of self-reflection before the meetings to consider what beams might be in their own eyes as they addressed the splinter in the eyes of another.

What especially struck me was to find instances where these committees met with the individuals over several months - at least 9 months in one instance, as I recall. This was not mere scolding and admonishment, at least not in the ideal understanding of this practice. In particular, "shunning" was never a Quaker practice, as some misunderstand; that is a practice of another denomi-

nation. This was an attempt to bring the persons back into right relationship with themselves, with their Meeting community, and with God. Love was the first motion. In effect, this was a Quaker version of confession and atonement.

If the committee was able to bring the individuals to an understanding of their error and was convinced of the earnestness of their regret, the individuals would write a letter of acknowledgment concerning the error and seeking to be retained in membership. I encountered cases where people were retained in membership no less often than when they were disowned, at least during some periods of time. Disownments did seem to become more automatic in later years. Even after individuals were disowned, they were still entirely welcome to attend worship. The main restriction was that they were not allowed to give money to the Meeting or participate in business meetings. And they were welcome to apply to rejoin at any time by making an earnest acknowledgment of their error. Late in life, Johns Hopkins expressed that selling liquor was one of the greatest regrets of his life (though it was also one of the major sources of his fortune) and that he would like to be taken back into membership. (I have not yet followed up to see how that turned out.)

To be clear, I am not suggesting for a moment that we return to the ancient Quaker approach to discipline. But I have to ask, because it happens quite often actually, when Friends make errors, even serious errors that offend others and hurt our community, what do we do as Friends to help them restore right relationship with us? Is Love the first motion? Are we humble when removing the splinters from another's eye? What process do we follow? In our entirely human tendency to avoid conflict, do we ignore the offenders just as quickly as we point out their offense and just hope they go away? Do we ostracize them? Do we shun them? Imagine if the Quakers of the 1760s had not had a process for dealing with the Friend who wrote the letter of acknowledgment that I shared above.

At this point a photograph of the original letter read earlier was projected in John Woolman's handwriting and showing his signature.

After more silence, the Clerk then welcomed those present to the 344th Annual Session of Baltimore Yearly Meeting.

Y2015-16 *Introductions of Friends at the Clerks' Table.* With the Presiding Clerk at the Clerks' Table were Helen Tasker (Frederick), serving as Recording Clerk; Young Friends Bea Kennison (Baltimore, Homewood) and Max Thoburn (Richmond), and Young Adult Friend Katie Coughlin (Sandy Spring) serving as Reading Clerks. Jason Eaby (Nottingham) managed the sound and technology. The clerk noted the Prayerful Presences who sit at the front of the meeting space and serve to remind us that this is a meeting based in worship. The clerk also introduced Tasha Walsh (Maury River), Clerk of Interm Meeting, who will be presiding later this week. He introduced members from his support committee,

Lamar Matthew (York) and Marcy Seitel (Adelphi) and explained that they can receive feedback for the Clerk.

Y2015-17 *Introductions of Visitors and Travel Letter.* We read the Travel Letter for Barry Crossno, General Secretary, Friends General Conference, (Arch Street, Philadelphia) and welcomed him. We also welcomed and Emily Provance (15th Street Monthly Meeting, NY), Intervisitation guest. The clerk also welcomed first-time attenders.

Y2015-18 *Remarks on Tuesday's Plenary.* The Reading Clerk read remarks written by Bob Fetter (Gunpowder) which highlighted various aspects of Deborah Haines' plenary presentation, "Listening to Creation."

Deborah Haines' Tuesday evening plenary message, "Listening to Creation" was heartfelt. Opening with the Genesis, Chapter 1 creation story, she reminded us how life is a blessing—that life is to be lived—even in the face of the losses and difficulties both in our lives and in the wider world. Creation and renewal are ongoing even as we experience impermanence.

The roles of Quaker scientists—there have been many, usually working in practical fields—have been facilitated by our reliance on contemplation—a kind of curiosity—often leading to creative, useful results.

We live in a vast, interconnected universe—where we have kinship even with the wasps—which need not sting us!

Deborah included some touching family vignettes, too, and read more poetry, including some of her own.

She closed with a George Fox passage, from year 1663 where he referred to "lambs skipping in the fields" and how Friends are to be "valiant for Truth."

Afterwards several Friends shared observations and questions, which in one case provided Deborah Haines the opportunity to elaborate more fully on George Fox's view on Covenant.

Y2015-19 *Queries.* The Clerk said that today's queries, included below, surround the themes of Lamentation and Grief.

- How do we know when something is not in right relationship?
- How have we noticed the degradation of our environment? What has moved us the most?
- How do we feel when we see that? What do we do with those feelings?

Y2015-20 *Reading.* A Reading Clerk read the Patapsco response to the Unity with Nature Request, below.

First, Patapsco Friends Meeting has sadness for loss of forest and ensuing loss of habitat for our native butterflies, flies, birds, bees, snakes, spiders and

predatory mammals. We are saddened by the decreasing amount of food and habitat for some of our beloved animals such as bobcats, bats, lightning bugs, salamanders, frogs and fish. Our local river, the Patapsco River has received a POOR Biotic Integrity Rating by the Maryland Department of Natural Resources in the area directly behind the Meeting House.

Patapsco Friends Meeting also recognizes that many of these losses are caused by greed; that if we were to give and share more instead of constantly taking, that many of our problems would be solved.

Y2015-21 *Staff Introductions.* Bob Rhudy (Patapsco), Interim General Secretary, introduced us to staff of the Yearly Meeting Office. Wayne Finegar (Sandy Spring), Administration Manager, is not present due to sudden illness, and Bob asked us to hold Wayne and his family in the light. Other staff members introduced themselves and made brief remarks: Margo Lehman (Sandy Spring), Comptroller, who mentioned Emily Morgan (Shepherdstown), Bookkeeping Assistant; Ann Venable, Development Director; David Hunter (Frederick), Camp Property Manager, who spoke of Don Frame, Catocin Caretaker and Jake Butler, Shiloh Caretaker; Jane Megginson (Frederick), Camp Program Manager; and Jossie Dowling, Youth Programs Manager.

After the introductions the Presiding Clerk asked us to hold Wayne and his family in the Light. The Clerk spoke of how Wayne acts as the nerve center for the Yearly Meeting, and how he takes care of us in many unseen ways. The Clerk asked us to hold the staff in the Light, as they will be taking on much work in Wayne's absence, and spoke of how blessed we are to have all of them on staff.

We **AGREED** to minute our deep appreciation for all of our staff, who work faithfully and steadfastly at all times and do so with deep love. We return that love with deep gratitude and humbly acknowledge the blessings they bring to us.

Y2015-22 *Report from the Camping Program.* Elaine Brigham, Opequon Camp Co-director, made remarks. She opened with a song brought to camp by Coleman Watts, "I'm Gonna Sing," and we joined in the three-part round. Harry Scott (York), Co-Clerk of the Camping Program Committee, introduced camp staff and the camp program committee who were present and made remarks some of which are included below:

Our camps are warm, welcoming, fun places. Baltimore Yearly Meeting operates four camps for people age 9 to 17. However, if you visit a camp during the summer season, you are likely to find people from infants to folks in their 70s. Not only that...our camps are the spiritual home for many people. Our camps are intentional communities of campers, counselors, leadership staff, and adult volunteers who cook, provide medical care, and perform maintenance tasks. Our camps work hard at living in right relationship with the people there, the natural world, and the spirit within and without.

Hope Swank, Shiloh Camp Director, and Dyresha Harris, Catoctin Co-Director made some remarks about the camps. Hope spoke of mini-changeover during camp. Changeover is the time when campers from one session leave and some campers stay while the staff prepares for the new group. Mini-changeover is often her most stressful moment during the summer, because the staff only has four hours to make the transition. But this time she decided to involve the campers in the process of preparing for the new campers. They eagerly took up the task. Hope asked campers and counselors to consider two queries over lunch “What makes you feel welcome?” and “How did you feel welcome the first day of camp?” She shared some of their stories and taught the campers—and us--WESTI (**W**arm smile, **E**ye contact, **S**hake hands and say name, **T**ell them how you feel, **I**ntroduce them to someone else.) Hope explained how including the campers in the act of hospitality invigorated the staff and campers alike.

Dyresha Harris spoke about the how the design and process of designing the new bath house reflects our Quaker values. A new bath house is in the works for Camp Catoctin, and she thanked David Hunter, Camp Property Manager and related committees for making the vision for a green bath house possible. She spoke of the importance of how we model and make love visible for campers in projects such as this.

Y2015-23 *Return to Worship after break.* The Clerk opened the second section of business with the song “Mercy Mercy Me,” by Marvin Gaye, which played while lyrics were projected on the screen. We then joined with the Clerk in singing “By the Waters” and settled into worship once again.

Y2015-24 *Reading.* The Reading Clerk read the below from Alexandria Friends Meeting’s response to the Unity with Nature Committee’s request.

We spoke of how exploitation of the natural world is always an act of violence. Mountaintop removal is an act of violence against the mountains. Burning coal is an act of violence against the sky. We grieve for the wounds we have inflicted on nature. As one member expressed it: “This is what God has made. Who are we to mess it up?” We long to take action that would help shift the culture of our materialistic, acquisitive society toward non-violence and reverence for the created world.

Y2015-25 *Report from the Youth Programs Committee (YPC).* Michael Doo (Baltimore, Stony Run), Co-Clerk of YPC, gave a report. He invited YPC members to stand and be recognized and gave a short overview of the Youth Programs, commenting on highlights of the past year, including four JYF conferences and five YF conferences. He thanked the Meetings and individuals who helped out with these events. He thanked Jossie Dowling, our new Youth Program Manager, for helping Alison through the year as Junior Young Friends Programs Assistant and expressed his excitement for her in her new position. He also expressed gratitude for Alison Duncan’s work and support over the past years. He spoke of how though the camps have a transformative effect on campers, it is the Youth Programs that make way for the Light of our youth to shine throughout the year. He said this is important, especially as some Junior Young Friends and Young Friends may be the

only young person from their Meeting. The Presiding Clerk spoke of his own experience as a Friendly Adult Presence and what a blessing the experience was for him. He thanked the committee and staff for their work with our children.

Y2015-26 Trustees Report. Harry Tunis (Herndon), Clerk of Trustees, gave a report which is included below. He first introduced the Trustees who were present. An item of note was the “Vehicle and Driver Safety Policy and Procedures,” which was approved at the Trustees’ meeting and reported to Interim Meeting in June. It has been used this camping season. It will be reviewed again in 2016 in order to make any necessary adjustments and changes. Also of note were the various Trustee subcommittees and individuals who are streamlining the processes for accounting, creating a Financial Manual for Trustees’ use, and monitoring insurance, camp, and auditing concerns. He spoke of a bequest recently made and encouraged us all to pick up a copy of the Planned Giving brochure. One Friend asked if the “Vehicle and Driver Safety Policy and Procedures,” applies to Monthly Meetings. The Trustees’ clerk said they had not considered this question but will consider its role for Monthly Meetings.

Trustees’ remarks for 2015 Annual Session:

Harry Tunis, Clerk of Trustees, acknowledged his fellow Trustees: Tom Hill, Bill Mims, Arthur David Olson, Bob Rhudy, Ken Stockbridge, Greg Tobin, Karen Treber, and Jean Wilson.

One of the most visible projects that we completed this year was the “Vehicle and Driver Safety Policy and Procedures.” An electronic version of this document can be found in the materials on the BYM Web site. Trustees approved this policy at the Interim Meeting in June. In early 2016 we will review this document to see if adjustments need to be made. This is the same kind of procedure that we followed with our Socially Responsible Investment Policy that we approved in 2013 then revisited for final approval in 2014. We welcome your thoughts on this document.

The insurance working group was clerked by Greg Tobin. The others members were Karen Treber, Riley Robinson, and myself. The overarching concern was to affirm and clarify policies that reflect the high standards for safety that we want to have regarding our children at the camps, our BYM staff, and all our programs. Members of Trustees attended meetings of the Camping Program Committee and the Camp Property Committee, exchanged numerous emails and telephone calls with BYM staff, committee members, and our insurance agent so that all perspectives could be considered in creating a comprehensive policy. Among other things we looked at the approval process for drivers, how vehicles should be operated safely, how insurance claims should be filed.

Among other activities, Trustees approve contracts, select the auditor and approve the audit, and accept bequests like the generous gift from Roberta War-

ren. I hope that everyone here has considered making a bequest along with monthly gifts to the Yearly Meeting so it will continue to thrive.

And lastly we continued the informal monthly telephone calls that we began last year to help the clerks of committees that have financial responsibilities to be sensitive to timely issues that have financial implications so that thoughtful decisions can be made by appointed committees.

Y2015-27 Minutes. The Minutes were read, improved, and approved throughout the session.

Y2015-28 Closing worship and Reading. Out of the silence a Reading Clerk read a quote from a radio interview with Joanna Macy from *On Being*:

That grief [about our environment], if you are afraid of it and pave it over, clamp down, you shut down. The kind of apathy and close-down denial or difficulty in looking at what we are doing to our world stems not from callous indifference or ignorance so much as it stems from fear of pain... That dance with despair, that to see how we are called to not run from the discomfort and not run from the grief or the feelings of outrage or even fear. If we can be fearless to be with our pain, it turns; it doesn't stay static. It only doesn't change if we refuse to look at it. But when we look at it, when we take it in our hands, when we can just be with it and keep breathing, then it turns to reveal its other face. And the other face of our pain for the world is our love for the world, our absolutely inseparable connectedness with all life.

We closed with a brief period of worship. Out of worship a Friend rose with recollection of an additional beatitude he heard years ago from a teacher at Germantown Friends School, which many Friends requested that we record in these minutes: "Blessed are those who continue to dare to love, for they shall know grief, and through grief shall partake of creation."

Thursday, August 6, 2015

Y2015-29 Opening. We gathered in worship at 9:30am. Out of the silence a reading clerk read an excerpt from John Woolman's "A Plea for the Poor":

Oh! that we who declare against wars, and acknowledge our trust to be in God only, may walk in the light, and therein examine our foundation and motives in holding great estates! May we look upon our treasures, and the furniture of our houses, and the garments in which we array ourselves, and try whether the seeds of war have nourishment in these our possessions, or not. Holding treasures in the self-pleasing spirit is a strong plant, the fruit whereof ripens fast.

Y2015-30 Introductions of Friends at the Clerks' Table. With the Presiding Clerk at the Clerks' Table were Helen Tasker (Frederick), serving as Recording Clerk; Oona Schreur (Baltimore, Stony Run) and Zuri Cavell-Allette (Baltimore, Stony Run), Young Friends, and Katie Caughlan (Sandy Spring) Young Adult Friend, serving as Reading Clerks. Jason

Eaby (Nottingham) managed the sound and technology. The Clerk also introduced Tasha Walsh (Maury River), Clerk of Interim Meeting, who will be presiding later this week. He acknowledged Prayerful Presences who sit at the front of the meeting space and serve to remind us that this is a Meeting based in worship. He introduced those members present from his support committee, Lamar Matthew (York) and Marcy Seitel (Adelphi) and explained that they can receive feedback and relay it to the Clerk.

The Clerk explained his practice of settling into worship and reminded us that this Meeting stems from Spirit which we all hold as central to this process.

Y2015-31 *Introductions of Visitors/Reading of Travel Minutes/First-Time Attenders.* A Reading Clerk read the Travel Minute for S. Jean “Mama Jean” Smith (East Africa Yearly Meeting, Kaimosi Monthly Meeting, Kenya). Then the Clerk introduced her. He then asked first-time attenders to stand and be recognized.

Y2015-32 *Report on Wednesday’s Plenary.* David Fitz (York) reported on Wednesday’s plenary, and his report appears below.

Intergenerational Plenary Session

Rick Wilson, a native of West Virginia and director of American Friends Service Committee’s West Virginia Economic Justice Project and AFSC staffer in WV since 1989, engaged and entertained us for two hours on Wednesday afternoon. Rick spoke energetically and enthusiastically and with tremendous gratitude for our Quaker presence and work in West Virginia since the early 1920’s. He brought us up to date by describing a host of current and recent efforts that are improving people’s lives directly now.

He spoke of a state that is rich and the people are poor. He was open about his orientation for positive change through things that work versus things that make activists feel good. He spoke affectionately about and to his former boss, Clinton Pettus, who was sitting among us. He engaged two of our youth in a martial arts demonstration as a teaching about how important are strategic timing and target when you are opposing someone who is behaving unjustly. “You have to learn to wait for openings,” he said.

Y2015-33 *Queries.* The Clerk read the queries for the day, below, which centered around the theme of “Confession.”

- How do we contribute to wrong relationship and increase burdens?
- How do we face our own weakness and inadequacy in the face of critical needs?
- How does humility help?

Y-2015-34 *Ministry and Pastoral Care Committee opening and presentation of the Spiritual State of the Yearly Meeting Report.* Peirce Hammond (Bethesda), Clerk of Ministry and Pastoral Care, began by recognizing the committee. He thanked Don Gann (Baltimore, Stony Run), retiring co-clerk, who is absent for health reasons. He thanked committee members going off the committee for their service: David Fitz (York), Andy Mosholder

(Shepherdstown), and Frances Schutz (Charlottesville). He introduced Amy Schmaljohn (Gunpowder) who read the Spiritual State of the Yearly Meeting Report. Ministry and Pastoral Care members carefully created this document to communicate a sense of where we are as a spiritual body. It is included at the beginning of the Yearbook.

The Presiding Clerk thanked Ministry and Pastoral Care Friends for creating such a rich and inspired report.

Friends **ACCEPTED** the report with deep gratitude.

Y2015-35 *Ministry and Pastoral Care Committee Updates.* Peirce Hammond (Bethesda) Co-Clerk, updated us on several items, including a concern about Unaccompanied Immigrant Children that the committee had been asked to explore at Annual Session in 2014. He explained that while some Meetings posted in response to the Committee's request for thoughts on this topic, no new postings have been shared since February. He stated that though the concern is alive among many local Friends, there does not seem to be a leading at the Yearly Meeting level to address it at this time. Although there are many tender feelings around this issue, Ministry and Pastoral Care is asking to be released from carrying this forward. The many Friends who carry this concern are invited to bring it back to the Yearly Meeting if they see a way for us to take it up as a body.

Friends **APPROVED** releasing Ministry and Pastoral Care from carrying this concern forward.

Melanie Gifford (Adelphi) updated us on Ministry and Pastoral Care's workshop that is being held at request of local Meetings. She described the workshop, Debate into Dialogue, which is enriching Friends Meetings throughout the BYM, and invites local Meetings to ask to host this workshop. Peirce emphasized that the Committee would love to hear from us all.

The Clerk expressed our deep appreciation for the Committee for its service in all its various forms.

Y2015-36 *Reading and worship.* After the break we were welcomed back into worship with a song, "Standing in the Need of Prayer," and then settled into a brief period of worship. A Reading Clerk read an excerpt from the Kabarak Call for Peace and Ecojustice approved at the Sixth World Conference of Friends, held at Kabarak University near Nakuru, Kenya, 24 April 2012. It was circulated with the Conference Epistle.

In past times God's Creation restored itself. Now humanity dominates, our growing population consuming more resources than nature can replace. We must change, we must become careful stewards of all life. Earthcare unites traditional Quaker testimonies: peace, equality, simplicity, love, integrity, and justice. Jesus said, "As you have done unto the least... you have done unto me"...

We have heard of the disappearing snows of Kilimanjaro and glaciers of Bolivia, from which come life-giving waters. We have heard appeals from peoples of the Arctic, Asia and Pacific. We have heard of forests cut down, seasons disrupted, wildlife dying, of land hunger in Africa, of new diseases, droughts, floods, fires, famine and desperate migrations – this climatic chaos is now worsening. There are wars and rumors of war, job loss, inequality and violence. We fear our neighbors. We waste our children’s heritage.

All of these are driven by our dominant economic systems – by greed not need, by worship of the market, by Mammon and Caesar.

Y2015-37 Supervisory Committee. Clinton Pettus (Baltimore, Stony Run), Clerk of Supervisory Committee, reported on the General Secretary transitions. He described and clarified the process thus far, and used a Powerpoint presentation to aid in the process. He gratefully acknowledged Jolee Robinson’s service on the Committee as she rotates off. At the October 17th Interim Meeting the job description for General Secretary will be presented, and if approved, the job will then be posted. The members of the Committee introduced themselves: Alan DeSilva (Sandy Spring); Jolee Robinson (Adelphi). Another member, Sheila Bach (Langley Hill) was not present as she was working at the registration desk. *Ex officio* members are: Clerk of Interim Meeting, Tasha Walsh (Maury River); Presiding Clerk, Ken Stockbridge (Patapsco); and Treasurer Thomas Hill (Charlottesville). Clinton invited us to forward any concerns and asked us to be open to changes in the timeline saying plans change as reality impacts it. The Presiding Clerk thanked the Committee for its work.

Y2015-38 Stewardship and Finance Committee, First Reading of Budget and Apportionment. Jim Lynn (Sandy Spring), Clerk of the Stewardship and Finance Committee, presented the FY2016 Budget for the First Reading, which included the operating budget, apportionment schedule, capital budget and notes. He asked that members of the Committee stand and be acknowledged. He noted that the proposed operating budget is balanced, and that there is high consistency between operating budgets from 2015 and 2016 and the actual operating performance in BYM in 2014. He reminded us that the operating budget includes the second payment of the Shoemaker Fund grant for the Outreach and Inclusion Coordinator and related expenses for this position.

He went onto to highlight several items under the capital budget. The capital budget incorporates the most recent cost estimate of \$297,000 for the construction of the proposed bath house at Catoctin Quaker Camp. He explained how the \$297,000 will break down over FY2016 and 2017, and mentioned the time sensitivity given the schedule for summer camp. He reminded us that an interest group will be held today at 4:15 in 325 Dunkle Hall, and questions will be fielded there until no questions remain! The Second Reading of the budget will come before us on Saturday.

Y2015-39 Search Committee, First Reading of Nominations. Barbara Thomas (Annapolis), Clerk of Search Committee, reported.

The Officers below are being nominated for their second terms:

- Recording Clerk: Helen Tasker (Frederick) for 2015- 2017
- Treasurer: Tom Hill (Charlottesville) January 2016-2018
- Assistant Treasurer: Jim Riley (Hopewell Centre) January 2016-2018

Supervisory Committee members being nominated for second terms:

- Alan De Silva (Sandy Spring)
- Clinton Pettus (Baltimore, Stony Run)

Supervisory, new nomination:

- Mary Campbell (Washington) is brought forward for a one year term in order to bring nominations back into compliance with the practice outlined in the Manual of Procedure which calls for two members to turn over each year.

Nominating Committee, new nominations:

- Bill Mitchell (Patapsco)
- Linda Kay Stone (Abingdon)
- Sue Williams (Roanoke)

Nominating Committee, re-nominated:

- Margaret Stambaugh (Gettysburg)
- Bette Hoover (Sandy Spring)
- Byron Sandford (Washington)

Barbara asked the other members of Search Committee to stand and be recognized. The Second Reading of this slate will be on Saturday.

Y2015-39 *Nominating Committee, First Reading of Nominations.* Karen Cunyngnam (Annapolis), Clerk of Nominating, spoke of the joy that she has experienced in her service on the Committee. She pointed out that we have the list of nominees for service to the Yearly Meeting for 2015-2016, with the exceptions of Jason Eaby (Nottingham) and Michael Doo (Stony Run) who were nominated as FWCC Representatives. She asked other Committee members to stand, and she acknowledged them. She thanked Friends Linda Wilk (Hopewell Centre) and Frances Schutz (Charlottesville) for their faithful service to the Committee as they rotate off. She noted the Committee would particularly welcome suggestions for empty slots. The Second Reading of these nominees will be later this week.

Y2015-40 *Closing Worship.* We closed the Meeting with a brief period of worship.

Friday, August 7, 2015

Y2015-41 *Opening.* We gathered in worship at 9:30am. Out of the silence the Presiding Clerk led us in the songs “Special Silence,” “Quiet Moments,” and “You are Always You.” After more silence, Presiding Clerk Ken Stockbridge (Patapsco) welcomed us.

Y2015-42 *Roll Call of Meetings.* The Reading Clerks called out the name of each Monthly Meeting, Preparative Meeting, Indulged Meeting, and Worship Group. Friends from the Meetings stood to be recognized as the name was called.

Abingdon	Mattaponi
Adelphi	Mauy River
Takoma Park Preparative	Menallen
Alexandria	Huntington Worship Group
Annapolis	Newberry Worship Group
Baltimore, Stony Run	Midlothian
Bethesda	Monongalia
Blacksburg	Buckhannon Preparative
Carlisle	Nottingham
Charlottesville	Patapsco
Madison County Indulged	South Mountain Friends Fellowship
Deer Creek	Patuxent
Dunnings Creek	Pipe Creek
Floyd	Richmond
Frederick	Roanoke
Friends Meeting of Washington	Lynchburg Indulged
Gettysburg	Sandy Spring
Goose Creek	Friends House Worship Group
Gunpowder	Shepherdstown
Herndon	State College
Fauquier Friends Worship Group	Valley
Homewood	Augusta Worship Group
Hopewell Centre	Warrington
Langley Hill	West Branch
Little Britain Monthly Meeting	Williamsburg
Eastland Preparative	Norfolk Preparative
Penn Hill Preparative	York
Little Falls	

While the roll call was read, our former Presiding Clerk's (Elizabeth "Betsy" Meyer, Sandy Spring) slideshow ran in the background.

Friends **UNITED** in their appreciation for Betsy's creation of this slideshow, as it reminds us of those not present.

Y2015-43 Junior Yearly Meeting. Ellen Arginteanu (State College) presented the Junior Yearly Meeting Report. Her report is included below.

Junior Yearly Meeting Report

I am Ellen Johnson Arginteanu, co-clerk of JYM. My co-clerk, Peg Hansen, could not be here due to her work in the bookstore.

I would first like to introduce our expert, loving staff. Melanie Gifford, Carol Seddon, Susan Williams, Joanna Fitzick, Kathy Funkhouser, Virginia Avanesyan, Colleen Shields, Windy Cooler, Bill Strein, Karen Cunnyngnam, Charlotte Boynton, Samantha McGrath, Michael Newheart, Maggie Stith-Cooler, Kat Darnell, Marilyn Rothstein, Gobind Moore, Dylan Phillips, Ruth Fitz,

Genevieve Oei, Karie Firoozmand, Gloria Victor-Dorr, Jennifer DeLorge McKeown; YFs Madeline “Maddie” Doll, Sylvia Beam, Miranda Newheart, Savraj Moore, and Starling Wolfrum completed our staff.

We gathered Monday night to prepare for sessions; most of us arrived from busy lives, and we shared the feeling of being scattered. Marcy Seitel began our retreat with a reminder and call to see ourselves, the children we teach, and the faith that we share as being in a process—one that has and will continue to evolve. We realized this would help us be gentle and patient with ourselves, those around us and the children throughout the coming week. We continued to reflect on what it means to be in right relationship and how to share this with the children. Many expressed that being present to and connected with the earth, each other and ourselves forms the basis of being in right relationship and we committed to being alert to the teachable moments with the children.

Kids from 3rd to rising 8th graders talked, learned and practiced how to be good friends; some heard a story and talked about how to be good friends even to the Elephant who had just crashed his plane through your roof; others learned about owing gratitude to the trees for many things in our daily lives, not only the wood in our furniture but also for wood product used to harden football helmets; others practiced being part of the community by sharing their button-making machine and the skill to use it. JYFs learned to connect to nature and our BYM community through many field trips.

We are grateful to our children for reminding us how to be as “little children,” open to the spirit, and present to the wonder of the moment. Because of our work with them, we will return to our busy lives more centered.

The Junior Yearly Meeting then gathered in the front of the room, and we joined them in singing and signing “Peace Prayer” by David Haas. Friends expressed how moving the presentation was. We sang them out of the room with the song “How Could Anyone?” as has been our practice over the years.

Y2015-44 Reading. A Reading Clerk read an excerpt from York Meeting’s 2014 Spiritual State of the Meeting Report.

The Light has strengthened and guided us safely through another year. We have enjoyed a bountiful harvest of some of the fruit of the Spirit which we believe to include love, joy, peace, patience, kindness, faithfulness, gentleness and forgiveness. With faith and hope we planted the seeds and diligently tended and cultivated the new shoots with the understanding that some of these fruits take time to mature and may not be in season all the time.

We experience love and joy as we participate in the life of our Meeting. We are grateful for a faithful core of members and attenders and new seekers who have come into our community. Our spiritual needs are nourished in our

Meetings for Worship which are often enriched by ministry in song and voice and the constant presence of faithful Friends. We recognize the diversity of faith and beliefs among us and are thankful that we have neither creed nor doctrine that we need subscribe to. We see our differences as strengths and understand that God, the Light, the Seed, the Christ, the Inner Teacher, the Spirit and other appellations are ways in which we name that Power that is in and around us all.

...

We cherish longstanding friendships and relationships with our extended spiritual families of Warrington Quarterly Meeting and Baltimore Yearly Meeting. We grow in faith and understanding from continuing interaction with these wider communities. The resources they share with us help nourish and sustain our spiritual lives.

Y2015-45 *Introductions of Friends at the Clerks' Table.* With the Presiding Clerk at the Clerks' Table were Helen Tasker (Frederick), serving as Recording Clerk; Young Friends Thomas Finegar (Sandy Spring) and Savraj Moore (Maury River), and Young Adult Friend Amrit Moore (Maury River) served as Reading Clerks. Jason Eaby (Nottingham) managed the sound and technology. The Clerk also introduced Tasha Walsh (Maury River), Clerk of Interim Meeting, who will be presiding after today. He noted the Prayerful Presences who sit at the front of the meeting space and serve to remind us that this is a meeting based in worship. He introduced those members present from his support committee, Lamar Matthew (York), Marcy Seitel (Adelphi), and Linda Pardoe (Patapsco), and explained that they can receive feedback and relay it to the Clerk.

Y2015-46 *Introductions of Visitors/Reading of Travel Minutes/First-Time Attenders.* A Reading Clerk read Dale Graves' (West Newton, Indiana) Travel Minute, and the Presiding Clerk invited him to say a few words. Dale expressed how glad he is to be here, briefly explained the concern for discernment for the Friends School in Belize with which he travels, and mentioned his interest group for this afternoon. A Reading Clerk then read Jerry Knutson's (Orlando, FL) Travel Minute, and then Jerry mentioned his interest group scheduled for tomorrow. Sylvia Graves (West Newton, Indiana), companioning her husband Dale, also introduced herself. The Clerk then asked first-time attenders to stand and be recognized.

Y2015-47 *Clerk's message.* The Clerk spoke of how important it is to remain in worship as we attend to business, even as we might carry stress with us, as we worry about timing of the agenda. He noted the changes he has made in this process and particularly noted the active and timely presence of the Young Friends and Young Adult Friends who serve as Reading Clerks. He shared some experiences and also spoke of the inclusion of our younger Friends as an example of the importance of strengthening and deepening our connections. He also pointed to this practice as an example of our Growing Diverse Leadership efforts. He spoke of what an exciting time this is for our Yearly Meeting, and though time seems short for the work in front of us, when we are deep in worship, time can be abundant.

Y2015-48 Development. Ann Venable, Development Director, introduced Liz Hoffmeister (Bethesda) Clerk of Development Committee. She noted that it costs us 33 cents to raise a dollar for the Yearly Meeting. She recognized the Development Committee members for their dedicated work on behalf of the Yearly Meeting. Liz highlighted the fundraising details, noting that they raised more money than was expected over the year. The current fundraising numbers for 2015 are \$157,725 to date (compared to \$68,000 in 2014) and there are 240 donors to date (compared to 224 in 2014). The written report is attached.

Ann explained the person behind the Warren bequest and the legacy of the Shoemaker Grant. She spoke of the success of the Little Cabin fundraiser last year. She also noted that Dyresha Harris' (Director, Camp Catoctin) camping report emphasized the way the testimonies can be made manifest through the many projects, such as the proposed bath house at Catoctin.

Y2015-49 Reading. After a break and some worship, a Reading Clerk read the poem "The Peace of Wild Things" by Wendell Berry:

When despair for the world grows in me
and I wake in the night at the least sound
in fear of what my life and my children's lives may be,
I go and lie down where the wood drake
rests in his beauty on the water, and the great heron feeds.

I come into the peace of wild things
who do not tax their lives with forethought of grief.
I come into the presence of still water.
And I feel above me the day-blind stars
waiting with their light.
For a time I rest in the grace of the world, and am free.

Y2015-50 Manual of Procedure, Second Reading of proposed changes. Susan Kaul (Bethesda), Clerk of Manual of Procedure Committee, introduced the other Committee member present. She then presented the Second Reading of the proposed entry for Friends Meeting School as presented in the first reading.

Friends **APPROVED** this entry into *The Manual of Procedure*.

Y2015-51: Unity with Nature Committee Report. Eli Fishpaw (Maury River), Co-Clerk of Unity with Nature Committee, and Debbi Sudduth (Goose Creek), Committee member, introduced members of the Committee. They expressed deep gratitude to all of BYM and the local Meetings that answered BYM's 2014 call to engage in the process of discerning their response to the crises of global climate change, resource depletion, and environmental degradation. 32 Meetings responded to the queries the Committee sent out, and their responses are posted on the blog. Debbi spoke of how it has become clear that many Meetings have taken steps to become more mindful in their practices. She noted that there is a binder at The Unity with Nature display which has individual Meeting's responses and invited us to

read them at our leisure. Debbi outlined possible next steps for the Committee. She closed her update with the Kahlil Gibran quote “Work is Love Made Visible.”

Y2015-52 *Unity with Nature Committee’s Request for Unity with the Statement on Climate Change created by the Quaker United Nations Office (QUNO), Quaker Earthcare Witness (QEW), and Friends Committee on National Legislation (FCNL).* Eli Fishpaw (Maury River), Co-Clerk of UwN, gave context around and the statement jointly created by QUNO, QEW, and FCNL, which was jointly presented at the September 2014 United Nations Summit on Climate Change. It calls on Friends worldwide to join in uniting with the concerns outlined in it. Eli said that it speaks of our moral duty to cherish to creation for future generations. He described it as a powerful statement that the Unity with Nature Committee has endorsed. He asked that Baltimore Yearly Meeting consider adding its name to the list of signers. The statement is attached.

Debbi and Eli noted several opportunities to engage in further discussion during this Annual Session. The Presiding Clerk acknowledged the faithful and incredible work they have done as a committee and explained this presentation is serving as the First Reading.

It was clarified that Unity with Nature is also asking the Yearly Meeting to embrace this concern by asking local Meetings to individually discern whether they too could unite with this statement.

Y2015-53 *Intervisitation Working Group Annual Report.* Rebecca “Rep” Pickard (Gunpowder) Clerk of the Working Group, introduced its members and then gave the report, accompanied by a Powerpoint presentation. She noted that “Visitation is a way of building right relationship among Friends.” She reviewed the mission of the Working Group, spoke about its Ministry of Presence, and reviewed visits made and hospitality offered to visitors. She spoke of the Spring Gathering for Travelers, after Interim Meeting, and encouraged us to attend if so led.

Y2015-54 *Announcements and closing worship.* We closed with a moment of silence, and announcements were then read.

Saturday, August 8, 2015

Y2015-55 *Opening.* Friends gathered in worship at 9:30am. Out of the silence, a Reading Clerk read the following from Emma Lapsansky – as quoted in *Fit for Freedom, Not for Friendship*:

If we can stay focused on social justice as something that will bring us pleasure, not just a sense of righteousness, and if we can remember that social justice is a bit like housework – no matter how well you do it, it just has to be done again and perhaps most important, if we can keep our sense of humor, then we have a good chance to be carried over those places where it seems God has abandoned us.

Tasha Walsh (Maury River), Clerk of Interim Yearly Meeting, presiding for the day, welcomed all to the 344th Annual Session of Baltimore Yearly Meeting.

Y2015-56 *Introductions of Friends at the Clerks' Table.* With the Clerk at the Clerks' Table were Helen Tasker (Frederick) serving as Recording Clerk; Young Friends Isabel Schreur (Baltimore, Stony Run) and Elizabeth Mulvey (Adelphi), and Young Adult Friend Katie Coughlin (Sandy Spring), serving as Reading Clerks. Jason Eaby (Nottingham) managed the sound and technology. The Clerk mentioned the Prayerful Presences at the front of the meeting space, who reminded us that we are all prayerful at this time.

Y2015-57 *Introductions of Visitors/First-Time Attenders.* The following visitors introduced themselves: Phil Lord (Chestnut Hill, PA) AFSC Clerk of the Board, and Ayesha Imani (Germantown, PA). The Clerk welcomed them, acknowledged first-time attenders, and introduced her support committee.

Y2015-58 *Friday's Plenary, Carey Lecture.* The Reading Clerks read the summary by Rebecca "Rep" Pickard (Gunpowder) of the Friday Carey Lecture presented by Peter G. Brown, McGill University.

Friday evening, Peter G. Brown, Professor of Geography and Natural Resource Sciences at McGill University, delivered the Carey Lecture: "Right Relationship: Finding a Moral Footing in the Anthropocene." Explaining "anthropocene" as the current geological age, one that is significantly influenced by the industrial and consumptive activities of human beings, Peter Brown discussed how we are "lost" in the universe due to conflicting worldviews on our relationship with the Earth. In order to build a right relationship with each other and the world, he described how society needs to abandon the worldview where a patriarchal humanity sees itself as predestined "owners" of the Earth who negatively transform it through domination and destruction. He advocated instead for a "Universe Ever Advancing in Novelty" worldview, where humanity re-envision its place in the ever expanding universe as but one part of it, to become members of the Earth's community rather than its would-be masters. We are to clean our own messes and work with, rather than fight, Earth's rare and complex life support systems.

Y2015-59 *Queries.* The Clerk explained how the themes for the business session have tied to this week's theme, "Living into Right Relationship." She read the following queries surrounding the connected theme of Hope:

- How can Spirit transform us to achieve sustainability?
- What does a spiritual response to climate change look like?
- Can we imagine a world that is sustainable?
- Where do we find hope?

Y2015-60 *Agenda changes.* The Clerk explained the agenda changes and emphasized that although some items have been postponed in the interest of moving through the agenda, this by no means diminishes the importance of the items.

Y2015-61 *Friends United Meeting (FUM) report.* Georgia Fuller (Langley Hill) BYM representative to FUM General Board, gave the FUM report (included below) and showed a few slides to illustrate some of her points.

Friends United Meeting
Report from BYM Representative Georgia E. Fuller, Langley Hill
Baltimore Yearly Meeting Annual Session
August 8, 2015

For the last 113 years, Friends United Meeting has been a very large and complex organization with many moving parts. As we know, these parts haven't always clicked together smoothly. The geographic spread of FUM runs across eleven time zones. The cultural and theological spread is also great. This presents both opportunities and challenges.

At the last Triennial, the delegates united to move the FUM structure toward its vision of a global partnership. The General Board is now divided into two regions—the African Region and the North American/ Caribbean Region. Each region meets at least twice a year. The Presiding Clerk and the General Secretary travel to the Board meetings in Africa as well as those in this hemisphere. The Executive Committee meets by conference call six times a year. It includes members from Africa, North America and the Caribbean.

The re-opening of relations between the United States and Cuba gives the North American/Caribbean Regional Board more opportunity to forge a partnership. In June of 2016, the General Board will meet in Cuba. I look forward to learning from Friends who have kept Quakerism alive and vital in Cuba despite several generations of political isolation.

As diverse as we are, I have found one area of substantive unity within Friends United Meeting. I am on the pre-planning committee for the 2017 Triennial. On our first conference call we had east coast, midwest, Great Plains, west coast and Canadian Friends. The fifteen of us instantly agreed that the success of the next Triennial will be in direct proportion to the amount of quality ice cream available. We want lots of good ice cream. With such a solid foundation of agreement, surely theological unity is within our reach.

Friends, we have this challenge before us:

Can we reach outside our comfort zone in order to grow into and shape 21st Century Quakerism?

This is our world as we know and recognize it. But the earth is a ball dangling in space. In space there is no constant up or down. There is no objective top and no objective, factual, provable bottom. Yet, subjectively, we have put ourselves at the top of our world—the pinnacle of civilization and rational thought. What happens if we tilt our heads a little?

I believe that a dominant trend of the 21st century will be the rise of the southern hemisphere. Will we be able to find our place in a world that looks like this?

A by-product of change is insecurity and insecurity is fertile ground for fundamentalism and other closed world-views.

Can liberal Quakerism be an active participant in a world turned upside down? Can we be a relevant and effective opposition to the high tides of fundamentalism? Our traditional and best opportunity to engage these challenges is through our historic membership in Friends United Meeting.

One place to engage the rising tide of fundamentalism is Ramallah Friends Schools. Palestine has become a collision point for both fundamentalist Islam and fundamentalist Judaism. Being a collision point is nothing new for Ramallah Friends. For 146 years, their Quaker institutions have survived and thrived under four national governments—Ottoman, British, Jordanian, and Israeli. The current enrollment is at an all-time high of 1353 students, with many receiving generous scholarships. The schools have consistently taught and practiced peace, equality, justice and community. They witness even in the face of recent attacks by Israeli settlers, disruptions by the Israeli military, and the lure of Islamic terrorism.

But the number of Quakers in Ramallah is shrinking. In order to maintain their Quaker culture, Ramallah Schools are actively asking us to come as teachers and as Friends in Residence. Joyce Ajlouny, Director of Ramallah Friends Schools welcomes your applications. If you can't send yourself, then send your money. Send your tax-deductible contribution to Joyce Ajlouny, in care of Friends United Meeting. Joyce focuses on raising money to expand opportunities for Palestinian children. As a result, she needs our help to maintain her account at FUM, which provides her salary and benefits.

In Kenya, Young Adult Friends are eager to model integrity and to challenge the culture of corruption left over from the colonialist era. They are eager to take their rightful place as world leaders who advocate for their people and also for their Quaker values. Can we welcome African drums and call and response worship into the silence of our meeting houses? Even if it comes in Christ-centered language?

I believe that liberal Quakerism has much to offer the world as it turns upside down. But to offer we have to first engage. Engaging the world of the 21st Century will challenge some of our own deeply held beliefs and practices. We can do this because we believe in "continuing revelation." Through Friends United Meeting we have the opportunity to practice what we preach. We have the opportunity to be open to experiences from Quakers across eleven time zones and south of the equator. We have the opportunity to share our experience, wisdom and spiritual and financial support.

During the last decade, Friends United Meeting weathered near economic melt-down. Staff positions were cut, staff hours were cut, and programs were

shelved. Today the financial picture is improving as a result of a lot of prayer, discernment, and hard work by the FUM staff, led by Sylvia Graves, the previous General Secretary, and by the General Board, including our own representatives--Rich Liversidge, Howard Fullerton, Mary Lord, J.E, McNeill, and Riley Robinson.

Thank you, Friends! Your successor representatives, Walter Fry and I, are both grateful.

We have attended our first two General Board Meetings, both in Richmond Indiana, October 8-11, 2014 April 22-25, 2015.) Walt, serves on the FUM Board of Trustees. I serve on the Nominating Committee, but I also attend the Finance Committee meetings. We both feel a responsibility to continue the gains made by our predecessors. For me this is a steep learning curve. I can read Greek better than I can financial statements and budgets, but I'm determined to learn.]

In closing, after listening and learning during my first year on the FUM Board, two financial areas of concern started calling my name. In Kenya, until 2013 we had two-person teams overseeing the finances of the office in Kisumu and Friends Theological College in Kaimosi. But the American members of each team have come home. It is important to create a new American/Kenyan partnership to carefully audit our contributions and expenses.

Second, we need a new way to fund the directors of our two institutions abroad—Ramallah Schools and the College. To expect these Friends to fund-raise the own salaries as well as the salaries of their employees and the costs of maintaining our properties and developing new programs is neither realistic nor practical. I will focus on this concerns in the coming year.

Thank you, Friends.

The next Triennial, will be in Wichita, Kansas—with ice-cream!

We gratefully **RECEIVED** the FUM report.

Y2015-62 Working Group on Racism (WGR) report—Proposals to sponsor the White Privilege Conference and Change to Baltimore Yearly Meeting's Vision Statement. David Etheridge (Friends Meeting of Washington), Clerk of the Working Group on Racism, gave the report below.

Good morning. I am David Etheridge, a member of Friends Meeting of Washington and Clerk of the Working Group on Racism. Others who are active with our group and are present today are Jane Coe, Elizabeth DuVerlie, Jolee Robinson, Ollie Moles, Peirce Hammond and Maria Bradley.

We are eager for others who have concerns about racism to help us with that work. As demonstrated by the magnificent work done in the BYM camping program, many young people are very concerned about racial issues, but the Working Group seems to be doing something wrong that keeps most of them away. We would love some help figuring out how we need to change. This is a beam we are trying to remove from our own eye. By the way, for us, young people means anyone under the age of 60.

Also, everyone who regularly attends our meetings is from the Washington or Baltimore areas. We know there are Friends outside that area who would likely join us if the drive were shorter and we know that some of them are doing really good antiracism work. We are working on addressing those realities.

If you are interested in our work, but do not want to, or cannot, attend, our meetings, we have an email list you can join and get substantive emails while being spared the more numerous emails about logistics.

The Working Group on Racism has two proposals for you to consider. The Working Group is under the care of the Ministry and Worship Committee, which has reviewed and approved these proposals. The first proposal is that Baltimore Yearly Meeting be one of the sponsors of the 2016 White Privilege Conference that the FGC will be hosting in Philadelphia from April 14th to the 17th. The White Privilege Conference resembles the FGC Gathering in that it is composed of an abundance of workshops, presentations, films, youth programs, interest groups and networking, but, instead of being about all things Quaker, it is about every aspect of racism, sexism and other forms of discrimination and how to understand and address those issues.

The Conference has been held in different cities around the country for 16 years so far. Next year, at the invitation of FGC, it is being held in Philadelphia. Because so many Quakers attend each year, we are offered through the FGC a discount of about 55%. Although the exact registration fee for next year has not yet been set, Quakers will probably be able to register for about \$200. The FGC is also offering to work with local Friends to provide home hospitality and arrange transportation to and from the conference each day.

BYM sponsorship will communicate our support for the conference and be noted on the White Privilege Conference website and in the written program for the conference. The BYM Working Group on Racism will donate \$500 from its own funds to support the conference. So that's our first proposal.

The Working Group on Racism is also proposing that the Vision Statement adopted four years ago be revised to state more explicitly that we are composed of people of all racial, ethnic and class groups and intend to work intentionally to overcome the existing barriers to that vision of ourselves. We are NOT, however, asking that the Yearly Meeting adopt this new language

during these Annual Sessions. Instead we are asking the Yearly Meeting to ask the local Meetings to consider and season these proposed changes and then share their thoughts with the Yearly Meeting in time for the 2016 Annual Sessions. We believe this approach will result in the entire Yearly Meeting being more committed to the new vision than it would be without the local Meeting seasoning.

We are recommending these changes to support the new commitment the Yearly Meeting is making with the Shoemaker Grant to change our existing culture and to become a more multicultural Yearly Meeting.

Both we and the camping program have been guided in our work by the “Continuum on Becoming an Anti-Racist, Multicultural Institution.” Column Three is labeled “Symbolic Change.” The first item in that column is “Makes official policy pronouncements regarding multicultural diversity.” As suggested by the overall chart, making that explicit commitment is an early step on the journey to becoming a multi-cultural institution. Making such a commitment certainly does not mean we have arrived, but it would be very difficult to get to where we want to go without a clear mutual understanding of our commitment.

Some Friends may be reluctant to talk about race explicitly because race is a social construct or because they are concerned that such talk is divisive. We have thought about those concerns a lot in our twelve years as a Working Group.

Although we agree that race is a social construct that draws lines that make no sense from a biological perspective, people who are perceived as being of one race go through life being treated differently than people who are perceived as being of another race. That reality has a huge impact. It results in serious unfairness that cannot be effectively addressed without acknowledging that reality. It is certainly appropriate to be aware that our similarities are much greater than our differences, but it is important also to recognize how being treated differently because of our race affects us and influences our relationships with people who are treated differently from us.

This document shows the proposed additions in bold in the proposed revised Vision Statement that you see before you. The first new sentence would be inserted after the second sentence in the existing Vision Statement and reads:

It is Friends who are all ages, abilities, racial, ethnic and class backgrounds and stages of life who are actively seeking the Spirit’s presence in our lives, and in our life together.

Because this proposal was posted a few weeks ago on the BYM website, we

have already received some comments. Some have recommended adding “genders and sexual orientation” to that first sentence. Our Working Group considered that recommendation earlier this week and is recommending adding the words “genders and sexual orientations” after the word “all” in that sentence. Clearly the statement is still true when those words are added.

The second new sentence would be inserted at the end of the second paragraph in the existing Vision Statement and reads:

We will discern how to create a greater diversity of Friends in the worshipping community across racial, ethnic and class barriers and how to foster an atmosphere of welcome for a wider variety of people.

As we understand it, the Yearly Meeting has made a serious commitment to the Shoemaker Fund to change our existing culture and become a truly multicultural yearly meeting. We need genuine clarity about that commitment as we proceed. We would like to begin the process of making that commitment by asking local Meetings to consider these revisions to the Vision Statement. The Working Group is eager to visit any local Meeting that will have us to hear their concerns and respond to their questions.

Y2015-63 *Working Group on Racism Proposal to co-sponsor the White Privilege Conference.* Clerk David Etheridge (Washington) spoke of the White Privilege conference, which is sponsored by FGC, and others. He asked BYM to be a co-sponsor of the 2016 White Privilege Conference. There is a \$500.00 suggested contribution and this would be covered in part by funds for their Working Group provided by the Yearly Meeting, and WGR members’ honoraria for presenting at workshops and such.

Friends **APPROVED** being a co-sponsor of the 2016 White Privilege Conference.

Y2015-64 *Working Group on Racism’s Proposed Change to Baltimore Yearly Meeting’s Vision Statement.* David Etheridge (FMW), Clerk of WGR, brought the proposal that the Yearly Meeting consider revising the Vision Statement, adopted four years ago, to state more explicitly that we are composed of people of all racial, ethnic and class groups and intend to work intentionally to overcome the existing barriers to that vision of ourselves.

A Friend reminded us that while vision statements are important, they are only first steps, and we each must embrace this concern in our daily lives. Another Friend further questioned the notion of a white privilege conference, and questioned if including issues of gender diluted the focus on racism. David clarified that the purpose of the conference is to examine the implications of white privilege and described the diversity of those organizing and participating in the event. Considering that this is our overall Vision Statement, addressing how to be inclusive in relation to gender is also being considered. He and the Clerk answered some other questions surrounding this topic.

Friends **APPROVED** embracing the process for seasoning the Working Group on Racism's proposal for the revision to the Vision Statement.

After approving this a Friend announced that Friends at Homewood sponsor a vigil on Fridays from 5-6pm: "Black Lives Matter. All Lives Matter." She invited us to participate.

Y2015-65 Stewardship and Finance Committee, Second Reading of Budget. Jim Lynn (Sandy Spring), Clerk of Stewardship and Finance Committee, presented the Second Reading of the apportionment schedule, proposed operating budget, and proposed capital budget. He acknowledged the committee and thanked them. He also expressed appreciation for Margo Lehman (Sandy Spring), Comptroller, who has been most important in making the Committee's work possible.

- **Apportionment Schedule for 2016:** Jim noted that three changes were not in the original budget presented earlier this week. He explained those adjustments, and no questions arose.

The apportionment schedule was **APPROVED**, and is printed separately in the Yearbook.

- **Operating Budget.** Jim explained the budget and highlighted changes. He clarified that the principal change in the proposed operating budget for 2016 was that three new employees were recently hired, including the Interim General Secretary, which changed the salary and benefit schedule (Line 9). The Line 9 increase also includes \$75,000 in expenses associated with the Shoemaker Grant. He also noted that the \$75,000 in grant money to be received by BYM is included on Line 6, All Other Income. This explains why Line 6 increased from \$27,500 in the current year budget to \$102,500 in the proposed operating budget.
- He responded to questions from the body. One Friend spoke to the necessity of projecting out the operating budget, and Jim stated that will be taken into consideration by the Committee. One Friend spoke to the desire of seeing a line item for Friends Meeting School, as there is one for Sandy Spring School. Margo Lehman (Sandy Spring), Comptroller, explained the discretionary fund that could address the request for FMS. Clarifications were made about various items.

Friends **APPROVED** the proposed operating budget, and it is printed separately in the Yearbook.

- **Capital Budget.** He first explained that proposed capital budget summarizes BYM's plan for investment in bath house and cabins at the three camps (lines 3,4, and 5). The estimated expenditures for office property, vehicles and equipment are summarized on lines 6, 7, and 8.
- He then explained the breakdown of the \$297,000 for the new bath house at Catoctin. (line 3). Of the \$134,674 of the proposed capital expenditures in 2016, \$131,674 is dedicated to the bath house. The other \$3,000 is reserves as a contingency. The remaining \$165,326 is included in the estimated capital expenditures of \$192,190 in 2017.

The capital budget was **APPROVED**, and is printed separately in the Yearbook.

Y2015-66 Search Committee, Second Reading of Nominations. Barbara Thomas (Annapolis), Clerk of the Committee, presented the Second Reading of the nominees. She pointed out changes from the First Reading.

Search Committee of BYM
2015 Annual Session Report
Second Reading: Saturday, August 8

Search committee brings forward the following Friends for your approval:

BYM Officer Positions, each for their second 2-year term:

- Treasurer: Tom Hill Charlottesville Jan. 1, 2016-Jan. 1, 2017
- Asst Treasurer: Jim Riley Hopewell Centre Jan. 1, 2016-Jan. 1, 2017
- YM Rec. Clerk: Helen Tasker Frederick 2015-2017

Supervisory Committee:

To bring our nominations back into compliance with the Manual of Procedure, i.e., having two members of Supervisory turn over each year, we ask that you approve:

- Mary Campbell Washington 2015-2017
for her first 2-year term
- Clinton Pettus Baltimore, Stony Run 2015-2017
for his second 2-year term
- Alan DeSilva Sandy Spring 2015-2016
extending for one year only of
his third 2-year term

Nominating Committee:

accepting re-nomination for their second 3-year term, 2015-18:

- Bette Hoover, Sandy Spring
- Byron Sandford, Washington
- Margaret Stambaugh, Gettysburg

accepting nomination for their first 3-year term, 2015-18:

- Bill Mitchell, Patapsco
- Linda Kay Stone, Abingdon
- Sue Williams, Roanoke
- Becca Rhudy, Patapsco/Deer Creek

Our thanks to these Friends whose volunteer service enable Baltimore Yearly Meeting to continue to thrive.

The nominees were **APPROVED**.

Barbara Thomas asked Search Committee to stand and be recognized.

Y2015-67 *Nominating Committee, Second reading of nominations.* Karen Cunyningham (Annapolis) presented the Second Reading of the nominations for committees, with additions from the First Reading, which she pointed out. She asked for Friends to forward names for those who might be of service to Advancement and Outreach and Development Committees, which are particularly in need of our support.

The nominees were **APPROVED**.

Y2015-68 *Friends World Committee on Consultation (FWCC) report.* Judy Seaman (Buckhannon) gave the report. She recognized BYM's representatives to the FWCC Section of The Americas. Her written report is included below.

FWCC Report

This has been an interesting time to be the convener for the Representatives to the Friends World Committee for Consultation, or FWCC, section of the Americas. When I was first asked to be on the FWCC-SOA, I asked what I would be doing if I accepted that task. I was told, just go the things they organize, and maybe have a meeting at lunch at the Annual Session of BYM.

That seemed to be something I could do pretty effortlessly, so I agreed. However, things started to change as the executive director, Robin Mohr, her staff, and her committees looked with clear eyes at the state of the organization. An extensive and intensive reorganization began, with an eye to making the Committee and the Section more responsive to the changes in several things, the availability of electronic communication, the changes in South and Central America, and the changes in the Society of Friends.

As a consequence, my task as convener has increased in responsibility and importance. One of the changes in the Section has been the decrease in paid staff. At present, there are two full time people, and two part time people are being hired soon. The representatives have been urged to step up and do more of the work of the Section. Committees of representatives have been formed to handle communications and publications, including the very popular Wider Quaker Fellowship. These committees will carry out functions previously performed by staff. The other representatives will serve as liaisons from the Section to the Meetings, and from Meeting to Meeting. My section has put together a mailing list so we can let the others in the region know of events that would be of interest to those who want to follow the work of the other Meetings, including those from different traditions of Quakerism

Several of the representatives went to the Section Meeting in Mexico City, where they were deeply involved in the work, Chuck Kleymeyer from BYM is on the Executive Committee, and also co-clerked the working group on social initiatives for funding. I interpreted for the finance committee throughout the year and at the section meeting. We all met and became acquainted with people from all over the section, and created important relationships.

The Worldwide Plenary will be in Peru in January. Several of us are planning to attend to continue our effort to bring together the different threads in the tapestry of Friends. Our delegates, if approved by the Yearly Meeting, will be Bette Hoover, Michael Doo, Judy Seaman, and Jason Eaby. Chuck Kleymeyer will attend as part of the Executive Committee.

Friends gratefully **ACCEPTED** the report and **APPROVED** the representatives for the 2016 Plenary.

Y2015-69 *Memorial Meeting for Worship.* A Memorial Meeting was held for BYM Friends who died this past year. Names of Friends who died since last Annual Session were spoken out from the silent worship. Memorial Minutes are attached.

Y2015-70 *Reading.* The Reading Clerk read the following from Steve Chase – in the Forward to *A Sustainable Life*:

“.....the inward and outward breath of the Quaker movement is revelation and revolution. Not one or the other, but both. It makes no sense to just breathe in and it makes no sense to just breathe out.”

Y2015-71 *Interim General Secretary’s Report.* Bob Rhudy (Patapsco), Interim General Secretary, gave his report. He prefaced his report with a message honoring those who have passed but also those who have been born or entered into our community. He used the report to introduce himself to us and highlighted aspects of his journey that have brought him here. His final report is attached.

Friends thanked him for his service and gratefully **RECEIVED** the report.

Y2015-72 *Epistle of Baltimore Yearly Meeting-First Reading.* The Epistle Committee consisted of Lamar Matthew (York), Karie Firoozmand (Stony Run), Mary Campbell (Washington), and Amrit Moore (Maury River). Karie read the epistle, with Mary by her side. It was suggested that recommendations for improvements be directed to the Committee and may be incorporated for the Second Reading on Sunday.

Y2015-72 *Closing Worship and Announcements.* We closed with a moment of worship after announcements.

Sunday, August 9, 2015

Y2015-73 *Opening.* Friends gathered in worship at 9:00am. Out of the silence the Reading Clerk read the following:

“The earth is the Lord’s and all that is in it.” Psalm 24:1 We assert the fact that we are at one with nature, and give thanks for the beauty of Creation and the gift of life.

(Annapolis Friends Meeting – from their response to Unity with Nature Committee’s request.)

Out of the silence, Tasha Walsh (Maury River), Clerk of Interim Meeting, presiding today, welcomed all to the 344th Annual Session of Baltimore Yearly Meeting.

Y2015-74 *Introductions of Friends at the Clerks' Table.* Serving with the Clerk at the Clerks' Table were Helen Tasker (Frederick), Recording Clerk, and Katie Coughlin (Sandy Spring), Young Adult Friend, Reading Clerk. Jason Eaby (Nottingham) managed the sound and technology. The Clerk indicated the Prayerful Presences at the front of our space, who serve as a reflection of our prayerful attitude.

Y2015-75 *Introductions of Visitors/Travel Minutes.* The Clerk called for visitors who had not introduced themselves to do so at this time. No new visitors arose, but she spoke of how enriching the presence of visitors is for us.

Y2015-76 *Roll Call of Committee Clerks.* The Reading Clerk read the names of committees, and clerks, co-clerks, or conveners (or other committee members present) stood and identified themselves.

Advancement and Outreach:	Jeanette Smith (Langley Hill)
Camp Property Management:	Frances Arlene Carteret (Homewood) Gloria Victor Dorr (Sandy Spring)
Camping Program:	Elizabeth "Betsy" Krome (Williamsburg) Harry "Scotty" Scott (York)
Development:	Elizabeth "Liz" Hofmeister (Bethesda)
Educational Grants:	Alexandra "Alex" Bell (Bethesda)
Faith and Practice Revision:	Katherine Smith (Maury River)
Indian Affairs:	Susan Marcus (Alexandria)
Manual of Procedure:	Susan Kaul (Bethesda)
Ministry and Pastoral Care:	Deborah Haines (Alexandria) Peirce Hammond (Bethesda)
Nominating:	Karen Cunnyngnam (Annapolis)
Peace and Social Concerns:	Philip "Phil" Caroom (Annapolis)
Program:	Barbarie Hill (Charlottesville)
Religious Education:	Windy Cooler (Takoma Park) Marsha Holliday (Washington)
Stewardship and Finance:	James "Jim" Lynn (Sandy Spring) Lee Henkel (Floyd)
Supervisory:	Clinton Pettus (Baltimore, Stony Run)
Trustees:	Harry Tunis (Herndon)
Unity with Nature:	B. Eli Fishpaw (Maury River) Ann Payne (Frederick)
Youth Programs:	Michael Doo (Baltimore, Stony Run)

The Clerk thanked them for their work.

Y2015-77 *Unity with Nature Committee, Second Reading of Shared Quaker Statement on Climate Change.* Eli Fishpaw (Maury River), Unity with Nature Committee Co-Clerk, gave the Second Reading of the climate change statement. He introduced Committee mem-

bers. He also clarified the process of creating this statement and said that the statement will go to climate talks in Paris this fall. One Friend spoke to the need for much more than signing onto a witness statement. The Clerk reminded us that we are being asked to sign onto the statement, not finesse the language. One Friend rose to explain that a first step such as signing onto this statement is very helpful, especially for small groups. While there were many questions, the Clerk reminded us that we are asked to consider uniting with this statement.

Baltimore Yearly Meeting **UNITED** with the shared statement by Quaker Groups “Facing the Challenge of Climate Change” and will add our name to the list.

Friends **APPROVED** embracing Unity with Nature’s request to have local Meetings discern whether they too could unite with this statement.

Y2015-78 *ad hoc Growing Diverse Leadership (GDL) Committee proposal.* Tasha Walsh (Maury River), Clerk of Interim Yearly Meeting, updated us on the proposal to create an ad hoc GDL Committee. Katherine Smith (Maury River) clerked this portion while Tasha presented the proposal. The Reading Clerk read a quote from a minute from March Interim Meeting:

We made a decision at March Interim Meeting where “*We affirmed our commitment to the Growing Diverse Leadership in BYM program that will help us fulfill our vision to be inclusive and welcoming to all, to teach and nourish Quaker ways for this and future generations, and to witness to our shared experience of the infinite love of God.*” (from IM Third Month 2015 Minutes)

The ad hoc GDL proposal is embedded below.

Broadly speaking, the Growing Diverse Leadership Program seeks to address two issues that have long been a perplexing concern for the Religious Society of Friends and BYM. (1) how can our Meetings at all levels be more inclusive and welcoming to all and build multi-cultural community? (2) how can we encourage and sustain participation by younger Friends and support their development as leaders now and for the future? Many of our committees have been considering these questions, in one form or another for some time. Over the past year, the Camp Diversity Working Group under the Camping Program Committee proposed a program to address this more concretely and received a grant from the Shoemaker Fund to help BYM move this forward. This grant will allow BYM to hire an Outreach and Inclusion Coordinator to focus on expanding diversity at camp, which is one piece of this process.

Through further seasoning with the Camp Diversity Working Group, the Camping Program Committee, and Supervisory, we felt that the creation of an ad hoc Growing Diverse Leadership Committee is a good next step to facilitate the Yearly Meeting’s attention and activity to this undertaking. We shared this idea with those present at one of the Virtual Committee Clerks Gatherings and had electronic communication about this with all the committee and

working group clerks.

At June Interim Meeting we proposed the creation of such a committee and received feedback from those present that indicated we needed to do a bit more clarification and seasoning. We have continued the conversation around this, made some adjustments to the committee charge, and now bring this before Yearly Meeting asking for approval.

Committee Charge:

The ad hoc Growing Diverse Leadership (GDL) Committee will be charged with discerning how BYM's committees and local Meetings can work together to answer the two questions this program seeks to address 1) How can our Meetings at all levels be more inclusive and welcoming to all and build multicultural community? 2) How can we encourage and sustain participation by younger Friends and support their development as leaders now and for the future? Specifically, this committee will be responsible for:

- Fostering communication and coordinating the efforts of the Growing Diverse Leadership Program across the various committees, local Meetings, volunteers, and staff.
- Revisiting, clarifying and further developing the initial Growing Diverse Leadership program description, including the relations of the various components and roles, and consider relevant changes to the Manual of Procedure,
- Helping BYM meet the initial goals of the program and bringing forth a plan for continuation by 2016.

This committee will form at least two subcommittees or working groups to focus on each of the two questions it seeks to address. It will meet for a period of at least 3 years with regular reports provided to Spring Interim Meeting and Annual Session. The Committee will bring a proposal to Annual Session 2017 regarding whether and how to continue its work, for example, by continuing as an ad hoc committee, turning it into a standing committee, transferring its work to existing committees, or laying it down.

The Presiding Clerk and Interim Meeting Clerk will name the members of the Committee, and it may co-opt additional members as it is led. It will have a core group of active members to take primary responsibility for its work. Other Yearly Meeting committees and working groups may choose to name representatives to serve the ad hoc Committee either as 1) active members (who attend meetings and actively contribute to the work) or as 2) liaisons (who attend meetings when needed and ensure two-way communication), including at least CPC, RE, YPC, Young Friends, YAF, Nominating, A&O, M&PC, Development, Working Group on Racism, Camp Diversity Working Group. The Interim Meeting Clerk, the Outreach & Inclusion Coordinator, Camp Program Manager, Youth Programs Manager, Development Director, and General Secretary will all be ex officio members.

Tasha reminded us that we need to consider approving the creation of this ad hoc committee. Friends rose to express their concerns that perhaps this was too big of an issue for one committee. Tasha clarified that the ad hoc Committee will have two subcommittees and may come back with a recommendation to have two separate committees at some point as way opens.

The Clerk clarified that this is a committee created to aid a staff member who has not been hired yet. She reminded us that monies have been accepted (the Shoemaker Grant) for moving forward with this. One Friend reminded us that we need, at the local Meeting level, to engage deeply with this concern and that it is God's call. The Clerk reminded us that BYM has been an innovator over the centuries and asked us to consider the recommendation of the Interim Meeting Clerk and Presiding Clerk and the advice from the floor of this body.

Friends **APPROVED** the creation of the ad hoc Growing Diverse Leadership Committee.

Y2015-79 *Young Friends Epistle*. Genevieve Legowski (Sandy Spring), Clerk of Young Friends, presented the epistle from Young Friends, and we gladly **RECEIVED** it. It appears at the beginning of the Yearbook.

Y2015-80 *Junior Young Friends Epistle*. Hannah Regal (Montclair, NJ), the JYF Clerk, read the epistle, which we gratefully **RECEIVED**. It appears at the beginning of the Yearbook.

Y2015-81 *Young Adult Friends Epistle*. Jennifer Vekert (Sandy Spring), Becca Bacon (Hopewell Centre), and Amrit Moore (Maury River) read the YAF epistle, which we gratefully **RECEIVED**. It appears at the beginning of the Yearbook.

One Friend rose to express our appreciation for Young Adult Friends' growing and active involvement in our Yearly Meeting, and Friends united with this statement. Another Friend rose to express her gratitude for their leadership and essential participation in committees and other work in the Yearly Meeting. After reading the epistle, they presented Ken Stockbridge (in absentia) with a plaque of gratitude for working so closely with them throughout the year.

Y2015-82: *Women's Retreat Epistle*. Helen Tasker (Frederick) read the Women's Retreat epistle. It was gratefully **RECEIVED**. It appears at the beginning of the Yearbook.

Y2015-83 *Second Reading of the BYM Epistle*. Amrit Moore (Maury River) read the proposed 2015 epistle.

From Friends gathered for the 344th Annual session of Baltimore Yearly Meeting of the Religious Society of Friends held at Frostburg, Maryland, August 3-9, 2015

To Friends Everywhere,

As we gathered to work with our theme of living into Right Relationship, our condition already reflected years of faithful progress in relationship with creation, each other, and that Spirit that flows in and among us. Attention and labor have been abundantly given to healing relationships distorted by racism, over-consumption and exploitation of the earth and its inhabitants. We gathered in faith that we would discern together how to carry our work forward with new insight.

We were blessed with reminders of the opportunities we have to seek and be open to guidance from Spirit, which calls us into relationship. Our opening retreat raised up connectedness as the essence of relationship. We each bear responsibility for staying connected. The retreat sent us onward with the musical blessing, "Go Now in Peace." One of our plenary speakers described worship as communion, wherein we experience the presence of God and discover afresh our kinship with everything. Another speaker described ours as a "difficult and painful time," requiring us to act now for the future. We acknowledge that suffering exists in the present. Right relationship lets us see that some have been sacrificed for the benefit of others. Those who suffer need justice rather than charity. Our speaker reminded us that in a troubled present and an uncertain future, "It always seems impossible until it is done." Our power comes from our relationships.

In Meetings for Worship with a concern for business, reports and agenda items revealed our Yearly Meeting's work toward righting relationships distorted by racism. We acknowledge that we need to live in a way that honors and nourishes the created world. We acknowledge the rights of all species to their part in creation.

During our week together, we seasoned the issues before us. Our new clerk reminded us that Spirit will find the voice it needs for Truth that needs to be shared. Visiting Friends connected us to other Yearly Meetings and their work in the world.

The work before us now is not new. Friends are aware that we live in a society that hurts and exploits others. We see the need to match our actions with our declarations, as John Woolman urged. Our final plenary speaker called us to catalyze social change on a large scale. He urged Friends to see ourselves as members rather than masters of creation, and to work to maintain its complexity, which requires harmony and balance.

In some ways our present work is entirely new. Our actions will affect the future in ways that cannot be undone. Discerning way forward is the task before us.

In the Light,
Baltimore Yearly Meeting of the Religious Society of Friends

The epistle was **APPROVED**.

We minute our appreciation for Friends who do the work of writing epistles.

We **APPROVED** attaching the other epistles to our Yearly Meeting Epistle when sending it out to Friends everywhere.

Y2015-84: Report from Program Committee. Barbarie Hill (Charlottesville), Program Committee Clerk, reminded us that Program Committee does work throughout the year to make sure the Annual Session is publicized, and organized, and run smoothly. She reminded us that individuals the best publicists for this. She told us that the theme for 2016's annual session is "Discerning Pathways to Spiritual Community Through Service and Action." She explained it thus:

In our Quaker communities, discernment provides the spiritual basis for finding the pathways for our service and action. As our roots grow deeper into the ground, finding a spiritual source, our limbs and branches grow too, reaching out to each other and the world, bearing fruit. If our roots weaken, our harvest diminishes. If our branches weaken, so do our roots. When our inward and outward lives nourish each other, we thrive best and have more to offer each other and the world, both as individuals and communities. Younger Friends and diverse newcomers are more likely to be drawn in, bringing new life and helping sustain our beloved communities and our Quaker witness.

You are invited to come, explore, and experience these dynamics in community with other Friends at Annual Session. Come grow your life, then your Meeting, and then share with the world, so that it may share with you.

We gratefully **RECEIVED** the report. We **UNITED** with minuting our appreciation for the difficult and loving work of this committee.

Y2015-85 Bookstore Manager's Report. Peg Hansen (State College) reported that \$6,066.00 (gross) was raised. Kat Darnell (Frederick), also working in the Bookstore, thanked those who gathered for Hymn singing in the Bookstore as added a delightful dimension to the store.

Y2015-86 Minute of Appreciation for Baltimore Yearly Meeting Staff. The Clerk called to our attention the fact that BYM staff members have been working non-stop this past week, as they work to cover the Administration Manager's position as he has been addressing unexpected health concerns, (and is doing well at home.) She asked that Friends minute our deep appreciation for the BYM office staff for modeling loving collaboration in their service to the Yearly Meeting.

Friends **APPROVED** doing so.

It was also noted that many volunteers provided much needed assistance and support as well.

Y2015-87 Minutes. Minutes were read, improved, and approved throughout the daily business sessions.

Y2015-88 Closing Worship. After announcements were made, we closed with a few moments of worship, out of which the Reading Clerk read a passage from Micah.

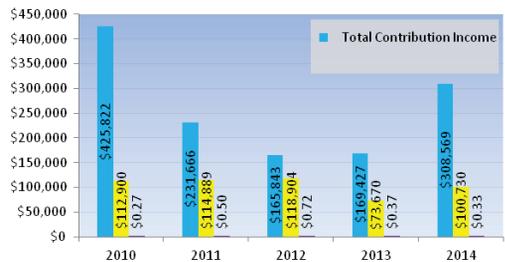
The Lord will judge between many peoples
and will settle disputes for strong nations far and wide
They will beat their swords into plowshares
and their spears into pruning hooks
Nation will not take up sword against nation,
nor will they train for war anymore.
Everyone will sit under their own vine
and under their own fig tree,
and no one will make them afraid,
for the Lord has spoken.

Micah 4:3-4

ATTACHMENT Y2015-48 DEVELOPMENT REPORT

2014 Fundraising Recap

I would like to thank the Development Committee for their hard work. They are an incredible group of people who do a wonderful job on behalf of the Yearly Meeting. The committee includes: Liz Hofmeister, Clerk; Marion Ballard, Walter Brown, Lynn Jordan, Jon Nafziger, Harry Tunis (Trustees), Josh Riley (Camp Program), Frannie Taylor (Camp Property), and Jim Lynn (Stewardship and Finance).



2014 Fundraising Details

	2013	2014	Budget '14
UNRESTRICTED: GENERAL FUND			
General Fund (unrestricted)	93,179	87,730	
GF: Gifts-in-kind	381	12,381	
General Fund SUBTOTAL	\$93,560	\$100,111	106,000.00
UNRESTRICTED: PROGRAM OPERATING			
Camp Program (current schps; incl. Diversity)	76,537	112,998	
Camp Properties - operating	189	2,355	
Camp Operating Subtotal	76,726	115,353	60,000.00

Annual Session	1,895	1,476	4,000.00
Youth Program, JYF, YF	1,305	1,916	2,500.00
Spiritual Formation	-	-	
Women’s Retreat	1,290	1,760	
Other Operating Subtotal	4,490	5,152	
<i>Program Operating SUBTOTAL</i>	\$81,216	\$120,504	66,500.00
RESTRICTED BY DONOR			
Cabin Fund; Camp Capital Projects	10,640	75,919	53,602.00
Miscellaneous Donor-Restricted	500	200	
<i>Donor Restricted SUBTOTAL</i>	\$11,140	\$76,119	53,602.00
RESTRICTED: ENDOWMENT			
Barry Morley Endowment	2,690	11,835	
Educational Loan Fund	-	-	
<i>Permanently Restricted SUBTOTAL</i>	\$2,690	\$11,835	
2014 TOTAL	\$188,605	\$308,569	226,000.00

Roberta “BJ” Warren 1940-2014

- BJ wasn’t a Quaker
- She had no easily identifiable connection to BYM.
- She left us \$96,238 in 2014 for Catoctin Quaker Camp.
- Her connection to Camp Catoctin: She sent a couple of campers to Catoctin many years ago. Camp Catoctin changed their lives. Quaker Camp had an impact on Roberta. You had an impact on her. When her priest, Father John Beddingfield, shared his homily for Roberta with me he said, “BJ was very ‘Quaker’ in her spirit, so it doesn’t surprise me at all that she would remember you in her will.”
- I would like to say, thank you Roberta “BJ” Warren for your generous heart and spirit! You will always be a friend.
- Little Cabin Update:
 - The “Little Cabin” project last year had a goal to raise \$25,000 to support the building of a new cabin at camp. We raised in excess of \$27,000. It was a wonderful project and the little cabin now resides at the home of a camp alumni who has small children who she hopes will enjoy Quaker Camp as much as she did.



Development 2015

- In March of 2015 we learned that we had been awarded a \$225,000 grant; \$75,000 each year for three years. This money is to support the Growing Diverse Leadership in BYM. More specifically this money is to be used to fund a new position for the Yearly Meeting, an Outreach Inclusion Coordinator. This person will expand on the successful diversity program at Camp Catoctin to include the other camps as well as helping Monthly Meetings with diversity. We are accepting applications until September 1,

2015 and hope to begin interviewing in September.

- Visiting Monthly Meetings is a program we are launching to help build community and relationship within our Yearly Meeting. More details to follow when Ken gives his Presiding Clerk report.
- Current Fundraising Numbers for 2015
 - \$157,725 to date (compared to \$68,000 in 2014)
 - 240 donors to date (compared to 224 in 2014)

Kicking off: BYM Greening Campaign

- The Greening of BYM is a capital campaign over the next 5 years. Over the past several years you have been introduced to the Capital Budget and approved the first formal capital budget last year at Annual Session. Addressing the capital needs of the Yearly Meeting will require additional resources. While this provides some challenges it also provides some amazing opportunities for the Yearly Meeting. It is an opportunity for us to improve some of our facilities and use them as an outward Witness to the World.



BYM Greening Campaign

- Annual Session Theme: Living Into Right Relationship
 - 9 modern style Clivus Multrum composting toilets
 - 2 waterless urinals
 - Solar panels to heat the water
 - 2 family-style ADA compliant bathrooms
 - Needed ventilation and air-flow to prevent mold.

ATTACHMENT Y2015-52

REQUEST FOR UNITY WITH STATEMENT ON CLIMATE CHANGE

Unity With Nature Committee Request to Endorse Quaker United Nations Office Statement on Climate Change

Dear Friends worldwide,

The Statement below was developed by Quaker Earthcare Witness, the Quaker United Nations Office, and Friends Committee on National Legislation for their joint presence at events during the UN Climate Summit in September 2014.

A number of fellow Quaker organizations wished to add their name, including FWCC, which sent the Statement out to Quaker communities worldwide. As a result, we continue to receive signatures which we add to the Statement, uploading the most recent versions onto the QEW, FCNL and QUNO websites.

The Statement was originally written as a ‘witness’ of our role in anthropogenic climate

change. Its aim was to inspire personal and community action; it was not meant to define a universal action, since the situation of Quakers worldwide is not universal. However, QUNO has produced a booklet describing individual Quaker actions, *A Call to Conscience*, which is available on its website, and we encourage you to write if your Meeting commits to community-wide action. We are also helping develop a resource for Quaker action on climate change.

The attached Statement was revised in January 2015 to reflect the following concerns: that it have longer life by being non-date specific to continue its relevance, and that the language be less anthropocentric and more strongly acknowledge the grave dangers we face from climate change.

We have attempted to do this, while holding to the core message that Quaker organizations and Meetings have already upheld and signed.

If you wish to add your Meeting to this Statement, please contact Lindsey Cook as suggested at the end of the Statement.

If you do not wish to sign, but wish to use this material as a base for a Meeting-specific Statement, you are most welcome, but please take off the signatures.

In peace and with gratitude,
QEW, QUNO and FCNL
March 2015

Facing the Challenge of Climate Change
A shared statement by Quaker groups
January 2015

“It would go a long way to caution and direct people in their use of the world, that they were better studied and knowing in the Creation of it. For how could [they] find the confidence to abuse it, while they should see the great Creator stare them in the face, in all and every part of it?”
William Penn, 1693

As Quakers, we are called to work for the peaceable Kingdom of God on the whole Earth, in right sharing with all peoples.¹ We recognize a moral duty to cherish Creation for future generations.

We call on our leaders to make the radical decisions needed to create a fair, sufficient and effective international climate change agreement.

As Quakers, we understand anthropogenic climate change (climate change due to human activities) to be a symptom of a greater challenge: how to live sustainably and justly on this Earth.

¹ Kabarak Call to Peace and Eco-Justice, 2012, p. 1

We recognize that the current rise of greenhouse gas emissions is leading to an unprecedented rate of increase in global average surface temperature of extreme detriment to the Earth's ecosystems and species, including human beings.

We recognize that catastrophic global climate change is not inevitable if we choose to act urgently.

We recognize a personal and collective responsibility to ensure that the poorest and most vulnerable peoples now, and all our future generations, do not suffer as a consequence of our actions. We see this as a call to conscience.

We recognize the connections between climate change and global economic injustice as well as unprecedented levels of consumption, and question assumptions of unlimited material growth on a planet with limited natural resources.

We recognize that most greenhouse gas emissions are created by fossil fuel combustion. We recognize that our increasing population continues to pursue fossil fuel-dependent economic growth. We recognize that the Earth holds more fossil fuel reserves than are safe to burn, and that the vast majority of fossil fuel reserves must remain in the ground if we are to prevent the catastrophic consequences of climate change. We therefore question profoundly the continued investment in, and subsidizing of, fossil fuel extraction.

We seek to nurture a global human society that prioritizes the well-being of people over profit, and lives in right relationship with our Earth; a peaceful world with fulfilling employment, clean air and water, renewable energy, and healthy thriving communities and ecosystems.

As members of this beautiful human family, we seek meaningful commitments from our leaders and ourselves, to address climate change for our shared future, the Earth and all species, and the generations to come. We see this Earth as a stunning gift that supports life. It is our only home. Let us care for it together.

Quakers in Ghana
Quakers in Britain
Living Witness, UK
EcoQuakers Ireland
Quakers in Australia
Quakers in Denmark
Norway Yearly Meeting
Quaker Service Australia
Netherlands Yearly Meeting
Miami Friends Meeting, USA
Quaker Institute for the Future
Northern Yearly Meeting, USA
Memphis Friends Meeting, USA
New York Yearly Meeting, USA
Storrs Friends Meeting, CT, USA
Quaker Concern for Animals, UK
Quaker Earthcare Witness (QEW)
Newtown Monthly Meeting, USA

Croton Valley Meeting, NY, USA
Quakers in Aotearoa New Zealand
FWCC- Asia West Pacific Section
Cookeville Monthly Meeting, USA
Eugene Friends Meeting, OR, USA
Winnipeg Monthly Meeting, Canada
Lafayette Friends Meeting, IN, USA
Princeton Friends Meeting, NJ, USA
Nashville Friends Meeting, TN, USA
Trenton Meeting of Friends, NJ, USA
Honolulu Monthly Meeting, HI, USA
Humboldt Friends Meeting, CA, USA
Santa Fe Monthly Meeting, NM, USA
Westtown Monthly Meeting, PN, USA
Woodbrooke Quaker Study Centre, UK
Quaker United Nations Office (QUNO)
Sacramento Friends Meeting, CA, USA
Twin Cities Friends Meeting, MN, USA
Chena Ridge Friends Meeting, AL, USA
Salmon Bay Friends Meeting, WA, USA
Belgium & Luxembourg Yearly Meeting
FWCC - Europe and Middle East Section
Northampton Friends Meeting, MA, USA
Yellow Springs Friends Meeting, OH, USA
Delta Monthly Meeting, Stockton, CA, USA
Canadian Friends Service Committee (CFSC)
American Friends Service Committee (AFSC)
Quaker Council for European Affairs (QCEA)
Société Religieuse des Amis (Quakers), France
Friends Committee on National Legislation (FCNL)
Friends World Committee for Consultation (FWCC)
South Central Yearly Meeting (TX, OK, AR, LA), USA

Please contact Lindsey Cook at lfcook@quuno.ch if you need more information, or wish to add your Quaker group.

ATTACHMENT Y2015-62

PROPOSAL TO CHANGE YEARLY MEETING VISION STATEMENT

Baltimore Yearly Meeting is a worshipping community, gathered in the presence of the Divine, affirming that of God in every person. The Yearly Meeting knits together Friends from the Chesapeake to the Appalachians into the larger Religious Society of Friends. **It is Friends who are all ages, abilities, racial, ethnic and class backgrounds and stages of life who are actively seeking the Spirit's presence in our lives, and in our life together.** As Quakers, we seek to know and follow God's will for us as a gathered people, to speak the Truth that is revealed to us, and to listen to the Truth that is revealed to others.

We aspire to listen deeply and inclusively to each other, to actively welcome all, and to attend in joy and faith to the Inward Teacher, whom some call Light, some call Spirit and some call Christ. **We will discern how to create a greater diversity of Friends in the worshipping community across racial, ethnic and class barriers and how to foster an atmosphere of welcome for a wider variety of people.**

We aspire to teach and nourish Quaker ways of worship and service for this and future generations, to uphold and promote Quaker values and to support Friends Meetings in our region.

We seek to expand opportunities for Friends to meet together and know each other in that which is eternal.

We seek to serve others in love, to share our gifts and resources, to reach out to those in need, both friends and strangers, and to witness in the world to our shared experience of the infinite love of God.

Continuum on Becoming an Anti-Racist, Multicultural Institution

MONOCULTURAL Racial and Cultural Differences Seen as Defects	MULTICULTURAL Tolerant of Racial and Cultural Differences	ANTI-RACIST Racial and Cultural Differences Seen as Assets	ANTI-RACIST MULTICULTURAL A Transformed Institution in a Transformed Society	
<p>1. Exclusive A Segregated Institution</p> <ul style="list-style-type: none"> Intentionally and publicly excludes or segregates African Americans, Native Americans, Latinos and Asian Americans Intentionally and publicly enforces the racist status quo throughout institution Institutionalization of racism includes formal policies and practices, teachings and decision-making on all levels Usually has similar intentional policies and practices toward other socially oppressed groups, such as women, disabled, elderly and children, lesbians and gays, Third World citizens, etc. 	<p>3. Symbolic Change A Multicultural Institution</p> <ul style="list-style-type: none"> Makes official policy pronouncements regarding multicultural diversity Sees itself as "non-racist" institution with open doors to People of Color Carries out intentional inclusiveness efforts, recruiting "someone of color" on committees or office staff Expanding view of diversity includes other socially oppressed groups, such as women, disabled, elderly and children, lesbians and gays, Third World citizens, etc. 	<p>4. Identity Change An Anti-Racist Institution</p> <ul style="list-style-type: none"> Growing understanding of racism as barrier to effective diversity Develops analysis of systemic racism Sponsors programs of anti-racism training New consciousness of institutionalized white power and privilege Develops intentional identity as an "anti-racist" institution Begins to develop accountability to racially oppressed communities Increasing commitment to dismantle racism and eliminate inherent white advantage 	<p>5. Structural Change A Transforming Institution</p> <ul style="list-style-type: none"> Commits to process of intentional institutional restructuring, based on anti-racist analysis and identity Audits and restructures all aspects of institutional life to ensure full participation of People of Color, including their worldview, culture and lifestyles Implements structures, policies, and practices with inclusive decision-making and other forms of power sharing on all levels of the institution's life and work Commits to struggle to dismantle racism in the wider community, and builds clear lines of accountability to racially oppressed communities Anti-racist multicultural diversity becomes an institutionalized asset Redefines and rebuilds all relationships and activities in society, based on anti-racist commitments 	<p>6. Fully Inclusive A Transformed Institution in a Transformed Society</p> <ul style="list-style-type: none"> Future vision of an institution and wider community that has overcome systemic racism Institution's life reflects full participation and shared power with diverse racial, cultural and economic groups in determining its mission, structure, constituency, policies and practices Full participation in decisions that shape the institution, and inclusion of diverse cultures, lifestyles and interests A sense of restored community and mutual caring Allies with others in combating all forms of social oppression

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Adapted from original concept by Baily Jackson and Rita Hardiman, and further developed by Andrea Avozian and Ronice Branding.

Continuum on Becoming an Anti-Racist, Multicultural Institution

ATTACHMENT Y2015-69

MEMORIAL MINUTES

Harold B. Confer

Harold was born in Darlington, Wisconsin. His father was a music teacher and choir director in Wisconsin and then in San Bernardino, CA. His mother was a homemaker, did a little real estate, and wrote poetry, short stories, and several books about life on the American prairie.

Harold loved photography, built his own darkroom, and took photos everywhere he worked during summers on construction crews and maintenance at Idyllwild Arts Center or firefighting in the San Jacinto Mtns with the US Forest Service. When he became a conscientious objector and went to Tanzania with the American Friends Service Committee and stayed on to teach in two different schools, he found wonderful subject matter in the people, flora, and fauna of East Africa. Returning to the US, Harold continued his picture taking in Providence, RI, where he worked with the public middle schools to develop an African studies curriculum as part of a Teacher Corps project and did social justice activities with the Providence Friends Meeting that he and his family officially joined in 1973. In that year, the family moved to Washington, DC, found a house in Shepherd Park, and settled into a routine of school and work. First Harold lobbied for the Friends Committee on National Legislation (FCNL), then helped the DC Nurses Association unionize several area hospitals and write and get approved the Nurse Practitioners Act. In 1978 he started his home improvement business, Community Craftsmen and Consultants. This was the beginning of vocation and avocation coming together in service as Harold did work for his clients, provided employment for young adults and the homeless from area shelters, and directed three workcamp organizations.

At 15 Harold had gone on his first work camp to do flood relief in Yuba City/Marysville, CA. Many more workcamps followed off and for over 50 years on as he traveled to Mexico, northern California, the Lodi Valley, Tanzania, Washington, DC, southern Maryland, Buckeystown, MD, Romania, Alabama, South Carolina, Mississippi, and Florida involving adults and young people in a ministry of “being with” after natural or people caused disasters. His volunteers worked after fires, floods, or hurricanes, rebuilding houses and churches. They renovated facilities for the homeless and orphans, pulling in resources from the communities and other organizations, always listening to the stories of those for whom they served and involving them in the work. This was especially true in the church rebuilding in Boligee and Greensboro, Alabama, where church ladies brought lunches, the catfish producer gave fish for Fridays to feed up to 100 people, and local schools and churches gave invitations to visit and share their stories. 700 volunteers came in 1996-97 from all across the US and 11 different countries. And others helped! The Alabama National Guard supplied cots and tents, cutting down the approval process from 3 weeks to 3 days. The White House helped with a data entry person from the GSA. The Federation of Southern Cooperatives provided basic housing and kitchen facilities. The Presbyterian, Mennonite, and Unitarian-Universalist Disaster Services sent volunteers, money, supplies, equipment, and construction expertise. The volunteers often felt they received more than they gave;

some found the workcamps transforming experiences.

Harold had his “warts” but there were many wonders. He was passionate about what he did, often opinionated, ever loyal, giving of himself and his resources, creative, funny with a wry sense of humor, ever ready with a story about his many experiences, spiritual with a love of scriptures and church music, filled with a sense of beauty for the natural world, loving but wont to raise a temper when things didn't go his way. One of our friends of 40 years wrote, “Harold was a good man.” And, he was!

John Hastings Darnell

John Hastings Darnell was born on January 1, 1943, to Doris Jessie (Hastings) and Howard Clayton Darnell in West Chester, PA. He grew up in the Philadelphia suburbs, as part of a generations-old Quaker family, and started attending Westtown School with his younger brother Eric in 1950, joining their older sister, Elizabeth “Bets” Darnell. He loved to tell stories of the lessons he learned in his formative years, many from family life or his Quaker community. After graduating from Westtown in 1960, John pursued a degree in biology at Haverford College, eventually going on to earn a Ph.D. in biochemistry from University of Pennsylvania. During John’s time at University of Pennsylvania in Philadelphia, his mother Doris was working for the American Friends Service Committee. She introduced him to her secretary, Katrina Nourse van Benschoten, who became the love of his life. They married in 1972 and stayed in the Philadelphia area while Katrina earned her certificate in occupational therapy and John finished his Ph.D.

In 1975, John took a job with the Cancer Research Institute in Frederick, MD. He and Katrina, along with a number of others in the Frederick area, began holding meeting for worship in each other’s homes. The worship group under the care of Bethesda Meeting eventually became Frederick Friends Meeting. John and Katrina were pillars of it for many years. John was involved in many committees, serving on Peace and Social Concerns, Ministry and Counsel, Prison Ministry, First Day School, Trustees, and Property as well as serving as Clerk of Meeting.

John and Katrina raised their daughters Katherine (“Kat”) and Frances (“Fran”) in their home on Wistman Lane, in Myersville, MD. It was in this home that John continued to explore how to live lightly on the Earth, using many earth friendly methods. They heated their home with a wood burning Free Flow stove, invented by John’s brother, and provided passive solar heat gain through use of a Trombe wall on the west end of their house. He and Katrina also developed a raised bed garden. After leaving his work at the Cancer Research Institute, he taught for a period at St. John’s Prospect Hall School, and from there went to work with Arthur Kanegis for several years. They were developing a film featuring peaceful solutions to conflict. After that he worked as a biochemist for Life Technologies. John was an inventor at heart, and he developed a toy he called a Zoomering, which he was ever hopeful to produce commercially. Eventually, after becoming involved in the development of the short-lived Fox Valley Friends School, and homeschooling Kat and Fran, along with other children of Frederick Friends Meeting, in 1998, John began working for Congressman Roscoe Bartlett, as his science, energy, and peak oil advisor. John retired in 2012, at the end of Congressman Bartlett’s last term, so he could spend more time taking care

of Katrina, who had developed Alzheimer's disease. John and Katrina moved to Friends House in Sandy Spring, MD in the fall of 2012, where they could have more support for their changing needs, but they continued to participate in Frederick Meeting and look after their house on Wistman Lane.

Luckily for John, Katrina's professional employment as an occupational therapist enabled him to pursue his various career paths, and his Quaker and peace and justice issues, which he held dear to his heart.

John built community wherever he went, John provided a "weighty" presence in Meeting for Worship and Meeting for Worship with a Concern for Business. His messages and advices contained the authority of words deeply inspired by the Spirit. He served as Frederick Meeting's clerk as it made the transition from Preparative to Monthly Meeting (1984-87). In 1992, he became involved with the work of Friends General Conference (FGC), starting his first term on its Central Committee as a Baltimore Yearly Meeting (BYM) representative. Throughout this period, he remained a staunch member of Frederick Monthly Meeting, serving on its committees and, after the meeting bought property in 1994, helping with the major renovations needed to turn it into a meeting house. He continued caring for the space through his time there. John was a regular attender and eventually clerked Warrington Quarterly Meeting, as well as its Ministry and Counsel Committee. He dearly loved attending the Friends General Conference (FGC) Gathering with Katrina and with his daughter Kat. He spent many years on the (FGC) Central Committee, including clerking its Development Committee during FGC's first major capital campaign, spending two terms each on its Nominating Committee (2001-2007) and the Friends Pension Plan Committee (2007-2013). John sat on the Friends Journal Board of Trustees for three terms (2000-2009). In the 1990s he served on the Peace Resource Center of Frederick County Board of Directors and helped found the Community Alternative Mediation (CALM) organization. His community service was a manifestation of his deeply held belief that if we profess peace and justice we must work toward it in every way possible. He spent many years in prison ministry work supporting individuals through their incarcerations and continuing to support and guide them after their releases. Two of them were regular visitors at his bedside throughout the hospitalizations following a massive stroke on April 4, 2014, until several days before his death on October 15, 2014.

John Darnell lived his life with integrity, curiosity, and joy, made manifest in his love for all beings he encountered, from his earliest days living near Westtown Friends School where his mother was on staff, to his last days in the nursing home. He was a true Quaker in that he approached his life with a passion for justice for people and for the earth, with an idealist's view that our lives are sacred and have an impact. He also lived with a measure of simplicity, striving to set an example how the ways in which we live, and the resources we choose to use, should have minimal impact on the world around us. Though he loved to teach and talk about serious ideas, with the passion of someone making a new discovery, he truly walked cheerfully over the Earth, answering that of God in every creature. When he married Katrina, they shared this journey together, and their daughters Kat and Fran manifest the joy and love, curiosity and hope that he brought to his community. He was heartbroken as Katrina developed dementia and what is now thought to be Alzheimer's

disease, but he knew that to be by her side was the most important thing he could do. After years of supporting Friends and causes dear to his heart, he took on the care of Katrina with his whole heart.

One of John's favorite Quaker songs, "Magic Penny," tells us that "Love is something if you give it away, give it away/you'll end up having more./It's just like a magic penny, / Hold it tight and you won't have any/But lend it, spend it, and you'll have so many, they'll roll all over the floor!" He believed in the power of Love, as uplifting as his Zoomering—that if we love others and love the world, we and the world could become loving and peaceful.

Earl L. Fowler

Earl L. Fowler, 93, passed away on February 3, 2015. A conscientious objector, Earl did his alternative service in World War II at a camp in Cooperstown, N.Y., and did volunteer work as an orderly at a Cooperstown hospital. After the war, he was chosen by members of the Friends Meeting in Washington, D.C. to represent them in the "work camp" movement in Europe. He subsequently coordinated work camp relief efforts for the American Friends Service Committee. Through the work camps, Earl's met his future wife, Ulla, and they were married in 1953. By this time, Earl's father had retired to the family farm in Georgia, and Earl and Ulla lived with him there. Earl helped on the farm and continued his writing, becoming involved with the local civic theater in Albany. Earl was hired as the Westtown upper school librarian in 1957. Earl brought the richness of his experiences, his vision and understanding of people, and his commitment to the Quaker enterprise of education to Westtown. He became one of a rotation of faculty who shared the directing of both student and faculty productions. He also acted in several faculty plays and directed ambitious and memorable student productions through the years. Earl had an interest in film and in film-making, and he oversaw a Westtown weekend film festival held during the winter for many years. In the late 1960s, he attended a film study and film-making course at the State University of New York at Albany and later taught a course in filmmaking at Westtown (in addition to his religion courses) from 1972 until his retirement in 1987. Upon his retirement in 1987, Earl and Ulla moved back to the farm in Georgia and spent the summer months in Finland, becoming equally a presence in Ulla's family and the community there. Following Ulla's death in 2001, Earl once again saw his chance to pursue play-writing. A staged reading of *The King of the Golden Mountain*, a play drawing on his experience as a young man working on a farm, was performed by several well-known actors and actresses of the Washington, D.C. theater community (including a Westtown graduate). His final play, *The Crippled Line*, was completed when he was 92 with the help of his son Fred. A reading of the play was held at the Friends House Retirement Community in Sandy Spring, Md., and at the Friends Meeting in Washington DC, with a cast that included his son Chris. He was predeceased by his wife, Ulla Fowler.

Ann Harker Whittaker

Ann Harker Whittaker was a member of Adelphi Friends Meeting and attended Sandy Spring Friends Meeting at different times in her life. She attended Sandy Spring Friends School in the late '60s, and returned to work there in the '70s. She lived in many different locations around the US including Philadelphia where her daughters Bonnie and Emily were born, and Grandview, Missouri where she worked as the church secretary and partici-

pated in the life of the local United Methodist Church. While there she shared the message of "Let Your Life Speak" with all her friends and neighbors. She returned to the Sandy Spring area to work for Baltimore Yearly Meeting and to be close to her parents, Chuck and Eleanore Harker in 2007. Throughout her life, Ann worked for organizations related to Friends, including AFSC, FCNL, FWCC, Friends House Retirement Community and other like-minded groups. Ann let her life speak through the work she did. As her husband Martin can attest, Ann was strong-willed and once her mind was made up she took action. When she learned she had Multiple System Atrophy she continued to live her life as fully as possible, enjoying time with family and friends, and when the end was approaching Ann chose to continue her journey on her own terms. After prayerful discernment and with the loving support of her family, friends, Hospice, and the staff of Stabler Hall, Ann chose to stop eating and drinking on April 1, 2015. Just before this decision, she told her husband, Martin, she had intentionally waited for Spring to arrive and she wanted her passing to be thought of, like Spring is, as "New Beginnings". Ann Harker Whittaker died on April 12, 2015 with Martin at her side.

ATTACHMENT Y2015-71

INTERIM GENERAL SECRETARY'S REPORT

August 8, 2015

Good morning, Friends. Thank you, Tasha. As I was listening to the names of Friends raised in our Memorial Service over the last few minutes, I thought of my Granddaddy Bruce Reavis, who died at age 88 on October 1, 1979 down in the Blue Ridge Mountains of Grayson County, Virginia. He was sitting down to breakfast, with gravy and eggs on the table, and asked his wife, "Ola, are those biscuits done yet?" Granny Ola pulled down the oven door to check the bread, heard a gurgling sound, and when she turned around, Bruce was dead.

The next morning, about 6 am, my daughter Kate was born on our living room rug in Cumberland, Maryland, her mom and I being a little slow leaving for the hospital. So I was reflecting as I listened to the Memorial Meeting this morning that as some dear Friends pass on, others come into our families, Meetings, and communities. Perhaps in future years during this time at our Annual Session, we can honor those who have left us in the past year and also welcome the children, grandchildren and others who have joined us.

Over the next few minutes, I want to introduce myself, give you a brief overview of Baltimore Yearly Meeting, and indicate what I hope to do while I'm with you in this position. I am honored to be given the opportunity to serve as your Interim General Secretary, following Riley Robinson's nearly nine years as your General Secretary. Thank you again, Riley, for your excellent service, and best wishes at Friends Committee for National Legislation.

As some of you know, former BYM Yearly Clerk Howard Fullerton served as Interim General Secretary for nearly ten months after Frank Massey's departure and before Riley began his service. (I heard a close relative of mine who is with us today tell a friend on the phone shortly after I started that "Bob was just hired as BYM's interim secretary general!" It had a great sound, but I suggested that title was a little imposing.) I started half-time on July 1st,

as I began a break from my private mediation and law practice, and I became full-time on August 1st.

I was born in the Fall of 1944 in Havre de Grace, Maryland, a pretty town just south of the Pennsylvania border that sits at the head of the Chesapeake Bay. This “Haven of Grace,” as the name suggested by Lafayette in 1780, nearly became the nation’s capital before Jefferson arranged a purchase from George Washington for some land along the Potomac for that purpose to appease Southern legislators. I changed families when I was six years old and moved nearly 400 miles down what is now Interstate 81 to Grayson County, Virginia, bordering North Carolina and Tennessee and at the top of the Old Dominion’s Appalachians. I grew up on a small farm, with relatives and neighbors working in lumber mills, furniture factories and textile plants, attended college at University of Richmond and Virginia Tech, served in the army, and studied law at the University of Iowa.

I am an attorney, but much of my career over the past forty years has been spent managing, directing, practicing law, lobbying for, and consulting with a range of state and national non-profit organizations in Iowa, Maryland, and the District of Columbia. These organizations have primarily been engaged in civil rights, environmental and consumer protection, legal aid, and most recently mediation and conflict resolution.

I first attended Quaker meetings in Iowa in the early 1970s, and became a member of Patapsco Friends Meeting in Ellicott City, Maryland in 2002. I became involved with BYM in 2005 as a member of the Criminal and Restorative Justice Committee; and in 2008 as a BYM appointee to Friends Committee on National Legislation, where I still serve on the General Committee, the Field Committee, and the Annual Conference Planning Committee. I have been a volunteer on Patapsco’s prison visitation group to South Mountain Friends Fellowship, at Maryland Correctional Institution-Hagerstown, for the past ten years. I have served on the steering committee of Maryland Alliance for Justice Reform since its creation in June 2014 at the initiative of Annapolis Friends Meeting’s Peace and Justice Committee, and I was a lobbyist for MAJR promoting incarceration reform legislation before the Maryland General Assembly during its 2015 session.

I was led to consider undertaking this Interim General Secretary position because of my high regard for BYM, for its mission, vision, values, and for this community. Since leaving the U.S. Army in 1968, I have been blessed with working on behalf of people and matters that reflect and nurture my leadings, as I feel blessed to be with you now in this position. From what I understood from last year’s Vision Implementation Statement and other sources, I view the job at this time as an engaging challenge and exciting opportunity; and upon reading the job description, I thought that perhaps I had some part of the experiences and skills you were seeking. I was simultaneously delighted and somewhat daunted when I was offered and accepted the position as your Interim General Secretary.

Baltimore Yearly Meeting is a very unique organization. As much as Friends like simple, BYM is not a simple organization. I have been to at least some portion of most of our Annual Sessions since 2005, but I have a lot to learn. All of our excellent year-round staff and many of BYM’s officers and committee leaders have been helping with my orientation and learn-

ing. I began my visits to Monthly Meetings around BYM in mid-July and I plan to visit with many of you over the next few months; and I have recently visited our camps at Catoctin, Shiloh and Opequon. I have also been reading lots of minutes, reports, budgets, policies, and procedures. This is not a simple organization.

I have sought to learn about our past, understand our present circumstances, and to begin thinking about our future during this time of exciting evolution. Many of you have heard from others at this podium earlier this week—BYM is 344 years old! Just reflect for a moment on the rich and tumultuous history that Friends have experienced from that summer in 1672 when George Fox came and preached to gathered Friends from the Meetings, farms, ports and villages throughout the region to that first session in West River, Maryland. Many of us continue to worship in Meeting Houses build over 200 years ago with members whose Quaker origins go back to that early American history.

Our 2011 Vision Statement indicates that “Baltimore Yearly Meeting is a worshipping community, gathered in the presence of the Divine, affirming that of God in every person. The Yearly Meeting knits Friends from the Chesapeake to the Appalachians into the larger Religious Society of Friends.”

BYM is a very active and productive organization. You have been receiving reports over the past few days from our committees and staff about much of our recent and pending activities. To highlight just a few, I would include:

- This Annual Session and beginning retreat on “Living in Right Relationship”
- Our continuing work on Vision Implementation, and
- Similar continuing work on the Faith and Practice revision
- Our intervisitation program
- Our Working Group on Racism campaigns, including incarceration reform and diversity and inclusion
- Our pending Outreach and Inclusion Coordinator staff position
- Our Unity with Nature work, including our Greening Campaign
- New and pending “Green Energy” systems at our Sandy Spring office and camps
- Work proceeding to fund and construct environmentally leading bath-houses at Catoctin and replace aging cabins throughout the camps
- Our outstanding camp programs
- Our youth and young adult activities
- BYM’s Women’s Retreat, Spiritual Formation Program, our pending “Grow Our Meetings” workshop, and other programs throughout the year
- Our *Interchange*, Yearbook, and other publications and our BYM website and other web-based communications
- Our growing development program, with recent successes including 2014’s Shoemaker Foundation grant and Roberta Warren bequest
- Improved governance, management, budgeting, financial oversight, and stewardship services

- Recently developed transportation and youth safety policies
- Ongoing supportive clerks conferences
- Active religious education, peace and social justice, advancement and outreach programs
- And much, much more.

Today BYM numbers around 7,000 members and attenders from 42 Monthly Meetings with 53 locations in Maryland, Virginia, Pennsylvania, West Virginia, and the District of Columbia. You have 25 committees and working groups served by hundreds of very active volunteers. BYM is affiliated with schools, retirement communities, assisted living and long-term care facilities, a Wilderness Center, and other programs; and we have representatives on and working relationships with Quaker organizations throughout the United States and around the world. We own or lease three camp properties in Maryland and Virginia, our office in Sandy Spring, and a large number of active and inactive meeting houses, cemeteries, and other real estate throughout the region.

We currently have a year-round full and part-time staff of ten people, of which three have begun in their current positions since July 1st. We also have about 120 staff during the summer at our four camp programs used by over 750 campers and volunteers annually. As indicated above, we also expect to hire a new Outreach and Inclusion Coordinator this Fall to help increase diversity in our camp programs and develop youth leadership; and we look for improved uses of technology, better coordination and communication, and other ways to increase and improve our services throughout the region.

At the Annual Session last year, your Vision Implementation Committee reported that “Our Yearly Meeting has wonderful resources—but we need to find ways to build on what we have, to integrate our knowledge, wisdom, and resources . . . to take us further in our journey of living as a community gathered in the Spirit.”

I understand that I will be an ex officio member of BYM’s new ad hoc Healthy Organization and Purposeful Evolution (HOPE) Committee that will be undertaking a continuing organizational review and making recommendations to support our continuing this journey. I think it is part of my role to meet with you and to work with your officers, committees, and members to help discern how this journey takes us; to help formulate some improved pathways for the journey; to focus on how your staff (including your next General Secretary) can best serve you; and on how we can best nurture, organize, manage and support our staff in helping fulfill your mission and vision.

Eight years ago, during our first Annual Session at Frostburg State University, I led a yoga session each morning from 8:00am to 9:00am called “Friendly Yoga—Gentle and Simple.” I camped out that week, and met Tasha Walsh and her daughter who had the tent next to mine. I met Bob Fetter, with us this morning, at that yoga workshop. I also met Becca Hall Gardner during the yoga workshop, who came with Friends from her Deer Creek Meeting. One thing led to another that Fall, and Becca is my wife. So I owe you “Big Time,” BYM.

The term “Yoga” became “yoke” and is translated as “Unity,” for a 3,000 year old system to promote the unity of body, mind, heart, and spirit. I know that yoga can work well to help calm and center us as individuals; and I suggest that it provides a good analogy for promoting unity, clarity, and centeredness for us as a gathered spiritual community and organization committed to promoting God’s will on earth.

I hope you are having a joyful and enriching time at this Annual Session, and that you will share with Friends back home what you’ve been doing here. This is an exciting time to be working for and participating with BYM. I invite all of us to embrace this time and these opportunities. Let us join together in this spiritual community, following our leadings from our Inner Light, from our Christ Within, to do right action in our Meetings, communities, and in the world.

I appreciate the many warm welcomes you’ve given me this week. On behalf of myself and on behalf of your staff, thank you for all your care and support. I look forward to my time with you as your Interim General Secretary.

COMMITTEE ANNUAL REPORTS

TRUSTEES OF BALTIMORE YEARLY MEETING

The Trustees of Baltimore Yearly Meeting (BYM) met at the 2014 Annual Session and the Interim Meetings in the fall, spring and summer. We had two teleconferences.

Vehicle and Driver Safety Policies: As noted in our annual report last year, the General Secretary was tasked by the Supervisory Committee to review risk management practices across all aspects of the Yearly Meeting. As part of that process, a working group of Trustees was formed to examine policies regarding the use of vehicles and driver safety. The overarching concern was to affirm and clarify policies that reflect the high standards for safety that we want to have regarding our children, our BYM staff, and our programs.

The insurance working group of Greg Tobin, clerk, Karen Treber, Riley Robinson and Harry Tunis were active throughout the year. Greg Tobin attended meetings of the Camping Program Committee and the Camp Property Committee, exchanged numerous emails and telephone calls with BYM staff, committee members, and our insurance agent so that all perspectives could be considered in creating a comprehensive policy. The working group focused its discussion on vehicles used by BYM staff on public roads in support of BYM programs or interests, including vehicles owned or leased by BYM, as well as other privately-owned vehicles used by BYM staff. Among other things, we looked at the approval process for drivers, how vehicles should be operated safely, how insurance claims should be filed and tried to understand and minimize the transportation-related risks involved in sustaining successful programs. Through multiple conversations with affected parties we have come to common agreements. For example the time for approval of drivers has been dramatically shortened from six weeks to several days and a plan for provisional approval of drivers by the Camp Program Manager, the General Secretary or the Camp Property Manager is in place.

At the Interim Meeting held at Patuxent Friends Meeting in June, Trustees approved the “Vehicle and Driver Safety Policy and Procedures.” BYM staff will use this document for the camping season and into the winter months. In 2016 we will review this document and make any adjustments that appear to be needed based on our experiences with vehicle and driver safety. We anticipate having a document for Yearly Meeting approval at the Annual Session in August 2016. As with all approved policies we will suggest time periods for future review.

Approval of Contracts: Trustees approved contracts for the HVAC project at the Yearly Meeting office, the solar-power installation at the YM office, road adjustments at Catoctin, and forestry management at the camps. We have a contract with Miche Booz for design development, cost estimation and assistance getting building permits for the bathhouse at Catoctin. We also approved the comprehensive insurance policy with GuideOne.

Audit: We reviewed the 2013 audit and contracted with the new firm for the 2014 audit. Because of the complexity of our finances, Trustees decided to have an audit every year. Adjustments have been made in office practices as a result of the management letter that

accompanied the 2013 audit. For 2014 several adjustments to Note 1 were made that explain the nature of the Yearly Meeting.

Approval of the 990 filing: Each year Trustees approves the forms submitted to the IRS. We are ahead of last year's schedule for completing the audit and the IRS Form 990.

Property within the Yearly Meeting: Tom Hill has continued his project of creating a comprehensive list of properties owned by BYM or any of its predecessor or constituent meetings. We hired a surveyor to help clarify the location of the Bush Creek Friends Burial Ground so that a clarifying deed could be filed.

Acceptance of a bequest: Trustees accepted the gift from Roberta Warren's 401(K) account. In accordance with her wishes, half of the bequest was for Catoctin camp scholarships and the remaining portion could be used for Catoctin property improvements.

Monitoring of our funds: Arthur David Olson created a comprehensive spreadsheet that keeps us current about our holdings with Friends Fiduciary Corporation (\$505,255) and with Morgan Stanley (\$637,506) as of June 9, 2015. Most of this value is restricted or partially restricted by donors. Trustees invested \$58,000 of cash in excess of cash-flow needs with Friends Fiduciary Corporation. We plan to do such rebalancing on an ongoing basis.

We are establishing a subcommittee of Trustees along with representatives of several other committees to create a policy on reserves. Among other issues to be examined are the purposes for holding reserves, the desired amount of reserves, methods for acquiring reserves and the accounting practices for reserves. We hope that the work of this committee will be available to Trustees at the spring Interim Meeting in 2016.

Financial Manual: Tom Hill and Margo Lehman have been gathering documents related to financial policies approved in recent years. Arthur David Olson has reviewed Trustees minutes back to 1971 and compiled a list of financial policies approved by Trustees along with those policies cited in the minutes. All this material will be reviewed for possible inclusion in the financial manual. As a first step, Stewardship & Finance Committee in June established a higher threshold above which BYM checks require two authorized signatures. At our June meeting, Trustees approved new authorized signers for several of the BYM bank accounts.

VEHICLE AND DRIVER SAFETY POLICY AND PROCEDURES

Approved by Trustees at Interim Meeting on June 13, 2015 as an interim policy

Policy and procedures will be re-evaluated after the 2015 camping sessions. Trustees anticipate bringing a revised draft to Winter Interim Meeting in March 2016 for consideration and to Yearly Meeting in 2016 for approval.

Preface

This Vehicle and Driver Policy is composed of the following sections:

1. Introduction

2. Vehicle maintenance
3. Approval of Drivers and Vehicle operation
4. Appendices

BYM Trustees are responsible for periodic review and revision of this policy with input from committees and staff most familiar with vehicles and their uses.

1. INTRODUCTION

Baltimore Yearly Meeting (BYM) seeks to provide a safe and secure environment for everyone who participates in its programs and activities. This “Vehicle and Driver Policy Procedures” document is intended to apply to all vehicle and driver practices used in service to any BYM programs.

1.1 Purpose of vehicles

- 1.1.1 BYM owns, leases, and operates a fleet of vehicles for the purpose of providing transportation related to BYM-approved activities and to assist BYM staff and approved volunteers in carrying out work-related activities as necessary. BYM shall set policies in accord with all applicable laws, regulations and insurance requirements.
- 1.1.2 BYM shall provide safe vehicles for its personnel (both paid and volunteer) to drive and to transport others. BYM personnel shall maintain and operate vehicles in accordance with BYM policy and procedures to ensure continued safety and insurance coverage. BYM shall establish and maintain specific staff assignments for the management oversight responsibilities for each vehicle owned or leased by BYM (BYM Vehicles), operated by BYM staff, or owned and operated by volunteers.
- 1.1.3 BYM vehicles may not be rented. BYM vehicles may not be loaned to individuals or organizations for purposes that are outside the purpose/mission of BYM. At the discretion of the Camp Property Manager, vehicles may be used to support activities such as those of Monthly Meetings, Friends Schools, and other Quaker activities that are broader than those directly organized by BYM as long as the vehicle is operated by a BYM-approved driver.
- 1.1.4 The Camp Property Manager may assign vehicles that are temporarily out of use to trusted individuals for storage and periodic use to help keep them in running order. The individuals entrusted to provide care for the vehicles shall be BYM-approved operators who shall agree to run the vehicles for approximately 0.5 to 3 hours per month. Only drivers approved by BYM shall drive the vehicle. To lessen crowding in the parking lot at the BYM office, the Camp Property Manager may choose to store vehicles in alternative locations.
- 1.1.5 Any vehicles having no anticipated BYM activity assignment in the next 12 months will be sold or discarded at the discretion of the Camp Property Manager.

1.2 Vehicle Procurement, Ownership, and Responsibilities

- 1.2.1 As with all other assets, the vehicles are owned by BYM and are under the care of the Trustees.
- 1.2.2 BYM Trustees are responsible for periodically updating this Policy in consultation with the General Secretary, The Camp Property Management Committee, the Camp Property Manager, the Camping Program Committee, the Camp Program Manager, and others as appropriate. By default, Trustees will review the policy every three years.

- 1.2.3. The Camp Property Management Committee and the Camp Property Manager are responsible for purchasing, selling, equipping (with BYM-designated accessories), performing periodic inspections with a BYM checklist, and maintaining vehicles used by BYM.
- 1.2.4. BYM staff members are responsible for recruiting and training BYM drivers in the safe use of the vehicles that they are authorized to operate. For example, the Camp Program and Camp Property Managers are responsible for vehicle use related to BYM Camps; the Youth Program Manager is responsible for vehicle use related to Youth Programs; and the General Secretary or designated full-time staff member is responsible for vehicle use related to Annual Session and Interim Meetings.
- 1.2.5. All BYM vehicles shall be registered, inspected, licensed and insured as required by applicable laws rules and regulations.
- 1.2.6. The Trustees are responsible for reviewing vehicle insurance requirements and maintaining policies in force. Trustees shall consult with the Camp Property Manager, Camp Program Manager, General Secretary and others as appropriate.
- 1.2.7. Records of registration and insurance shall be maintained at the BYM office. Registration and insurance documents shall be kept within each vehicle.
- 1.2.8. A staff member who uses a vehicle may make personal stops in the course of work, but may not use it for extended personal uses. The availability of a vehicle is for work-related activities and not a fringe benefit.

2. VEHICLE MAINTENANCE

- Vehicles shall be properly maintained to ensure that they can safely fulfill their required uses.
- 2.1 In general, the maintenance of all vehicles is the responsibility of the Camp Property Manager. Camp Directors share the responsibility of vehicle maintenance while the vehicles are used for their camp activities.
 - 2.2. Vehicle maintenance records shall be stored in the BYM office.
 - 2.3 Critical vehicle maintenance shall be performed by a licensed and insured mechanic. Minor maintenance tasks can also be performed by the Camp Property Manager or a BYM employee/volunteer judged to be qualified by the Camp Property Manager.
 - 2.4 The Camp Property Manager shall maintain a list of all BYM vehicles, incidents, insurance claims and other issues and provide this list to the General Secretary upon request. In the first month of each year, the General Secretary shall provide Trustees with a summary vehicle report on the previous year vehicle experiences. The report, shall contain a list of the vehicles, vehicle incidents, insurance claims, and any other issues requiring attention, including proposed modifications to the Vehicle and Driver Policy.
 - 2.5 The Camp Property Manager shall prepare a vehicle inspection checklist for inclusion in each BYM vehicle. The Camp Managers or Directors shall train the approved drivers in the use of the checklists to ensure that inspections are performed within the necessary time intervals specific to each vehicle.
 - 2.6 The Camp Property Manager shall ensure that each vehicle contains sufficient equipment for the safe operation of the vehicle. In addition to the inspection checklist, additional items may contain kits to assist in dealing with roadside repairs, accidents, or winter driving. Buses and other vehicles carrying flammable liquids (e.g., stove fuel) shall be equipped with a fire extinguisher which shall be inspected according to law by the Camp Property Manager.

3. APPROVAL of DRIVERS and VEHICLE OPERATION

All BYM drivers must keep safety as the top priority while driving at all times and in all circumstances.

- 3.1 The General Secretary, Camp Property Manager, Camp Program Manager and other BYM staff as assigned responsibilities require shall approve the appointment of employees and volunteers to operate BYM and personal vehicles used for BYM activities in accord with input from the insurance company. For clarity, the General Secretary is responsible for vetting and overseeing drivers at Annual Session and Interim Meetings, the Youth Programs Manager for drivers related to Youth Programs, the Camp Program Manager for camp drivers during training and camping weeks, and the Camp Property Manager for all other drivers.
 - 3.1.1 BYM staff shall collect a completed operator's application (please see Appendix I) for each proposed BYM vehicle operator. Whenever possible, staff will submit the required information to the insurance company for review with sufficient lead time prior to the intended operation. Due to the time required to access and review driving records, "sufficient lead time" is normally defined as two weeks. After a review of the applicant's driving records, the insurance company will either add the applicant to the policy as an operator or exclude the applicant from coverage. The insurance company will notify the BYM staff member and the General Secretary of its decisions and provide a complete list from time to time. BYM staff may submit an applicant who was previously on the excluded list for re-evaluation after two calendar years. In the event that a driver is needed on short notice, BYM staff may pre-screen the application internally by obtaining the driving record from the individual or from a motor vehicle office in states where this can be readily accomplished. BYM staff can then provisionally approve or disapprove the applicant based upon known and current qualifying criteria used by the insurance company and whether the applicant has ever been excluded from coverage by the insurance company. BYM staff shall not grant provisional approval to an individual previously named by BYM or by the insurance company as an excluded driver nor to an applicant under the age of 22. A provisional approval by BYM enables drivers to serve pending official approval by the insurance company upon receiving the completed application. All applications to drive a bus of more than 14 passengers must be processed through the insurance company and not given provisional approval by BYM staff. These procedures serve the dual purpose of allowing the insurance company to assist BYM staff in vetting drivers and enabling drivers to be named on the BYM insurance policy.
 - 3.1.2 The General Secretary and/or BYM staff member approving an operator's application shall consult with the insurance company at least each January to obtain current qualification criteria and to obtain a list of approved and excluded drivers.
 - 3.1.3 Although the criteria for authorization of vehicle operation may change over time, applicants who do not have the appropriate legal credentials for the assigned driving responsibility shall not be approved. For example, as of 5/1/2015, applicants must possess an active Commercial Driver's License (CDL) class B (or better) with a "passenger endorsement (P)" for approval to drive a bus used for BYM activities.
 - 3.1.4 Additional criteria are subject to change by mutual agreement of BYM Trustees, BYM Staff, and the insurance agent. As of 5/1/2015, these criteria include the following:

- all BYM drivers must be at least 21 years of age to drive for BYM
- BYM drivers under the age of 25 must not have been convicted of or have pled guilty to a moving violation or have caused an accident within the previous 3 years
- BYM drivers must have a valid CDL of the correct class and preferably be at least 25 years of age to operate a full-size bus (greater than 14 passengers)
- BYM drivers over the age of 70 shall obtain a completed Physician's Report of Driver Fitness from their physician (the e-form is provided by the insurance company to BYM staff)
- Applicants who have had a major violation or multiple minor violations within the previous three years may be classified as ineligible for driving vehicles
- BYM staff driving their own vehicles from one BYM site to perform work at another BYM site shall be considered commuting and not be subject to BYM driving policies.

BYM staff may submit a small number (less than 5) of applicants who do not meet all of the criteria to the insurance company for consideration as long as they are at least 22 years of age and have shown a history of responsibility within the camping program. In these rare cases in which the insurance company approves drivers who do not meet the criteria, the supervising BYM staff member shall provide additional oversight and supervision of the driver and may impose additional restrictions not applicable to drivers who exceed the criteria.

- 3.1.5 Only BYM staff so designated by the General Secretary may authorize BYM drivers. The BYM staff member authorizing operation of a BYM vehicle or a privately owned vehicle for use in BYM activities shall provide the approved operator with a summary of the Vehicle Operation portion of this policy containing relevant details prior to operation of the vehicle. Examples of policy summaries for camp and for Annual Session are in Appendices 2 and 3. The BYM staff member shall review the policies orally with each approved operator at least once a year.
- 3.1.6 Authorized operators must report accidents, traffic violations, and other incidents involving BYM activities within eight hours to the Camp Property Manager or nearest responsible year-round BYM staff person regardless of fault. Because authorization to drive is based partially on driving records, authorized operators must also report accidents and moving violations within 24 hours to BYM even when the incident is unrelated to BYM activities or if involved in an accident in which the BYM driver was not at fault.
- 3.1.7 Either the General Secretary or the BYM staff member who approved the driver may revoke that driver's authorization to operate vehicles for BYM purposes.
- 3.1.8 Prior to transporting minors, operators must have passed a BYM background check.
- 3.1.9 The General Secretary or duly designated BYM staff person shall authorize drivers to transport other attendees at Annual Session using one of two methods. The General Secretary may forward the applicant's name and images of his/her driver license and proof of insurance information to the insurance company at least two weeks prior to the start of Annual Sessions for determination of eligibility by the insurance agent.

Alternatively, the applicant can provide an image of the drivers license and proof of insurance along with a copy of their driving record for determination of eligibility by the General Secretary.

- 3.2 Safe operation of vehicles is a priority of all BYM programs that use BYM or personal vehicles. Approved drivers shall comply with the following requirements and those specified in the Youth Safety Policy.
- 3.2.1 Drivers shall be well-rested and alert. Drivers may refuse to drive in support of BYM programs when they feel that they are in any way impaired or otherwise unable to drive safely.
- 3.2.2 Drivers shall strive to obey all driving-related laws and follow all BYM policies and procedures when operating motor vehicles.
- 3.2.3 Drivers shall operate vehicles within the passenger and weight limits posted on the vehicle.
- 3.2.4 Drivers shall carry passengers only in passenger compartments and not exceed the designated seating capacity of the vehicle.
- 3.2.5 When operating the vehicle, drivers shall not consume alcohol or use stimulants within 12 hours before and while driving for BYM.
- 3.2.6 Drivers shall not smoke, read, talk on a phone without a hands-free device, text, or engage in other distracting behaviors while driving for BYM.
- 3.2.7 For buses and other vehicles that require Class B CDL, the use of cellular phones to make calls or send/receive text messages while driving is not permitted regardless of whether a hands-free device is available. If a call is required, the driver shall pull into a safe area to make the call.
- 3.2.8 The use of hands-free cell phone devices in vehicles that require only a class C license will be permitted when: (1) communication is of a critical nature, (2) when no passengers are in the vehicle, (3) in regions where the use of hands-free devices is permitted by law (4) if the use is done in a safe manner, and (5) if circumstances allow hands free devices to be operated safely.
- 3.2.9 Drivers shall disallow smoking in vehicles or transporting fireworks or explosives. Firearms and other weapons may not be carried in vehicles without the written approval of the General Secretary or the Camp Property Manager. Flammable liquids, such as gasoline, may only be transported in the back of pick-up trucks equipped with a fire extinguisher, and, if carried, shall be in safety containers designed to hold flammable liquids. Stove fuel must be carried in approved containers.
- 3.2.10 Drivers govern passenger behavior in vehicles that they are driving in support of BYM activities. Distracting behaviors are unsafe and should not be allowed to continue. If necessary, the vehicle shall be safely driven to the side of the road until the disruptive behaviors end.
- 3.2.11 Bus drivers shall acquaint riders with BYM guidelines for safe transportation. A sign summarizing these basic guidelines shall be posted inside each bus.
- 3.2.12 Prior to driving the vehicle, the driver shall inspect the vehicle for any condition that may potentially result in unsafe operations. For each vehicle, the Camp Property Manager shall provide a vehicle inspection checklist that specifies items to inspect and the frequency of such inspections. For example, engine oil and coolant levels may require daily inspection in some vehicles. Regular pre-trip inspections and records of these inspections are required for safe operation of the buses.

- 3.2.13 Drivers and passengers shall use seat belts as provided in the vehicle.
- 3.2.14 Providing rides to persons unaffiliated with BYM is prohibited unless in an emergency.
- 3.2.15 Each driver is responsible for paying fines, tickets, or citations related to unlawful operation and parking of vehicles. As specified above, drivers shall report moving violations to BYM staff.
- 3.2.16 Some BYM vehicles use gasoline while others use diesel as fuel. The Camp Property Manager shall post signs within each vehicle specifying the type of fuel to be used. BYM Staff members providing diesel-burning vehicles to seasonal or occasional BYM-approved drivers shall remind the driver of the fuel requirements.
- 3.2.17 Drivers may be supplied with credit cards to fuel vehicles at the discretion of the General Secretary. BYM-credit cards may only be used to fuel BYM-owned vehicles. Drivers without BYM credit cards shall submit receipts to the supervising BYM Staff member for reimbursement.
- 3.3 **Use of Personal Vehicles**
 - 3.3.1 Upon authorization from a designated BYM staff member, a personal vehicle may be used for BYM business by the owner of the vehicle. Driving for “BYM business” is defined, in part, as driving at BYM activities and does not include personal transport or carpooling to BYM events. Thus, transporting passengers from one building to another at Annual Session meets the definition whereas transporting oneself and/or passengers to Annual Session does not meet the definition.
 - 3.3.2 As in the case of driving BYM vehicles, all BYM policies governing driving and child/youth safety shall be followed when driving personal vehicles. For example, drivers carrying passengers under the age of 18 must be 21 years of age or older and have a second adult over the age of 21 present unless in emergency situations
 - 3.3.3 Drivers of personal vehicles for BYM use shall be governed by the same policies and procedures as drivers of vehicles owned by BYM. For example, those wishing to use their personal vehicles to transport others for BYM activities shall be pre-authorized by BYM staff and shall practice safe operation as specified in the above sections. The personal vehicles must be registered, licensed, insured, and in good working order.
 - 3.3.4 Drivers of personal vehicles shall present a valid drivers license and show proof of insurance for their vehicle to the authorizing staff member.
 - 3.3.5 At Annual Session, no transportation beyond the campus is authorized for BYM purposes except in case of a medical emergency unless the off-campus transportation is related to transporting to and from train, bus, or other transportation stations.
 - 3.3.6 Minors, defined as those under 18, shall not be driven in personal cars on BYM business except in an emergency that occurs when BYM vehicles are not available. Except in an emergency, drivers transporting minors must be approved operators. In an emergency, the prevailing authority (e.g., Camp Director) shall be notified prior to transporting, if at all possible.
- 3.4 **Camp-specific vehicle use**
 - 3.4.1 As specified in 3.2, vehicles are to be operated in a manner that emphasizes safety over expediency. Camps shall employ, as direct employees or contractors, a sufficient number of authorized drivers to conduct their business without risking operation by fatigued drivers. For residential camps, at least two CDL-B drivers are preferred and/or the use of contracted CDL Drivers.

- 3.4.2 Whenever possible, only camp vehicles shall be driven on camp business. Camp kitchen managers, cooks, and work-grantees may drive themselves in a personal vehicle with one other staff person over the age of 18 on a short shopping trip if the camp vehicles are not available provided that they have been approved by BYM to do so.
- 3.4.3 Camp staff, especially specialized staff such as rock-climbing instructors, may use their personal vehicles to transport themselves to a location outside of the camp boundaries to perform assigned tasks. Whenever possible, such camp staff shall obtain prior authorization by BYM staff. If authorization is not obtained, it shall be understood that the camp staff person is not currently on BYM business while commuting from one work location to another
- 3.5 **Emergency procedures**
- 3.5.1 In a medical emergency, a non-approved licensed person over the age of 21 is authorized by BYM to transport an individual in a properly registered, inspected, licensed, and insured vehicle to a doctor or hospital after discussion with camp director or other authority. To assist the individual needing medical attention, and for youth safety purposes, the driver shall include another adult or two minors whenever possible.
- 3.5.2 Upon resolution of the emergency, the driver shall report the details of the event to a camp director or other authority.
- 3.6 **In case of a vehicle accident in a BYM vehicle**
- 3.6.1 The Camp Property Manager shall place a brief procedural accident response checklist inside each vehicle. The following procedures may be summarized on the checklist.
- 3.6.2 Stop the vehicle in a safe place, check on the welfare of the occupants, and get help as needed.
- 3.6.3 In the event of injury or if it is unsafe or impossible to drive any of the vehicles involved, call the police.
- 3.6.4 Exchange information with the driver of any other involved vehicle including name, address, phone number, insurance company and policy number, driver's license number and license plate number.
- 3.6.5 Make a written description of each car including year, make, model, and color and the exact location of the collision and how it happened. If possible, take photographs of the damage to all vehicles and the surrounding area.
- 3.6.6 Refrain from assessing blame for the accident to other drivers or from accepting or admitting responsibility for the accident to anyone.
- 3.6.7 Call the Camp Property Manager or BYM staff member. After obtaining the necessary information from the driver who was involved in an accident, the BYM staff member will contact the insurance company.
- 3.6.8 Submit a written accident report to the Camp Property Manager or immediate supervisor.

Appendices:

Appendix 1: Form for authorization to operate a vehicle for BYM activities

Appendix 2: Youth safety policy

Appendix 3: Abbreviated policy governing operation of vehicles (2 page max – to be written after content of main policy is solidified)

Appendix 4: Instructions for what do to in the event of an accident.

SEARCH

Search Committee is responsible for assuring that BYM has strong leadership in its Yearly and Interim Meeting clerks and recording clerks, its treasurer, and assistant treasurer, its Supervisory and Nominating Committees.

We are fortunate that the YM and IM leadership is continuing with joyful energy and creative ideas.

We will name Mary Campbell (FMW) to Supervisory Committee to replace Jolee Robinson, who has served on Supervisory for four years and will cycle off. Mary is enthusiastic about taking on the search for a new General Secretary. She will be appointed to a one-year term so that Supervisory gets back on track with two new (or returning) Friends each year, per Manual of Procedure guidelines. Supervisory Committee terms are two years, renewable up to six years.

We hope to refresh Nominating Committee with four Friends from Meetings that are not represented among the eight continuing members. We have three Friends to bring forward as of this writing. Nominating Committee is a guiding force for BYM, populating all its other committees and representative positions.

We are grateful to many for discerning with us who, from their Meetings, might be led to fill the needs of our blessed community. Your suggestions and encouragement guide our work.

With love and appreciation from your Search Committee,

SUPERVISORY

The Supervisory Committee guides and supports the work of the General Secretary of Baltimore Yearly Meeting (BYM) and ensures support for and care of all staff members of the organization.

Personnel Issues: Upon the recommendation of the Camp Program Committee, the Supervisory Committee reviewed the job description of the Camping Program Manager and upgraded it to better signify the change in the role and responsibilities that had evolved over the years. The new job description resulted in a salary adjustment to align it with the new role and responsibilities.

On receiving Alison Duncan's resignation, the Supervisory Committee appointed a member to serve on the interview committee for a new Youth Programs Manager. Jocelyn Downling was chosen to be the new Youth Programs Manager and will begin work on 1 Eighth month.

In Spring 2015 we received from the Camping Program and Development Committees a draft job description for the new Outreach and Inclusion Coordinator ("OIC"). We revised the OIC job description and secured Interim Meeting approval in June. Supervisory appointed one member to the OIC interview group.

The Supervisory Committee approved the job description for a Bookkeeping Assistant, secured Interim-Meeting approval of the job description, and appointed a member to serve on the interview committee. The interview committee agreed on a candidate and the General Secretary hired Emily Morgan to be the new Bookkeeping Assistant at the beginning of July.

In addition to finalizing particular job descriptions and having a member serve on each interview committee, the Supervisory Committee maintains a *Personnel Handbook* for the Yearly Meeting, which it has revised throughout the year and continues to update. For example, in 10th Month, 2014, Interim Meeting approved a change in policy to allow grant funds to be used for staff. In response, Supervisory has added the following language to the *Personnel Handbook*:

Provisions of this handbook apply to all parttime and fulltime employees, regardless of the funding source or position within the Baltimore Yearly Meeting organizational structure, unless specifically stated otherwise in the provisions.

Property Issues: Supervisory Committee is responsible for the maintenance of the Yearly Meeting Office property in Sandy Spring. During the past year, a new heating and air conditioning system was installed at the Office building, we approved the installation of solar panels on the Yearly Meeting office grounds, and we endorsed the installation of new lighting in the Office parking lot for safety. In June we finally approved repairs and some reorganization of the second floor of the Office Building to provide additional space for BYM staff. We anticipate some additional changes to make the second floor more accessible to all Friends.

General Secretary: As in past years, the clerks of Yearly Meeting, Interim Meeting, and Supervisory Committee served as a Review Committee to gather information and conduct a performance evaluation of the General Secretary. The review committee consulted with BYM staff, local-Meeting clerks, and Yearly-Meeting officers and committee clerks. The General Secretary provided a written selfevaluation as well. The purpose of this review is to provide feedback and guidance to the General Secretary on his performance as leader of the Baltimore Yearly Meeting. After considering the report of the Review Committee, Supervisory united on continuing his employment for another year.

In May, Riley Robinson accepted a job with FCNL and announced his resignation as General Secretary. The Supervisory Committee researched the appointment process in 2005-2006, proposed a similar process for identifying a new General Secretary, and secured Interim-Meeting approval for the search process at the June session. It also developed a position description for an Interim General Secretary, and in late June, hired Robert J. "Bob" Rhudy for that position.

2015 Budget and Human Resources Costs: Office of the Baltimore Yearly Meeting human resources costs for 2015 are as follows:

CATEGORY	AMOUNT
Total Human Resources Costs	\$632,421
Aggregate Salary ¹	\$479,388
Employer Portion of FICA Tax	\$36,673
Benefits, including Health Care and Retirement (403(b)) Contributions	\$116,360

¹ 1.3 percent COLA increase and a 1 percent general increase, effective the First Month of 2015.

ADVANCEMENT AND OUTREACH

We were pleased to be joined by the IM Clerk and the Director of Development at the Spring Interim Meeting to be briefed on the proposed outreach efforts funded by the Shoemaker grant. We look forward to working with staff in the coming year to implement these.

We conducted a workshop at Langley Hill for BYM meeting members who wanted to learn how to use the Internet to attract members, about improving their web sites, and our efforts in collecting and posting outreach materials from BYM meetings and other sources. It's our intention to create an on-line reference of outreach materials used by some meetings so that other meetings might use them a place to start, or a template to be followed.

We had funds in our budget for an exploratory Quaker Quest session. We received no request for that; so, we released those funds and reduced our request for FY-16.

A&O discussed changing the name of the Yearly Meeting but has not found unity yet.

CAMP PROPERTY MANAGEMENT

The Camp Property Management Committee is pleased to report that the camp properties were generally well used, well cared for, and in many ways improved. We have had many improvements at the camps this year. The Committee depends on the dedication, skills, and knowledge provided by David Hunter, Camp Property Manager. We thank our Shiloh caretaker Jake Butler, and our Catoctin caretaker Don Frame, for their stewardship of our cherished camp properties.

The Camp Property Management Committee met several times this past year, including one joint meeting with the Camping Program Committee. Some members join the meetings via conference call. We are pleased to report that the properties are doing well and are tenderly cared for, even if there are seemingly endless issues that need to be addressed.

The camps are a treasured resource to most of the BYM community, some would say priceless. Many Friends rent the properties for Meeting or family retreats and events, and we hope to find ways to increase these rentals – please consider ways in which you and your Meeting might better utilize the camp properties. We encourage everyone to volunteer for

one of the spring or fall Friends Service Weekends and enjoy the beauty of our camps, while helping maintain and improve the camps while holding down costs. The number of Friends Service Weekends has been decreasing in recent years. To encourage participation, David Hunter, with the help of the joint efforts of Camp Programs and Camp Property Management Committees, instituted a “mini-camp weekend”, which includes a few structured camp-type activities for families.

The Camp Property Management Committee is working closely with Ann Venable on strategies for marketing that would help raise interest and thus contributions to Camp property upkeep. David Hunter designed a small cabin playhouse that was originally used as a fun camp activity for the campers at Opequon. David unassembled the small cabin playhouse and brought it to Annual Session where it was used as a fundraiser. The small house was re-assembled piece by piece as the donations came in.

We take environmental impacts and considerations into account in all of our decisions. The CPMC’s “Green Working Group” has proved useful as a link between different BYM Committees and has provided some tangible information on alternative energy options for BYM, the camps, and others affiliated with BYM. We are developing plans that incorporate alternative energy production at the camps as well as environmentally sustainable methods of construction and waste water management at the camps. We also look forward to continuing to participating in the vision implementation process which is ongoing within BYM.

Cabin replacements at all three camps continue on a rotating schedule and within budget. Larger capital improvements such as new bathrooms at Catoctin are in the design phase. We are working with Development Committee on a Capital Campaign for a five year plan to complete major improvements to camp’s property.

Alene Carteret (Homewood) and Gloria Victor-Dorr (Sandy Spring), co-clerks

CAMPING PROGRAM

As we write this report, we received the following email:

To all people involved in TA: [Teen Adventure]

Thank you so much for organizing this wonderful program.

My son Jesse came back happy, inspired, filled with stories to tell.

He is singing, remembering, and missing kids and counselors.

He became noticeably stronger, has more endurance.

I believe trips like this make these kids to become better people.

Thank you!

Messages like this are what inspire our committee and staff to do the hard work it takes to maintain our camping program and properties.

The Camping Program Committee (CPC) met nine times this year. Four of our meetings were conference calls and five meetings were in- person. Two in person meetings included the camp directors.

We are happy to report that our camps remain healthy, happy places that foster personal and spiritual growth. While there are many challenges to running an outdoor religious education program, the committee has every confidence in our staff and volunteers to provide a safe, nurturing environment for our youth. The communities we create at our four camps are made up of youth 9-17 years old, counselors and directors 18-30+ years old, and adult volunteers and work grant participants. Our work grant program is particularly unique because it allows an adult to work at one of our camps and receive credit toward their camper's fees. We also have work grant adults who contribute their "credit" to our scholarship program. It is not unusual to find retired folks working for a week just so they can be part of a vibrant Quaker community. BYM Camps are special places because we intentionally create them to be loving, diverse places. We are as diverse as the world around us: age, race, sexuality, nationality, gender identity, and cultural background, etc.

Much of the work of our committee is setting camp policy and supporting the operation of the camps. We set the budgets for the camps. We work with the Camp Property Management Committee to set priorities for the physical needs of our camps. We are also working on strengthening our camp alumni program. CPC exchanges liaisons with the Camp Property Management Committee, the Development Committee and Stewardship and Finance. The Working Group on Diversity also reports to us and joins our discussions when they can. Our clerks represent us on the Youth Safety Policy Working Group and the BYM Finance Group.

In February, we met with the Camp Property Management Committee. An update was given on camp properties and development plans. We also discussed budget issues and heard an update on the Capital Campaign from Ann Venable, BYM Development Director. The idea of the Family Camp Weekends was developed and acted on at this meeting. This spring David Hunter planned one weekend at each camp that included programming for all ages as well as service projects to help accomplish maintenance tasks. These were highly successful and will continue in the future.

Through the year, the Camping Program Committee has worked with Baltimore Yearly Meeting Trustees to develop a workable driving policy. The Camping Program Committee clerks and Camp Program Manager also participated in the conference calls of the Baltimore Yearly Youth Safety Policy Working Group. We continue to work together to create a workable policy that maintains youth safety. The operation of the camping program is different in a number of ways from the operation of other BYM programs, which creates challenges in creating and implementing policies in these areas.

Outreach and Inclusion Coordinator: In consultation with the CPC, the Working Group on Diversity applied for funding from the Shoemaker Fund for "Growing Diverse Leadership in BYM." The receipt of this grant has led to the creation of The Outreach and Inclusion Coordinator, who will work with the BYM Camp Diversity Program. We hope this program will "increase diversity at camps, in local Meetings, and the Yearly Meeting," The CPC worked with the Supervisory Committee, the Development Committee, the Development director and the BYM Clerks to create a job description for this position.

Surveys: Each fall (post camp), the CPC committee reviews family surveys. A subcommittee calls families that have expressed concerns or recommendations on the surveys. A theme that emerged was confusion and complaints about work grants, kitchen work, etc. Another theme this past fall was that new parents are sometimes confused by the equipment list, expectations on check-in day, and registration. Each of these items were discussed and the committee organized action steps. Each year, we also review possible changes to the survey language for next year to create more clarity. The committee considers these surveys important feedback, and sees them as helpful in improving our program.

Catoctin Quaker Camp Directorship: This spring one of our co-Directors, Kathryn Gilbert, resigned due to an employment opportunity. There was been a search through the spring for a new co-Director without success. Kathryn was able to continue to work through the pre-camp and first session of the summer, but has now had to leave for her full-time work. We are grateful for her years of work with the BYM Camping program and wish her well. Fortunately, through the work of our Camping Program Manager, Jane Megginson, and Director Dyresha Harris, camp staff and counselors, the summer has been successful.

Areas that the committee needs to work on: This year our camper recruitment was close to last year's numbers but we had difficulty filling slots for different sessions at different camps. The Outreach subcommittee will focus on organizing more open houses and increase outreach to meetings. Counselor recruitment continues to be a concern because many young adults are having to find higher paid summer work or engage in summer internships for future careers. The committee will try to help directors with counselor retention and recruitment. Another area is engaging camp alumni, on which we are working with the Development Director to improve.

The Firecircle is (the Camping Program's annual newsletter) goes out to approximately 7,500 camp families and all BYM families. It is by far our largest outreach mailing. Look for it this fall for highlights of this summer's camping season, and encourage Friends, friends, and neighbors to check out our camping program. Our website provides a lot of pictures and information about each of our camps: www.bymcamps.org.

Camp Program Manager: This report would not be complete without mentioning the hard work and dedication of our Camp Program Manager Jane Megginson. Jane's knowledge of best practices in contemporary camp programs, state laws in 4 states, and Quaker practice help us to run our program in a professional manner that is consistent with Quaker values. Along with Jane, the camping program is supported by the entire BYM office staff. From managing our budget to sending out publications and mass emails, to managing and raising the funds for camp properties and operation, these Friends are an integral part of our camp team. This program is successful because the entire BYM community embraces it on different levels. It takes all of us working together to make our camps wonderful growing places.

Baltimore Yearly Meeting has been running summer camps for almost a century. From the shores of the Chesapeake Bay to the Appalachian Mountains, we have provided young

people and adults, alike, the opportunity to grow physically and spiritually in the natural beauties of this earth. In the Quaker tradition, BYM camps are simple places: rustic cabins nestled in the embracing arms of the forest around them. Relying on human ingenuity and interaction for enjoyment, these camps are a respite from the world whirling around us. In the warm glow of welcoming, nurturing Friends, we find strength and support. Fostering the Light within us all, our camp communities bring strength and comfort to us all, and help prepare us to go forth in the world.

Gary Gillespie (Homewood) and
Harry “Scotty” Scott (York), Co-clerks

DEVELOPMENT

The Development Committee recognizes that its task is much more than merely raising money to help support the array of programs and services that the Yearly Meeting provides to Friends and their Monthly Meetings. It sees its charge as development in the broader sense of helping to create a more cohesive, vibrant structure that, as the BYM Vision Statement says in part, *“knit[s] Friends from the Chesapeake to the Appalachians into the larger Society of Friends [and]... expand[s] opportunities for Friends to meet together and know each other in that which is eternal.”*

The Committee knows this effort extends well beyond its own members and staff and involves working closely with other Yearly Meeting committees and officers. Part of these efforts in the last year has included visits by Development Director Ann Venable and General Secretary Riley Robinson to Monthly Meetings on First Day and to events in the Friends’ homes. These visits have resulted in valuable feedback that has helped shape the Development Program going forward. Committee staff and the clerk also have participated in monthly financial conference phone calls with other committee clerks and staff, including Trustees, Camp Program and Property Management and Stewardship and Finance. We see this regular exchange is invaluable in helping the many parts of the Yearly Meeting pull as a team.

In its annual report last year the Development Committee stated that it sees its work as community building work. Over the past year, the committee has focused on laying a more solid foundation for community building. Some of the major planks in this ongoing construction have included:

Shoemaker Grant: Early this year the Yearly Meeting learned it had been awarded a \$225,000 grant from the Philadelphia-based Shoemaker Fund, the largest single grant BYM has received to date. The three-year grant will support the “Growing Diverse Leadership in BYM” initiative, enabling the Yearly Meeting to employ an Outreach Inclusion Coordinator (OIC). The OIC will work closely with the Camp Diversity Working Group as well as several other BYM committees, the Camps, and Monthly Meetings to enhance the already considerable strides the Camping Program has made in attracting and retaining campers of varied racial and economic backgrounds. This grant will also focus on growing new leadership in Yearly Meeting and Monthly Meetings among young adults who have participated in the Camping Program.

Grants Policy Approved: In October, Interim Meeting approved a new Grants Application and Management Policy which gives oversight and responsibility to the Development Program for any grant application to an outside funding source. The policy outlines the process for research, application, acceptance and management of such grants. Interim Meeting session Friends also authorized the use of grant funds to employ staff.

Warren Gift Received: In the fall, the Yearly Meeting received a \$96,000 gift from the estate of Roberta Warren, a DC-area non-Friend, who during her life had provided money to send several youth to Catoctin Quaker Camp. Half of her gift will be used for Catoctin scholarships, as her will directed. The remaining portion will go toward construction of new Catoctin bath houses.

Greening Campaign Gains Transaction: Working closely with Camp Program and Property Management and others, Development has set a goal to raise the necessary funds to replace or substantially upgrade all of the 30 cabins at the three camp sites and make other infrastructure improvements to ensure our camps are safe, attractive and environmentally sustainable. Currently, 16 of cabins are new with 14 still to be replaced over the next several years.

-
- **“Little Cabin” Project**, which generated excitement at last year’s Annual Session, ultimately reached its contributions goal of \$25,000 for the construction of a “real” cabin at one of the camps and finally was sold on E-bay to a local Friend
-
- **New Catoctin Bath Houses** will become a reality over the next year, thanks in part to Roberta Warren’s bequest. Architectural plans have been approved and this spring Development has sought the additional gifts needed to replace the 50- plus year old structures with new facilities that will include composting toilets and other environmentally friendly features.
-
- **BYM Office Heating/AC Upgrade:** Thanks to a Friend’s anonymous gift last fall, the Yearly Meeting was able to accelerate plans to replace the 17-year-old heating and air conditioning system at our office. The new system already is generating savings through lower electric bills. Further electric savings are expected from a ground solar array system being installed adjacent to the office.

2014 Budget: Development had set a revenue goal for FY2014 of \$226,102 and thanks to the generosity of Friends and others exceeded that goal. Year-end income was \$308,569, including the Warren bequest. This compares to revenue of \$188,605 in 2013. In the fall, a committee prepared the annual year-end appeal which was mailed to 5,600 households in early December as well as an electronic appeal. Use of new software allowed for the “segmentation” of the electronic mail list, permitting some variation of the message based on the recipients’ involvement with the Camping Program. The committee followed up with a phon-a-thon to thank donors for their support of the Yearly Meeting. The calls also offered the committee an opportunity to chat with donors about BYM programs and receive valuable feedback.

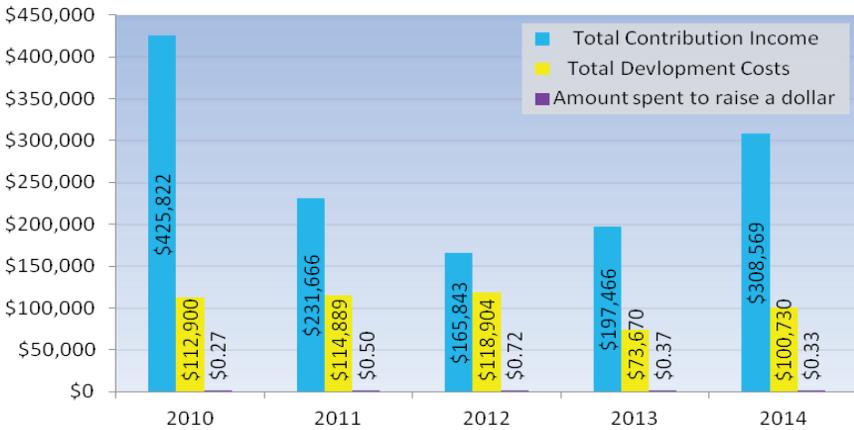
Beginning in January, Committee members have been making thank you calls each month to recent donors as their gifts arrive.

2014 Development Budget

<u>Revenues</u>	<u>2014 Actual</u>	<u>2014 Budget</u>	<u>%Raised/ Expended</u>
General Fund	100,111	106,000	94.4%
BYM Camps			
Camp Program/Property Operating	115,353	60,000	192.3%
Cabin Fund; Camp Capital Projects	75,919	53,602	141.6%
Barry Morley Endowment	11,835		
All Other Gifts	5,351	6,500	82.3%
Total	308,569	226,102	136.5%
Expenditures	100,700	132,641	Cost to raise \$1=\$0.33

This spring, an email appeal went out focusing on the Camping Program with the segmented mail list again allowing messages to be directed to differing audiences, including camp alumni and the families of current campers. As of early June 2015, the Development Program had raised \$155,202. This compares to \$64,000 in the same six-month period in 2014.

January-June 2014-2015 Fundraising Comparison Summary



Director Visits Now well into her second year as Development Director Ann Venable has become a familiar face at many BYM meetings and events. Following an initial round of

Meet the Director “teas” at a number of Monthly Meetings and Friends’ homes in early 2014, Ann has continued to make herself available to those who want to learn more about the Yearly Meeting, its programs and hopes for the future. If your Monthly Meeting has yet to meet Ann, please call her at the office to arrange a visit. Interim General Secretary, Bob Rhudy is also glad to visit Friends or take part in events you may be planning, as are members of the Development Committee.

EDUCATIONAL GRANTS

Historically education has been of great importance to the Religious Society of Friends and to Baltimore Yearly Meeting. Supplying financial assistance has long been an aim of Baltimore Yearly Meeting. Our committee continues to work diligently to make that possible.

We are now in the third year of a program through which we offer grants of up to \$2,000 per student per year, with a maximum of \$8,000 to be awarded to any one individual. In May of this year, we awarded 7 grants totaling \$11,500. Twelve applications were received, and all seemed like worthy students. We wished we had funds available for everyone. We encourage BYM to fundraise to increase the Educational Endowment so that greater support is possible.

The committee was particularly struck by the care and attention given to all the applicants by members of their Meetings who wrote letters of recommendation. The Educational Grants program is one way in which the Yearly Meeting can foster a continued connection between young adults and Quaker faith and practice.

Our aim remains to arrive at a program that will continue to provide financial assistance to students for their education in a way appropriate to Baltimore Yearly Meeting’s means and capabilities, and all in a way consistent with Friends’ beliefs and practices.

The Committee is still overseeing the repayment of student loans made in the past. As of May 31, 2015, repayments on existing loans have been received totaling \$14,290. There are 13 remaining loans with a current balance of \$93,541. All but one loan have been renegotiated at a zero percent interest rate to encourage faster payment of the balance. We are receiving regular payments on most of the loans. Two loans and a small portion of a third, valued at \$1,679, were written off in June 2014. Unexpectedly, in April 2015, one of those loans, for \$1,243, was paid in full. We have no loans this year that look to be in danger of needing to be written off.

Alexandra Bell (Bethesda), Clerk

FAITH AND PRACTICE REVISION

No report received.

INDIAN AFFAIRS

EDUCATION. The Indian Affairs Committee (IAC) has had an eventful year, learning and seeking to spread knowledge about Native peoples. For example, we updated the fact

sheets about tribes and contemporary Indians in Maryland, Pennsylvania, and Virginia. These are handed out to both Friends and non-Quakers at numerous events. They are available on our committee page on the BYM website. Ongoing committee projects include creating and preparing materials for religious education presentations and updating a compiled history of our committee which was started in 1795. When possible, we spread knowledge, understanding, and appreciation via Native speakers [Appendix A].

The intergenerational plenary at BYM's 2014 Annual Session was designed to show that not only are American Indians part of today's society but that they share values with Friends such as a concern for Mother Earth and a commitment to an harmonious way of living. Mark Tayac (Piscataway tribal member) and his son Naiche presented a program that illustrated the beauty, depth, and positivity of Indigenous culture. To a welcoming crowd of Friends, they shared aspects of American Indian beliefs, traditions, and history. Mark Tayac has a talent for conveying interesting information and debunking myths in a humorous way that reaches people of all ages. He interacted with the children through questions and answers ("What vegetables did Indians introduce into our diet?"; "How do we really drum compared to caricatures?"). His invitation to them to "join in" was responded to with enthusiasm and nearly universal participation.

While the program included audience engagement in authentic dances, it was not meant as "entertainment." Tayac also spoke vigorously about the ongoing struggle for Indian rights and about silly or mean stereotypes that distort Indian identity. He did not mince words about the reasons why the Washington football team must change its name. After the session, adults said various concepts he explained were unknown to them such as "counting coup," i.e., showing courage by touching rather killing an enemy. Several said it was the first time they had ever heard DIRECTLY from an Indian or about tribes in our region and they "appreciated the opportunity to do so." One person mentioned learning "accurate facts."

Among the comments on evaluation forms were these: "saw a connection between Quakers and Indians," "gained an increased understanding of and appreciation for American Indian issues," "a re-enforcement of the lasting importance of American Indian culture," "better awareness of cross-cultural relations," and "a welcome balancing viewpoint of 'Manifest Destiny' from the 'conquered.' I appreciated hearing of the continuity the Piscataway have managed and not hearing bitterness and blame." This plenary experience contributed to transformation and healing, the 2014 Annual Session theme.

Also during the Annual Session, the IAC hosted E. Keith Colston (Tuscarora-Lumbee tribal member) who spoke at an interest session. He used a PowerPoint presentation to highlight tribal issues in our region. As the head of the Maryland Commission on Indian Affairs, he relished engaging in community outreach. In fact, the Commission's 2014 Annual Report features a photo of Director Colston holding our committee's tee-shirt and another with Dellie James. The accompanying article speaks positively about his interaction with the interest session attendees. The write-up also includes details about historic connections between Quakers and Native Americans, going back to 1799.

The IAC provided a comprehensive set of informational materials. The huge table-top display of books, articles, and maps attracted the attention of scores upon scores of Friends and stimulated many conversations. A number of people shared their experience with Native peoples and tribes around the U.S.

IMPORTANCE OF FOCUS ON INDIGENOUS AT ANNUAL SESSION

While in recent decades Friends have endeavored correctly to confront LGBT prejudice, racism, white privilege, and the lack of diversity, we have spent concomitantly less time considering issues of paternalism, preconceptions, bias, and ignorance in regard to Native Americans. We seldom think about Friends' testimonies in this context. Paradoxically, we have also failed to (a) recognize positive partnerships between Quaker organizations and tribal organizations and (b) celebrate the abundant strengths of Indian leaders and eternal values of Indigenous culture and spirituality that can enrich our Meetings.

Year after year, our committee has held workshops and interest groups to highlight the resiliency of and success by Native groups despite severe poverty and to highlight the message that Indigenous people are still here, not only nationally but in our region. Sadly, we have also had to discuss ongoing federal-Indian policies that have whipsawed Native peoples and their governments since European colonization, leading to the current circumstances of some tribes extirpated, some without federal or state recognition of their sovereignty, and some desperately trying to preserve their sacred sites. While few Friends will become experts on sovereignty and on Nation- to-Nation relationships, it fills us with joy that young people at Annual Session had the opportunity to enjoy some face-to-face interaction and to consider some serious realities.

Presenter Mark Tayac suggested how understanding by non-Natives is part of a healing process. Taking healing a step further, young Friends raised money for a commendable Mennonite undertaking. The Return to the Earth project supports Indigenous Americans in burying unidentifiable ancestral remains. These skulls and other remains were collected by the U.S. government for display at museums or for scientific research during colonization. Helping to provide burial boxes and cloths for the remains is one way people of faith can show respect. It is also a way for non-Indigenous people to offer an apology for a history of silence and even collusion in historical wrongs done to Indigenous Americans. Ellen Arginteanu assisted the teens in creating a poster that showed how many remains are estimated to be unburied in each state. She also made possible the plenary through her leadership on the planning committee. Nancy McIntyre of our committee was the original instigator of the idea that Friends should go beyond talking about William Penn by familiarizing themselves with contemporary Native people.

ADVOCACY AND MINUTES. IAC members have been led to ask BYM to adopt a Minute calling for the release of Leonard Peltier (Ojibwe/Lakota), and we are prayerfully hoping for its adoption. He was convicted, many believe unjustly in an unfair trial, of the murder of two FBI agents during the 1975 Wounded Knee struggle on Pine Ridge Reservation. Now 70 years old, Peltier has served nearly 40 years, despite a world-wide campaign to free him. As far back as 1998, Homewood and Stoney Run monthly meetings called for his release as a prisoner of conscience. The objective now is to push for executive clem-

ency from President Obama. Peltier's next parole hearing is set for July 2024, over a decade from today. Without parole or Presidential clemency, Peltier won't be released until 2040. Friends have a long standing concern about prisons and lengthy incarceration. We are asking BYM to support Peltier's release on humanitarian grounds. He is ill and held in a federal prison in Florida that is far away from his family. Amnesty International and the National Congress of American Indians are championing the cause.

We continue our work to oppose demeaning sports names and mascots. The Minute embraced by BYM at the June 2014 Interim session has been disseminated [Appendix B]. Sandy Spring Friends School Upper School government, known as "Torch," was recognized by the IAC for forbidding the use or display of the offensive name of the Washington, D.C. football team on the school's campus. Since the students had been disparaged by team fans and by people who value the right to free speech over civil rights, we wanted to honor their integrity. A plaque was presented to the Torch leadership by members of our committee at a school assembly in March 2015. We also prepared a handout geared to staff and parents about the importance of the students' action [Appendix C].

Specific Issues: Topical issues involving tribes within the Baltimore Yearly Meeting region include:

- The Pamunkey Tribe which is seeking federal recognition through the Bureau of Indian Affairs process. The IAC has tried to reach out to the tribe to see how we may support their application; our contacts have been through the tribe's attorneys. Though appreciative of our concern, the tribe has requested that no actions be taken on their behalf.
- The U.S. Senators from Virginia have introduced a bill, in several sessions, to recognize the Chickahominy, the Eastern Chickahominy, the Upper Mattaponi, the Rapahannock, the Monacan and the Nansemond tribes. The bill, titles the "Thomasina E. Jordan Indian Tribes of Virginia Federal Recognition Act of 2015" continues to face opposition from people who Congressional recognition of Indian tribal sovereignty.

COMMITTEE MEMBERS. Eric Carlson (Goose Creek), Martha Catlin (Woodlawn), Nancy Coleman (Dunnings Creek), Dellie James (Stony Run), Kit Mason (Adelphi), Jana and Nancy McIntyre (Sandy Spring), Sue Marcus (Woodlawn), Jerry Miller (Dunnings Creek), Rebecca "Rep" Pickard (Homewood), Patricia Powers (Sandy Spring), Cathy Schairer (Sandy Spring), and Roger Wolcott (Sandy Spring) serve on the committee. Sara Horsfall (Patuxent) is a recent and welcome activity participant.

Field Trip: We continually educate ourselves. A May 2015 field trip to the National Museum of the American Indian provided a chance for IAC members to learn about the changing federal policies regarding federal treaties with tribes. We were honored to see William Penn's treaty with the Indian prominently included, and we viewed two treaty belts presented to him.

SERVICE AND PARTICIPATION. All members bring special gifts and reasons for being part of our committee. The following activities are representative of those diverse leadings. Nancy submits quizzes about Native Americans for the daily bulletin at Annual

Session to increase interest. Jana (Apache) and Nancy continue to interact with Jana's tribe and relatives out west. Kit headed the successful effort to have BYM adopt a Minute to push a name change for the Washington professional football team. She also researched decades of archives to document part of our committee's history. Rep is heading the effort to have BYM adopt a Minute to release Leonard Peltier. Martha is conducting extensive research about historic interactions between Friends and Indians. Kit and Roger were part of the presentation to Sandy Spring Friends School. Eric combines Indigenous concerns with his Amnesty International concerns in a practical way and urges his Meeting to make education, action and financial commitments. He urges development of simple First Day School lessons on Friends and Indians.

Several members are deeply involved in Indian organizations and help us network with Indian Country. Dellie James serves on the Baltimore American Indian Center Museum's board of directors. She is the first non-Native to be asked to do so-- a significant honor—and is the Vice Chairperson. Dellie volunteers weekly as a docent at the BAIC and participates in many activities such as the annual pow-wow. She also helps lead the Stony Run and Homewood Indian committee. (Of separate interest, Dellie is a massage therapist and volunteers at the Healing Center at Annual Session.)

Sue assists the Society of American Indian Government Employees with its annual training program. SAIGE is a small national non-profit with dual roles: (1) providing a network for AI/AN employees, so they feel less alone if they are the only Indigenous person in their office, and 2) teaching all federal employees that there are unique laws and rights for Indigenous peoples and their governments. Sue pursues sponsors for SAIGE, as well as participating in some strategic planning sessions. American Indian and Alaska Native friends and contacts inform her of grassroots views and provide timely information on legal and other topics. Sue compiles news and issues each month for a "Native Notes" summary that is distributed to the IAC members.

Pat attended the MD Native American Heritage Month event in Pomfret (and visited Piscataway Park) and the BAIC Christmas party. She went to presentations on appropriate places of repose for Indian remains currently in museums, truth and reconciliation regarding Indian children taken in the past from their families, and violence against women legislation. She was invited to an event where Friends Committee on National Legislation was given an award by Americans for Indian Opportunity. She communicated with Robert McCartney of the Washington Post about regional Indian issues.

DONATIONS. Monies from the historic fund were disbursed to the American Indian Society (\$200), Baltimore Indian Center (\$200), Friends Committee on National Legislations (specifically for Indian issues, \$200), and Paula Palmer of Boulder Meeting (Quaker-Indian research project; \$200).

APPENDIX A (Native American Presenters at Annual Session)

MARK TAYAC is the son of the hereditary Chief of the Piscataway tribe in Maryland, Billy Tayac. He is the uncle of historian Gabrielle Tayac who gave a talk last year sponsored by BYMIAC. He founded the Tayac Territory Singers and Dancers which has per-

formed in diverse settings, from the Kennedy Center to universities, and in Europe and Canada. Mark, and his son Naiche, gave a well-received educational presentation at Sandy Spring Meeting several years ago for Earth Day. He also participated in the BYM Indian Affairs Committee's 200th anniversary celebration. He resides in Port Tobacco, MD.

NAICHE TAYAC is expected to become chief of the Piscataway Indian Nation in the future, following his father. (The Piscataway Nation has existed for 10,000 years.) He was the subject of a 2002 children's book entitled *Meet Naiche: A Native Boy from the Chesapeake Bay Area*. Sold at the National Museum of the American Indian, it has been purchased by individual Quakers and Friends Meetings for First Day School. He has participated in climate change protests in D.C.

KEITH COLSTON is the administrative director of the Maryland Commission on Indian Affairs. He also serves as a Master of Ceremonies for pow-wows with the explicit purpose of providing cultural education to the public. In 2009, he won the Baltimore Community Leadership Award. He grew up in Fayetteville, NC. His family is part of the Tuscarora band that remained in North Carolina during the 18th century. The Lumbee are the largest tribe in North Carolina and many Lumbees live in Baltimore.

APPENDIX B (Quaker Statement Urging a Change in Name)

BACKGROUND

The National Football League's published mission and values include these statements:

- We create an organization that represents, supports and celebrates diversity, while also embracing our shared interests.
- We represent and respect a wide range of human differences, personal experiences and cultural backgrounds for the benefit of the organization and our employees as individuals.
- We recognize that the NFL's traditions are an asset, but we also embrace change.
- We balance the need to change with the utmost respect for what has been accomplished.
- We are thoughtful and deliberate in our thinking, and always consider the long-term consequences of our decisions.

The NFL Rule Book, Section 3, also prohibits "using abusive, threatening or insulting language" and "using baiting or taunting acts or words that engender ill will." But the NFL has violated its core principles for decades by allowing the team playing in Washington, D.C., to carry the name 'redskins,' a racist epithet that insults millions of Native Americans. Continued use of the term encourages and perpetuates persecution, disrespect, and bigotry against Native men, women, and children. This one word has encouraged the performance of demeaning, racist halftime theatrics. Whether the performance is idealized or comical, reducing human beings to mere mascots — team toys — is itself belittling, inviting and allowing disrespect to Native peoples and their cultures. The image featured on the team logo fosters stereotyping that denies and misrepresents the culture and life of the many tribes of Native Americans. Moreover, both players and team employees are also harmed and dehumanized by being forced to use a racist term as the team name; this continues to violate the fundamental principles of integrity and respect embodied in the NFL rules.

MINUTE

For more than 200 years the Baltimore Yearly Meeting of the Religious Society of Friends (Quakers) has sought to support the concerns of Native Americans. We unite with the efforts of all who have called for the name of the Washington, D.C. football team to be changed. We call upon team owner Daniel Snyder, team president and general manager Bruce Allen, National Football League commissioner Roger S. Goodell, the National Football League Management Council, and the National Football League Players Association to change the name of the team to one that does not demean or misrepresent anyone's ethnicity or culture, and to create a team logo that upholds the values that the NFL has said it supports.

APPENDIX C (Commending Sandy Spring Friends School for Banning R Word)

In recognition of the ethical stand it took to respect the dignity and wishes of American Indians by forbidding slurs in the form of a disparaging sports team name to appear or to be used on campus. Torch leaders exhibited initiative, resolution, and valor as they sought to actualize the school motto “let your lives speak.”

Part of The Statement Of Appreciation In Conjunction With A Plaque Presentation, April 2015

The Baltimore Yearly Meeting Indian Affairs Committee commends the Sandy Spring Friends School community for its consciousness-raising effort to stop the unthinking and casual use of the “R” word. While we would praise any student body that wholeheartedly listened to Indigenous peoples about their issues of concern, we are particularly pleased your school became involved since Friends have long believed that those who came to this continent should be in “right relationship” with those who already lived here. Quakers in this region formed our committee in 1795 to reach out to tribes for reasons of justice and friendship. Today, 220 years later, our committee urges non-Natives to educate themselves about the needs, strengths, and desires of contemporary Native Americans. Thank you for doing more than listening to the speakers from the National Congress of American Indians at your Martin Luther King Day assembly “From Selma to FedEx Field.” Thank you for caring and following through.

By instigating a practice of considering what language is used and what merchandise is worn on the Sandy Spring campus, you decided to quit going along with “things as they are.” You responded to appeals from Native American groups for respect and for allies. You discovered that although emotions run high about sports team names, mascots, and fan “traditions,” one can take a principled stand even if it will be controversial. You showed that young people can be role models for adults.

MANUAL OF PROCEDURE

The Manual of Procedure Committee (MoP) members this year are Jennifer Brooks (Sandy Spring), Peggy Dyson-Cobb (Maury River), and Susan Kaul (Bethesda) (clerk).

From the close of our Annual Meeting until the *Yearbook* is sent to press, the Manual of Procedure Committee (MoP) concentrates on copy-editing the *Manual of Procedure* and

making sure the changes approved by the Yearly Meeting in Session are inserted correctly. During the remainder of the Yearly Meeting year we are available to interpret as needed.

The committee met once face-to-face in Charlottesville, Virginia, in March. It consulted by phone and email during the year, as needed.

The 2014-2015 work of the Committee to date may be seen in the minutes of Interim Meeting. Corrections and additions of a substantial nature (that which changes the meaning of the MoP), approved at an Interim Meeting are forwarded to the Yearly Meeting. Several general copy-edits were also made throughout the year and were reported to Interim Meeting.

This year Interim Meeting in March approved forwarding to the Yearly Meeting:

- Amending the entry on page 10 to read: “The names ~~of members~~ and the dates of establishment of ad committees and working groups are listed in the 2012 Yearbook on page 143-44.”
- Amending the entry for the Advancement and Outreach Committee on page 11 to read: “The Committee ~~works with the Publications Committee to assure that is responsible for the dissemination of~~ useful information about Baltimore Yearly Meeting, its local Meetings, and the Religious Society of Friends, and that it is available from the Yearly Meeting web site and other Yearly Meeting publications.”
- Amending, on page 13-14, a portion of the entry for the Educational Grants Committee to read: “The Educational Grants 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 pursue post-secondary education by providing grants, which may be applied to undergraduate attendance at accredited post-secondary educational institutions such as universities, colleges, professional, and vocational schools, either full or part-time by providing grants for undergraduate-level study. Monies and income from the Educational Fund, the Education Fund Income Fund, and the Fair Hill/Greist Education Endowment Fund, ~~portions of the Consolidated Endowment Fund,~~ and such other funds as the Yearly Meeting deems appropriate are used to provide post-secondary grants.”
- Amending, on page 3, duties of the Treasurer: “The Treasurer attends Interim Meeting, and serves as a member of the Trustees, and the Supervisory Committee ~~and the Educational Grants Committee.~~”
- Amending, on page 22, the entry for Friends General Conference (FGC), to reflect current statistics: “Friends General Conference, established in 1900, is an association of ~~some 14-15~~ Yearly Meetings and other regional Friends entities ~~and eight~~ 12 Monthly Meetings as of ~~2002~~ 2015.
- Amending, on page 22, the entry for Friends United Meeting (FUM), to reflect current statistics: “Friends United Meeting was formed in 1902 as the Five Years Meeting of Friends, changing its name to Friends United Meeting in 1960. As of 2015, it is composed of Yearly Meetings, ~~20 as of 1999,~~ and smaller Quaker Groups 12 North American Yearly Meetings, and 22 Yearly Meetings from the Carribean, East Africa, and the Middle East.

- Deleting the entry on page 28 for Young Friends of North America, as this Special Group no longer exists.

Interim Meeting in June approved:

- MoP will review Yearly Meeting Committee entries to insure that all Working Groups are appropriately listed and indexed.
- Until such a time when we have an approved, updated Faith and Practice, we will add the following third paragraph to the F&P entry on page 29, “X. Changes in Faith & Practice,” which will read:
For “Important Minutes” from prior years, please see the Draft 2013 Faith & Practice, pages 241-55 at <http://www.bym-rsf.org/publications/fandp/>

The Committee attempted to meet face-to-face once, but due to illness, only two of us met in Charlottesville. Once again, we met at a Panera, and we recommend that geographically challenged committees meet in such facilities because the coffee is a bottomless pot, there are adequate computer accommodations, and the restrooms are standardized. □ We also advise sharing cell-phone numbers in advance. We corresponded frequently throughout the year.

Susan Kaul (Bethesda), clerk

MINISTRY AND PASTORAL CARE

The Ministry and Pastoral Care Committee (M&PC) seeks to deepen the spiritual life of Baltimore Yearly Meeting by recognizing and nurturing gifts of the Spirit. We support the Yearly Meeting with programs, retreats, workshops, and activities at each annual session, and other activities as needed. One of the co-clerks of the Committee (Peirce Hammond, Bethesda) is a member of the Program Committee, along with committee member Alex Bean (Adelphi).

For the annual session the Committee is responsible for the Retreat and Bible Study leaders, as well as for worship sharing facilitators. For the business sessions, greeters are chosen. The Committee also takes responsibility for the conduct of meeting for worship during each annual session.

In this year’s retreat, David and Ruth Fitz (York) will lead us as we “attempt to become the leaven for the bread that sustains our ‘living into right relationship’ in our sessions and beyond. We will begin by looking inward at the foundational right relationship with the Light, the Seed, God or whatever word points you to that reality at the center of our worship. We will then turn outward to right relationship with each other, other humans and human organizations. Finally we will turn still further outward to right relationship with all creation; living and non-living which are but different manifestations of one reality.”

Sabrina McCarthy and David Etheridge (Friends Meeting of Washington) will lead Bible study, focusing on scriptures that address the Yearly Meeting theme, “Living into Right Relationship,” and use several different approaches to studying scripture.

As is, perhaps, becoming an annual custom, the Committee recommended to the Yearly Meeting that Friends read *A Sustainable Life: Quaker Faith and Practice in the Renewal of Creation* by Douglas Gwyn as preparation for the 2015 annual session on “Right Relationships.”

Ministry and Pastoral Care has four working groups under its care; the Working Group on Racism (WGR), the Spiritual Formation Program, the Women’s Retreat, and the Intervisitation Working Group.

M&PC is grateful for the guidance of the WGR in furtherance of our concerns around racism. The WGR annual report is attached. Maria Bradley (Sandy Spring) is liaison.

The Committee holds the working groups for the Women’s Retreat (Mary Stratton, Maury River, liaison) and the Spiritual Formation Program (Amy Schmaljohn, Gunpowder, liaison) under its care. These programs provide important spiritual support for Friends from across the Yearly Meeting. Their annual reports are attached.

The Committee added to its care the Working Group on Intervisitation with Vonnie Calland (Charlottesville) as liaison. Its annual report is attached.

The Committee is concerned with deepening the spiritual life of BYM’s local meetings by supporting them as they recognize, publicly affirm, and practically support those individuals who exercise their gifts in faithful ministry and service. This year Committee members visited: Collington, Fauquier County, Gunpowder, Langley Hill, Shiloh Quaker Camp, Staunton, Tandem Friends School, York, as well as those meetings where interim meeting was held, and several outside BYM. We review our visitors’ impressions to deepen our understanding of the spiritual state of BYM and to increase our responsiveness to pastoral care needs. Members of the Committee are available for consultation to meetings with such needs. The consultation is confidential. Meetings are strongly encouraged to invite these visits.

M&PC sends suggestions to local meetings about the preparation of the Annual Report of the Spiritual State of the Monthly Meeting in accordance with guidelines in Faith and Practice. The Committee receives the approved reports and incorporates them, with concerns and information about events in the Yearly Meeting, into a Spiritual State of the Yearly Meeting Report, which is then presented at Annual Session. Maria Bradley, Andy Mosholder (Shepherdstown), and Amy Schmaljohn prepared our report this year. The Committee also considers requests for Yearly Meeting endorsement of minutes of support for members traveling in the ministry outside our Yearly Meeting. Such minutes usually are prepared by the traveler’s local Meeting.

A subcommittee consisting of Maria Bradley, Vonnie Calland, Deborah Haines (Alexandria), and Marcy Seitel (Adelphi) is working to compile a compendium of resources for monthly meetings that will be categorized both by the nature of the need and the type of resource. We hope this will allow our committee, and BYM as a whole, to be more responsive to the needs of our meetings.

A few years ago, the Committee prepared a manual describing our responsibilities and procedures and has now begun to create a document for our own use which details our processes throughout the year to facilitate transition between clerks and to improve our ability to listen to what Spirit would have of us. The Committee reflected on various issues as requested by officers of the Yearly Meeting, Meetings, or other Committees; we continue to seek clarity about the direct affiliation of worship groups with the Yearly Meeting. We offer a one-day scholarship to encourage those interested in attending our Committee meetings during Annual Session.

The Committee has begun providing support for what we have come to call “Bringing our Differences into the Light” or “Debate Into Dialogue” workshops. These follow up on the workshop led by Joan Liversidge (Sandy Spring) and Erik Hanson (Tacoma Park) at the 2013 Annual Session, “Christocentric and Nontheistic Quakers: a Dialogue.” Over 40 Friends attended this workshop. The report about that workshop was enthusiastic and posed the question of whether there should be more such dialogue, especially in light of the lack of unity for approval of the revised Faith and Practice document at that same annual session. M&PC approved this idea, and Joan and Erik held a training session for several committee members who wished to become leaders.

In 2014, four workshops were held:

- Warrington Quarter, Michael Cronin (Sandy Spring) and Deborah Haines co-facilitated.
- Annual Session, Erik and David Fitz co-facilitated.
- Friends Meeting of Washington, Michael and Deborah co-facilitated.
- State College, Erik and David co-facilitated.
- January 2015, York, Martin Melville (State College) and Erik co-facilitated--attended largely by Friends from other meetings.

At the December 2014 M&PC meeting held in Richmond, VA, the Committee agreed that we would need more facilitators to serve the Yearly Meeting more broadly by offering these workshops at more local meetings. We might offer leader training as we had before or individuals might become prepared to facilitate by attending a workshop, followed by co-facilitating with an experienced facilitator. Since then, however, the effort has stalled with no new requests from local meetings, no training, and no workshop being offered at the 2015 annual sessions.

In response to this phenomenon, Dave Fitz has a sense that the work needs a coordinator or subcommittee to promote invitations from local meetings, coordinate leader preparation and schedule events. Deborah Haines offered an optimistic view, “The workshop [we] did at Friends Meeting of Washington was a transformative experience. There was such tenderness and openness in the way Friends engaged with each other. It seemed to me that the workshop gave the meeting a chance to rediscover the depth and richness of their faith community, and reaffirm how much they love each other. It filled me with gratitude and awe. Let's do more of these!”

The Ministry and Pastoral Care Committee met five times during the year (at the three Interim Meeting days, a called meeting in January, and during the 2015 annual session) with an attendance of Committee members of 6-10 plus several visitors.

Donald Gann, (Baltimore, Stony Run) and
Peirce Hammond (Bethesda), Co-Clerks

NOMINATING

The 10 members of Nominating Committee have met 5 times since 2014 Annual Session and plan to meet at least 3 more times before we present a final report at the 2015 Annual Session. In this time we looked to fill 79 vacancies on 16 Baltimore Yearly Meeting committees and 11 outside organizations. As most our nominations are for 3-year terms, renewable for a second 3-year term, these 79 vacancies represented only about a third of the 228 positions total that Nominating Committee is responsible for. Currently, 35 of the 55 BYM's Meetings and Worship Groups are represented on committees or outside organizations. While we hope to have all 221 positions filled by the end of Annual Session, the committee is not solely focused on counting numbers of names and empty slots. We strive to discern the true needs of committees and the true leadings of Friends, while still seeing that all committees have the people they need to do their work.

The Manual of Procedures says, "In order for the business and concerns of the Yearly Meeting to be effectively carried forward, it is desirable for committees to be representative of various age groups and interests and for Friends to become acquainted with various aspects of Yearly Meeting affairs." This is not work the Nominating Committee can do on its own. We need recommendations from Friends as to who might be interested in BYM committee service. We need Friends to consider committee work outside their comfort zone. We look forward to working with the person hired through the Shoemaker grant, but we realize that promoting race and age diversity on our committees may require us to examine the ways we structure our work. We also look for people from underrepresented racial groups, underrepresented age groups and underrepresented Monthly Meetings to consider serving on Nominating Committee.

PEACE AND SOCIAL CONCERNS

During the past year the BYM Peace and Social Concerns Committee has focused almost exclusively on a project that we took up the year before and described in our 2014 report to Annual Session. This is a digital initiative for enhancing the inter-connection of Monthly Meetings' peace and justic work. Having set up last year a rough version of a web-based forum, we have devoted our energies to refining, ramifying, and testing it via multiple email correspondence, conference calls by telephone, and face to face meetings over laptops at such venues as Interim Meeting in March, a Friend's home, and a couple of urban wi-fi cafes. We have worked steadily with a view to developing a resource ready to introduce to BYM Friends at Annual Session, in the hope that they will embrace and test it during the year that follows. We have sought to combine the advantages of a highly familiar web platform (Facebook) for rapid and easily accessible publication of MM projects and events, with those of a more structured web platform (Free Forum) with such features

as a calendar and organization of entries by topic (e.g., Militarism, Immigration) and by individual MMs, with some attention to the political jurisdictions in which they operate.

Such tunnel vision as ours has had the benefit of producing this year's result. It has also entailed, as a demerit we must acknowledge, our neglecting what have often in past years been primary concerns of this committee: discernment and sifting of the very numerous specific programs and actions that we know Quakers are called to pursue in the world. We have proceeded, however, on the strength of our understanding – also expressed in last year's report – that such programs and actions are far likelier to succeed at the Monthly Meeting than at the Yearly Meeting level; and that, therefore, PSSC's energies within BYM are best spent fostering what MMs are already doing on their own, and encouraging them to take better informed advantage of a range of Quaker resources that includes, most importantly, each other.

We find our efforts this year to have been consonant with certain recommendations made to us by the ad hoc Vision Implementation Committee, in a report to which we have been specifically asked in this report to respond. The VIC urges that we “facilitate MMs' sharing their experience of carrying out the work of peace and social concerns” – which aptly describes the primary purpose of our web resource – and that we “link MMs with specific concerns about things happening in the world to the Quaker organizations that deal with that concern”: a secondary concern but a real one for us in creating digital links on our site to just such organizations.” We have not paid attention to the two recommendations that precede these in the VIC report, which direct us respectively to facilitate the “discernment processes” behind individual MMs' peace work and to help guide them to a “spiritual grounding” for that work. For one thing, we have had our hands full with a range of practical questions and technical details; for another, in jointly pondering these recommendations we have encountered doubts in ourselves whether such interventions have a proper place in the remit of a YM committee such as ours.

While we have not been consistently attentive to the several Working Groups and organizational liaisons that it forms part of our charter to oversee, we do have a variety of reports to make about each.

Right Sharing of World Resources [www.rswr.org] is a Quaker 501(c)3 organization that supports grassroots income-generating projects that are found compatible with three guiding principles: (1) local self-reliance, (2) sustainability, and (3) mutual support and accountability among group members. Most recently RSWR has been on the front lines of the Ebola crisis in Sierra Leone by coordinating a special collection to fund educational and preventative materials. The ongoing micro-loan projects also address root causes of disease by strengthening the country's economic fabric. RSWR operates largely through donations, including those from BYM and many of its individuals and monthly meetings. At a time when the organization has welcomed a new General Secretary, Jacqueline Stillwell (now clerk of New England Yearly Meeting), BYM Friends are encouraged to give all they can, and to

consider joining the WG. Its clerk Karen Grisez, who is a RSWR board member, will host an Interest Group at BYM Annual Session.

Israel / Palestine Working Group has become inactive this year, and has in effect laid itself down. WG participants were deeply disappointed by the response of Friends at the 2014 Annual Session to the proposed minute on Boycott, Divestment, and Sanctions. Much work needs to be done to counter the lack of awareness to the oppression of the persecuted Palestinian people. At present Friends continue their work individually outside of a Quaker context and in their local meetings. It is unclear if BYM can respond to the central query which created the working group two years ago.

Prisoner Visitation and Support, based in Philadelphia, has lacked a BYM liaison this year, but we are glad to report that the Nominating Committee is ready with an appointee, Susannah Rose, for Annual Session to consider.

At *Quaker House* in Fayetteville NC, likewise, the board representative from BYM moved away this year. His vacated place will be filled, we hope, as the nomination of Denna Joy goes forward at Annual Session.

For the *National Religious Coalition Against Torture* no report has been received as this PSCC report goes to press in Sandy Spring.

Nationally nowadays, if not indeed globally, these are not propitious times for peace and social justice movements. On one hand, the clarity of vision that many movement veterans can remember from decades past is more elusive than it once was; imagining new modes of understanding a changing world and acting within it poses steep challenges; how to balance local with planetary perspectives, and where to apply our energies, are problems that seem to defy satisfactory solution. That such times call especially upon Quakers, and need the leadings of the Spirit, may be truisms here, but they bear repeating. We strongly hope that our endeavors this year to get Friends connected to each other will help them share those leadings and heed that call.

In Peace and Light

Chip Tucker (Charlottesville), Clerk

PROGRAM

Program Committee consists of nine members as well as the Presiding Clerk, the General Secretary, Bookstore Manager, Registrar and representatives of Ministry and Pastoral Care, Junior Yearly Meeting, Junior Young Friends, Young Friends and Young Adult Friends. It is a large and mighty committee that meets together four times a year. In addition, every member of the Committee works outside of the large meetings, taking on responsibility for some element of the Annual Session program either individually or as a subcommittee member.

The evaluations you complete after experiencing Annual Session are our guide for future sessions. We begin our work each fall by studying carefully all the comments submitted, with the hope of improving those things that didn't work, while bringing back the kind of events that Friends most appreciated. Last year we were able to offer accommodations in the new Edgewood Commons for the first time. The space was well-received by those who took advantage of it, and Edgewood Commons is available to us again this year. We continue to work with the college on other issues such as smoothing out our access to technology for workshops and interest groups.

As the host of Annual Session, the Program Committee worked hard again this year to offer you plenary speakers who could elucidate the theme of "Living Into Right Relationship" and planned a wide range of workshops and interest groups, many of which helped us explore the theme in more depth. Aspects of our theme are well-illustrated by changes on the Frostburg campus. We've seen the new CCIT building with its environmentally-conscious elements, the Sustainable Energy Research Facility (SERF) initiative demonstrating off-the-grid production of energy, and the college food service which uses produce from the Frostburg Grows demonstration project. The Committee also designed activities and gatherings as opportunities to get to know each other and to share ideas with Friends from around our region. We've tried to ensure a space and an environment where spirit-led business sessions, worship and community can happen. At the same time we are planning the details of the current year's Annual Session, we also develop a theme for the following year's Annual Session and secure plenary speakers who will address that theme in some way.

Many of the evaluations from attenders at Annual Session expressed appreciation for our spiritual community together and the opportunity to share insights with Friends from a wider area than their local Meetings. Such positive feedback led us to wonder why many do not attend Annual Session and what kind of feedback we might get from those Friends. Are there site or programmatic elements that keep them from coming? Are there ways that we could make Annual Session more attractive to an even wider group of Friends in our region? Early in the year we set ourselves the task of designing an instrument that might give us some sense of why people do not attend Annual Session. While we have not followed up on this idea as aggressively as the timeline we set for ourselves, we still think the project has merit and will continue to work toward gathering information from non-attenders.

Our attempt to gather feedback from non-attenders is just our most recent idea for reaching out to local meetings and trying to draw people into our BYM community. Each year members of Program Committee either visit local Meetings or contact clerks and newsletter editors personally to convey our enthusiasm for the upcoming Annual Session and to promote attendance. The Connecting Local Meetings sessions during Annual Session have been well-received and have become an integral part of the programming. We keep individuals and local Meetings informed about the activities of Annual Session and try to convey the value of attending by providing information in the Interchange.

Many of the elements described in the Vision Implementation Report are encompassed, we hope, in the work just outlined. Program Committee is large and diverse, and we work

well together as a whole and in smaller groupings. We support and encourage each other in our work. We provide programming at Annual Session of interest to individuals and local Meetings, and we reach out to ensure that they are aware of the opportunities to participate in a wider community of Friends.

Barbarie Hill (Charlottesville), Cler

RELIGIOUS EDUCATION

The Baltimore Yearly Meeting (BYM) Religious Education (RE) Committee has been working this past year to promote and provide a strong future for religious education in BYM. In March, we brought to Interim Meeting a request to hire a part-time Religious Education staff member. That request was approved. With the support of a staff member, we anticipate more frequent religious education programs at the yearly meeting level and more religious education support and assistance for our monthly meetings.

On October 18 and 19, 2014, we had our second REtreat, this time at Stony Run Monthly Meeting in Baltimore. Simultaneously, the Youth Programs Committee had a Junior Young Friends Overnight at Homewood Friends Meeting and Parents Retreat at Stony Run. Parents were able to drop off their middle school-aged children at Homewood and then attend either of the Retreats at Stony Run.

Recently, the work of the RE Committee has expanded to include adult education. For the 2015 Annual Sessions, the Committee is planning two adult workshops. Windy Cooler is doing a workshop on “Religious Education Committee: Playing Well with Others,” and Marsha Holliday is offering a workshop with Vonnie Calland, Michael Beer, and Rich Liversidge on “Sharing Beliefs and Spiritual Journeys.”

Gail Gann represents the BYM RE Committee on the Sue Thomas Turner Quaker Education Fund and supports the BYM RE Curricular Library, which is housed at Stony Run.

The Committee has recognized a need to write a timeline for a core curriculum addressing what every Quaker needs to know about Quakerism at each stage in life. We decided to make this work the focus of our next REtreat, which will be at Richmond Friends Meeting on March 12 and 13, 2016. We will divide into eight groups: Nursery, 4- to 5-year-olds, 6 to 8, 9 to 11, Tweens, Teens, Young Adult Friends, and Adult RE. Each group will have one BYM RE Committee member in it as recorder. We are inviting eight different BYM Friends who are engaged in RE to lead these groups. Once again and simultaneously, the Junior Young Friends Overnight will be held at a nearby location.

The BYM RE Committee wants to be able to provide more services to and support for religious education in our monthly meetings. We look forward to having staff assistance with our work. We are also planning to connect by conference calls in the coming year.

Your Friend,

Marsha Holliday (Friends Meeting of Washington), Clerk

STEWARDSHIP AND FINANCE

Stewardship and Finance Committee met three times at Interim Meeting, three times at Annual Session and two times by telephone conference call in the last year. In addition to developing and presenting for approval an operating and a capital budget for the Yearly Meeting, our main focus this year was working with various Monthly Meetings around the topic of apportionment.

In recent years we have heard from an increasing number of Monthly Meetings that their apportionment has become a burden to them. While the Apportionment Formula is the same for every Monthly Meeting, some have questioned the fairness of the Apportionment Formula as it is applied to the unique or particular circumstances of an individual Monthly Meeting. Since the Stewardship and Finance Committee and the Yearly Meeting have labored with this subject in very recent years, we did not feel the time was right to examine our method of apportionment yet again. Instead we have endeavored to reach out to Monthly Meetings via direct communication and to host two Apportionment Meetings, one at Blacksburg for the Virginia Meetings and one in Frederick for the Pennsylvania and central Meetings. Both were fairly well attended and Meeting representatives shared information about how they generate ancillary income, such as renting their facilities for use by outside groups. Even though we have improved and increased the amount of information that is sent with Apportionment Questionnaire, there are always Friends who need some clarification of the apportionment process. These Apportionment Meetings give us a chance to answer questions face to face and we are grateful for the opportunity.

The nature of our budget and approval process dictates that current year apportionments are based on a Meeting's financial circumstances two years prior. Realizing that sometimes those financial circumstances change significantly, Stewardship and Finance has included a line item in our proposed operating budget, for the fourth year now, labeled "Allowance for Unpaid Apportionment". By including this reduction of expected income in our budget, the Yearly Meeting can absorb some of the shortfall that appears to be inherent in our process. Some have asked why we don't simply lower the apportionment amount for these Monthly Meetings, but the committee members who have worked closely with the formula and the spreadsheet used to calculate individual apportionments have learned just how interconnected we all are in the Yearly Meeting. Even the slightest change in the figures for one Monthly Meeting can have significant impact on another. Rather than changing everyone's calculated amount we have felt it more practical to budget for some possible shortfalls on apportionment payments. These shortfalls have averaged 2.3% of the total apportionment income over the last five years.

In addition to the budgets and our work with Monthly Meetings and apportionment, the committee has also approved increasing the amount for checks written on our primary account requiring two signatures from \$2,000 to \$5,000. We were happy to receive statistical information compiled by our Treasurer, Tom Hill, which made our decision to do this much easier. Along with this we approved adding the requirement of approval from the Treasurer, the Assistant Treasurer, or the Clerk of Trustees for any transfer between our various accounts that exceeds \$5,000.

Finally, the Committee started to discuss its role in intervisitation with Monthly Meetings throughout Baltimore Yearly Meeting. We see the need to reach out to individual Monthly Meetings on an ongoing basis so that we can listen and learn from the Members and Attenders of each Meeting. We also stand ready to work with each Meeting to find ways to strengthen and enhance the Meeting itself.

SUE THOMAS TURNER QUAKER EDUCATION FUND

In 2015 the Sue Thomas Turner Quaker Education Fund received only 4 requests for funds from schools & organizations. The committee has taken steps to make sure that the Fund is as well advertised as it needs to be to elicit the usual number of requests next year. Representatives of the committee considered the requests and distributed \$2,900 in full or partial grants for 3 uses consistent with the purpose of the fund. The recipients were:

Friends Community School, MD, \$700 to purchase Quaker histories and biographies for the school library and Quaker song books for the music program; Friends Meeting School, MD, \$1,200 for a Friends Council on Education one-day workshop; Sandy Spring Friends School, MD; \$1,000 to support the Middle School's participation in Guiding Students in Decision Making workshop by Friends Council on Education.

The committee will meet in March 2016 to consider requests. **Request deadline will be MARCH 1, 2016. Either paper or emailed requests are fine. Please do not apply for purposes that occur before mid-May so you can be sure to receive grant funding in time.**

Rosalind Zuses, Clerk

UNITY WITH NATURE

Recognizing that the entire world is an interconnected manifestation of God, the Unity with Nature Committee seeks to work into the beliefs and practices of the Yearly Meeting the twin principles that God's Creation is to be respected, protected, and held in reverence, and that human aspirations for peace and justice depend upon restoring the Earth's ecological integrity.

In order to fulfill our mission with diligence, the 12-member committee meets electronically via Skype nearly monthly. This method of gathering allows us to include distant members; reduce our carbon footprints (no driving); and avoid issues of weather and meeting times. Attendance is generally good.

Early in 2014, Program Committee approved the 2015 Annual Session theme of Right Relationship which we had proposed. For Annual Session 2014, we developed a number of workshops and activities, including: Patty Robinson's Spirituality and Communion with Nature; the film "Chasing Ice"; a worship sharing; and a Healing Tree activity. BYM also hosted a workshop by Roy Taylor, Clerk of QEW, entitled "Transformation and Healing of Creation."

We held a retreat at Annapolis during March 2014 Interim. Thereafter, the Committee spent much of the year refining its role of supporting monthly meetings in pursuing sustainability. From this work we seasoned a request to introduce to BYM Annual Session 2014. It reads:

"Let love be the first motion." John Woolman

"The earth is the Lord's and all that is in it." Psalm24:1.

"We are called to live in Right Relationship with all Creation, recognizing that the entire world is interconnected and is a manifestation of God." From QEW.

Let us consider in silence:

BYM embraces the Unity with Nature request that each Monthly Meeting discern their response to the crises of global climate change, resource depletion, and environmental degradation. The people on Unity with Nature believe a mindful discernment process will lead us to the hope, inspiration and strength we need (to overcome our fear and despair.)

When Yearly Meeting embraced this request, our committee members personally contacted five monthly meetings each, to serve as liaisons in the meetings' work on the request. Several committee members traveled to mentor quarterly and monthly meetings.

We designed and distributed helpful communications for BYM clerks, including a list of resources relevant to the request. As responses, such as Minutes and reports related to the request, were received, they were posted on BYM's UWN Committee web page. The enriching work of receiving and compiling responses continues.

We published several short articles in the Interchange, sent notices through BYM's monthly announcements, and had a short article published in Friends Journal. We communicated information to meetings about the 700,000 person Climate March in New York City in September. There was a national Quaker presence and several committee members made the trip and participated in the march.

UWN is creating several forums for BYM's family to explore the myriad aspect of our search for Right Relationships. It is our faith that common wisdom and understanding will emerge in from our prayerful communal search. BYM members are asked to please participate in this critically important dialogue. All voices are needed in this discussion.

UWN manages a Facebook page, BYM Friends' Listening Post on Sustainability at <https://www.facebook.com/BYM.FriendsListeningPost>. Friends are invited to add posts. We also created and manage a dedicated List serve at bym-unity-with-nature@googlegroups.com. The List Serve, with about 80 members, enables individuals and meetings to communicate about shared environmental concerns. To communicate directly with UWN, send messages to bymunitywithnature@gmail.com.

We added Keith Curtis, board member of Friends Wilderness Center (FWC), to serve as that organization's liaison with our committee. FWC works toward UWN goals through its programs and sustainability projects. FWC recently added a solar geodesic dome and added LED lighting to a FWC cabin. We added Barbara Adams, Richmond Meeting, as

UWN's alternate liaison with Quaker Earthcare Witness, serving with Toni Hudson and Eli Fishpaw.

Unity with Nature is clerked by Eli Fishpaw and Ann Payne. Recording clerk is Kathy Fox. We intend to continue the conversation with and between meetings initiated at Annual Session 2014.

YOUTH PROGRAMS

The 2014/2015 school year was full of love and light for Youth Programs. Our Young Friends (YF) and Junior Young Friends (JYF) conferences continue to provide a safe and loving space for participants to grow, learn, and enjoy each other's company. We hope the wider BYM community sees how much younger Friends are reaping the benefits of these programs.

The committee was excited to bring on a JYF assistant (Jossie Dowling) at the beginning of the year and is sad to report the departure of Alison Duncan from her post as Youth Programs Manager as of July 15, 2015. Since starting in 2009, Alison has helped grow Youth Programs with great spiritual guidance and direction. In the last six years, not only has Alison helped cement the form and function of YF and JYF, she has also been an invaluable resource to this committee. We wish her well as she moves on to graduate school. After an extended search, the committee is happy to report that Jossie Dowling will be joining the Yearly Meeting as our new Youth Programs Manager. We look forward to welcoming them to the program and helping them get situated.

The committee met five times in the last year, including Annual Sessions and the winter YF Nuts and Bolts Committee (NBC) retreat. To help facilitate the committee's work, we have four subcommittees. The Youth Programs Manager subcommittee supports Alison in her work and makes sure her needs are met. The Friendly Adult Presence subcommittee ensures each JYF and YF conference has a Designated Friendly Adult Presence (DFAP) and arranges for FAP trainings. This year, we had a FAP training in April at Friends Meeting of Washington, with four attendees. The JYF subcommittee provides logistical support for the JYF conferences. The Outreach subcommittee is new and is working to visit Meetings that are un- or under-represented within the Youth Program to make the BYM community more aware of our program's work. We have representatives from YFs, and send representatives to Program Committee and the Youth Safety Policy Working Group.

In 5 YF conferences, an average of 65 high school aged Friends participated in each conference; in four JYF conferences, an average of 27 middle school aged Friends participated in each conference. The theme for this year's JYF program was 'Sense of Self' and each conference had a workshop exploring this theme. Next year's JYF theme will be 'Acceptance', and will explore accepting yourself, accepting other, and accepting how other see you.

The Young Friends community has been busy this year in a number of ways. Their conferences took place at Langley Hill, Adelphi, Homewood, The Clearing (a camp owned and

operated by Richmond Friends Meeting), and Hopewell Centre. They continue to be self-governed through their nominated NBC that joyfully manages logistics for all the conferences with support from YPC and the YPM. NBC meets separately at Steering Wheel and two other retreats to allow for planning, fellowship, and fun. This year, they met at Frederick and Herndon Meetings. The Young Friends have been revising the Young Friends Handbook, exploring their relationships with nature and community service, and even are looking into new YF merchandise! They have worked hard to continue to be “a community built on caring, trust, and love.”

Junior Young Friends continues to grow and flourish as a program. Their conferences occurred at Homewood, Patuxent, Richmond, and Opequon Quaker Camp. We are especially encouraged by the attendance at JYF conferences. It continues to be a very significant aspect of Youth Programs. This year, the committee was happy to welcome Jossie Dowling as the JYF Assistant. She has been a great help to the program and Alison. New T-Shirts were printed this year with a clever design by Alison that depicted a peanut butter jar with the word “JYF” at the top.

We also held a Parent Conference at Stony Run in conjunction with the Religious Education retreat and had a very helpful workshop entitled “How to Fight with Your Teens” led by Friend Emory Luce Baldwin. We strive to hold a Parent Conference every other year.

The coming year will be one of transition for us. We will be working hard as a committee to make the new Youth Programs Manager feel welcome and comfortable with the many different aspects of the position. It will be a challenging, but ultimately rewarding task and we look forward to it. Alison leaves a solid foundation and a very vibrant program that is beloved. She also leaves some big shoes to fill but we feel confident that the program will continue to flourish. We hope to continue to support and nurture the youth programs of the Yearly Meeting while also having a lot of fun!

Laura Coleson-Schreur (Stony Run) and
Michael Doo (Stony Run), Co-Clerks

CRIMINAL AND RESTORATIVE JUSTICE WORKING GROUP (under the care of Peace and Social Concerns Committee)

No report received.

INTERVISITATION WORKING GROUP (under the care of Ministry and Pastoral Care Committee)

This past year, as we continue to transition from the role of the old ad hoc Intervisitation Committee to the Intervisitation Working Group established last year, we remain focused on our mission to serve Friends with a “ministry of presence,” at Yearly Meetings and Friends’ organizations throughout the world as well as among local meetings affiliated with Baltimore Yearly Meeting.

Transforming our annual retreat/workshop into a “travelers’ gathering,” we offered guidance to Friends who wish to travel under any concern. We have continued to send out

visitors and host incoming ones. We have also provided input into Baltimore Yearly Meetings' burgeoning Visiting Services Program and hope to continue to provide our support and service to this program designed to assist all individual Friends and committees who wish to travel within the Yearly Meeting. We (will) host our annual travelers' lounge and workshop at Annual Sessions.

The Intervisitation Working Group is always looking for more Friends to visit, both incoming and outgoing, as well as for companions to accompany those traveling with or without a concern. For more on our program, including a schedule of Yearly Meetings to visit, see our website at <http://intervisitation.bym-rsf.net>. You can direct your questions or let us know of your interest by email to bymintervisitation@gmail.com.

- **Mission Statement for Intervisitation Working Group**

Background: When the ad hoc Intervisitation Committee was laid down in 2013, the working group which arose in its place began to craft a mission statement to clarify the working group's role and intent. Much effort was made to ensure the working group's mission meshed with the goals outlined by the BYM ad hoc Vision Implementation Committee. The working group's process for drafting this statement is outlined in detail in our 2014 Annual Report. After review by Ministry and Pastoral Care, in whose care the working group provides, the working group approved the following mission statement at the end of 2014:

The Intervisitation Program of Baltimore Yearly Meeting (BYM) seeks to nurture the beloved community of Friends by encouraging, preparing, and supporting those who travel among Friends, both inside and outside of BYM. Our experience has shown the power of visiting in order to care for relationships within and among Yearly Meetings, especially where they are fragile, as well as to enjoy the richer, more abundant life available in the wide family of Friends. Through a simple "ministry of presence" we hope to be spiritually and prayerfully present, to listen deeply with love and without judgment, to be tender with another, not to bring our own agendas, and to get to know each other in that which is eternal. Visits will be in all directions, and involve both offering and receiving hospitality.

- **Ministry of Presence potential for healing and deepening in the Religious Society of Friends (RSF)**

As we visited among Yearly Meetings affiliated with Friends United Meeting for about 9 years, BYM was engaged in a strategic planning and implementation process. The power and influence for visiting among Friends as a Ministry of Presence was recognized and affirmed through several recommendations from the Vision Implementation Committee:

- Reach beyond the borders of any part of BYM that we are in, and connect meaningfully and in an ongoing way with other parts of BYM
- Reach out in a proactive way and not just be available when called upon or when we desperately need help

Friends United Meeting has recently named its outreach, visitation, work camps, and mission exchanges as Living Letters. FUM recognizes the long tradition of visitation among

Friends in the RSF.

From the earliest days of the Quaker movement, Friends have been visiting each other. Friends send and receive travelers as Living Letters, epistles written on our hearts, bringing messages of encouragement and assistance. We visit in order to affirm our Oneness as the body of Christ. We meet each other in times of need and in times of joy. We learn from each other and we know each other in that which is eternal. Through holy encounter, we are knit together in love. And through the sometimes-surprising encounter with Christ in the “other,” we are profoundly changed.

BYM’s Ministry of Presence expands Intervisitation particularly in our own yearly meeting and other yearly meetings within the Religious Society of Friends. We see our presence and “being with” whomever we are visiting, entering into shared worship and fellowship, joining with each other in that which is eternal, crossing the many divides that we as Friends have experienced. As the FUM **Living Letters** program states, Friends traveling with a particular concern or focus are also engaged in a form of Ministry of Presence since they bring their hearts and love to others with their living presence. Friends have been present with other Friends through many difficult times. Sometimes it is when a particular Yearly Meeting is in the middle of a painful experience like a split or when another Yearly Meeting takes a particular position on something that most BYM Friends do not support. During those times the visitor draws upon his or her own Spiritual practices to stay centered and present and those of an elder or companion if there is one present.

We are still at the beginning of this expansion and exploring how we will be led. Our report below gives a summary of experiences in the last year since our annual sessions in August, 2014.

- **Report on Outgoing Visits**

Friends visiting with travel minutes will return them to either Interim or Yearly meeting with endorsements. Often these endorsements include visits made to local meetings within the Yearly Meeting visited. Such visits in the course of our individual travels, with or without a travel minute, are also very much a part of the Intervisitation experience and are encouraged.

The following part of the report offers some experiences from BYM Friends who have traveled in the last year.

June, 2015 – Friends United Meeting Triennial in Indianapolis

Two official representatives and several other BYM friends traveled to participate in this gathering of FUM Friends. They reported to us at last year’s annual sessions that it was a very spiritually enriching experience.

July, 2014 - Britain Yearly Meeting – Friends in Residence at Woodbrooke Quaker Study Center – Visitors: Joan and Rich Liversidge, Sandy Spring MM

We received Joan and Rich’s travel minute at the March, 2015 Interim Meeting which was endorsed by Friends in the “other” BYM during their visit to Great Britain last summer.

British Friends acknowledged gratefulness for our BYM sharing Joan and Rich's spiritual and practical strengths . They also traveled to several monthly meetings and received endorsements.

November, 2014 – Cuba Yearly Meeting – Visitor: Jolee Robinson, Adelphi MM

In this Friends United Meeting sponsored visitation, we joined Cuban Friends for a 5:30 am worship service (actual time the missionaries arrived) that included watching the sun rise over the bay to acknowledge and celebrate the 114th anniversary of missionaries from Iowa Yearly Meeting who established Quakerism in Cuba on November 14. Jolee reports that she learned how grateful Cuban Quakers are for these early missionaries (visitors). She came away with a new appreciation for FUM missions and a feeling that we in BYM are really connected to FUM.

During the visit with 10 Monthly Meetings on the Eastern end of Cuba which were all programmed worship, Jolee was greatly impressed with the depth of spirituality and understanding of Quaker testimonies and values held by Cuban Quakers. Jolee also notes how Cuban Friends have remained steadfast in their faith through many hard times.

Examples of community outreach is the provision of purified water to the community, dormitory facilities for groups to come and stay for gatherings, and providing a room for Evangelical pastors to hold classes. The Cuban Peace Center in Gibara offers AVP, mediation and other peace building programs. Another church (meeting) plans to rebuild its old school building, destroyed by a hurricane, and use it for community mediation, AVP, and other community outreach.

January, 2015 – Friends Theological College (FTC), Kaimosi, Kenya –Visitor: Georgia Fuller, Langley Hill MM

Georgia Fuller traveled again to Friends Theological College in Kaimosi, Kenya. She gave eight guest lectures between January 10-15, 2015. While serving FTC and Kenyan Friends, she visited with the new Principal Robert Wafula. Georgia reports that he spoke several times of his visit to BYM Annual Sessions and how much he enjoyed it. During her time in Kenya, Georgia carried our presence to a Kenyan Church and gave 8 guest lectures at FTC. Georgia also notes that the transition from Ann Riggs, Annapolis, as Principal of FTC has been difficult. There were 5 months without a principal and the teachers were working on partial pay. Kenya, overall is economically depressed, due in part to a decline in tourism. Kenyan Friends would benefit from our continued prayers and Light.

March, 2015 – Friends World Committee Section of the Americas, Mexico – Visitor: Jolee Robinson

June, 2015 – Great Plains Yearly Meeting, Kansas – Visitor: Maria Bradley

July, 2015 - Upcoming Visits Eastern Region Evangelical Friends, Indiana Yearly Meeting and Western Yearly Meeting

September, 2015 – North Carolina Yearly Meeting – Visitors: Jolee Robinson and Erik Hanson**III. Visitors to BYM annual sessions (2014)**

Baltimore Yearly Meeting welcomed six visitors at our 2014 annual sessions from around the US. Eden Grace and Robert Wafula, the new principal at Friends Theological College in Kenya, were warmly welcomed by BYM Friends. Sammy Letoole and Angela Hopkins from Kenya were with us as well. We also had representatives from AFSC and William Penn House in 2014. As always, our visitors enriched our worship, our fellowship, and our community.

IV. Workshops and our Travelers' Gathering

Each year, we also host a one-day informal retreat, which this year we have styled as a “gathering” for those who travel or wish to learn about travel among Friends. As in the past, this event fell on the Sunday afternoon following March Interim Meeting and was hosted by Patapsco Friends Meeting at Hebron House. This year, about 20 Friends attended, where Friends shared experienced and asked many insightful questions about the process of traveling. As in the past, we opened with a practice in deep listening led by Joan Liversidge; this practice sets an important tone not just for the gathering itself but also provides an example of what it means to be “present” among Friends. We then went into a discussion of the process a Friend should go through to obtain a travel minute when a Friend is led to travel under a concern, noting the process is often not widely known or taught even by experienced Friends and Friends’ meetings. BYM General Secretary Riley Robinson and Presiding Clerk Ken Stockbridge finally led a discussion on the new Visiting Services Program, to gather insight on what services it may help provide travelers in the future.

Responses from attendees at this annual retreat confirm that this annual opportunity provides support to all Friends in our yearly meeting who have a leading to visit among Friends, with or without a concern or focus, or with or without a travel minute. The Inter-visitation Workgroup strives to provide a setting where Friends can encourage and support each other in a Ministry of Presence through this gathering. We invite all who travel among Friends to join us for this gathering, whether you travel with or without a travel minute, formally or informally, with or without a specific concern or focus.

Two workshops related to Inter-visitation were offered and well received at 2014 annual sessions. Erik Hanson, Takoma Park and David Fitz, York, led a workshop on Christocentric Friends. Kenyan Friend Sammy Letoole led a fantastic interest group on his work in Samburu and Turkana Kenya. He described a very difficult and risky reconciliation work between two ethnic groups.

IV. Budget

In 2014 many of our incoming and outgoing visitors donated their individual resources to cover expenses. Overall an estimated \$5,210 was spent during visits since our 2014 annual sessions. Of that total, \$4,617 was donated. We do expect that some visitors did not submit their costs to us. Overall, there were many resources contributed to this ministry by members of Baltimore Yearly Meeting.

We appreciate the continued support of the Yearly Meeting in support of this valuable ministry as there are many Friends who may be called to visit and those called to visit with us that do not have personal resources to commit.

RIGHT SHARING OF WORLD RESOURCES WORKING GROUP
(under the care of Peace and Social Concerns Committee)

No report received.

SPIRITUAL FORMATION PROGRAM WORKING GROUP
(under the care of Ministry and Pastoral Care Committee)

The Spiritual Formation Working Group, comprising Friends from Gunpowder, Baltimore-Stony Run, York, and Friends Meeting of Washington, met recently to reflect on our year's work and on the state of the program under our care.

Our Fall Retreat in Ninth Month of 2014 at the beautiful Priest Field center in Kearneysville, West Virginia provided space and time for participants to reflect on our experiences of trusting in the Spirit's abiding presence. Thirty-six Friends from twelve Monthly Meetings attended the retreat. We practiced the deep listening at the heart of spiritual friendship; we were nourished by the fellowship of singing, shared meals, and walks along the beautiful woodland paths at Priest Field. New and continuing "local" groups started another year of shared spiritual journeys and deepening spiritual community that would sustain Friends beyond the retreat.

As the time approached for our Spring Retreat in Fifth Month 2015, we did not have sufficient registrations to hold the retreat as planned. After careful discernment, we canceled the retreat. By taking a step back from our usual program routine, we have gained insight and perspective that will strengthen the program going forward. Our Working Group sat in worship to consider how the Spiritual Formation Program can best nurture the spiritual deepening of individuals and Meetings across the Yearly Meeting. Out of worship, we were led to carefully examine all aspects of the program, from the format, to registration and accounting procedures, the location and costs of retreats, and our communication and outreach activities. We developed a survey now being conducted among past participants to better understand what draws individuals and Meetings to the Spiritual Formation Program, and what barriers may prevent others from participating. We also traveled to Sandy Spring for a very helpful meeting with the Yearly Meeting staff.

From this analysis and reflection, we have made some changes. Our more disciplined registration and accounting practices will help us to work more effectively with the Yearly Meeting staff. After considering other possible sites for our annual retreats—weighing costs, location, dining services, and accessibility—we have decided to stay at Priest Field for the near future. We have secured dates for the upcoming retreats in the Fall of 2015 and Spring of 2016 (avoiding a conflict with Mother's Day). We have requested that \$2000 be made available by the Yearly Meeting each year so that we can provide financial assistance to those who request support.

In the coming year, we will consider what support local (Meeting) groups may want or need from the Working Group between the Fall and Spring retreats. WE will also continue to learn with and from our counterparts in Philadelphia Yearly Meeting, whose program has been evolving in ways both similar and different than our own. We seek to diversify our Working Group to include Friends from more Monthly Meetings and to make the program more attractive to Young Adult Friends.

WOMEN'S RETREAT WORKING GROUP
(under the care of Ministry and Pastoral Care Committee)

No report received.

WORKING GROUP ON ISRAEL–PALESTINE

No report received.

WORKING GROUP ON RACISM
(under the care of Ministry and Pastoral Care Committee)

The 2014 BYM Annual Sessions

The Working Group on Racism sponsored two workshops at the 2014 Annual Sessions. One, led by Tory Johnson from the Friends Committee on National Legislation (FCNL) and Philip Caroom of Annapolis Friends Meeting, focused on current FCNL work to end mass incarceration and proposed legislation to be introduced to the Maryland General Assembly in 2015. For the second workshop members of the Working Group facilitated a discussion among Friends about how the One Book program on *The New Jim Crow* had gone that past year and what steps Friends may be led to take to address the issues raised in that book. It was led by Philip Caroom, Oliver Moles and Pat Schenck.

Maryland Alliance for Justice Reform (MAJR)

Working Group on Racism participants who live in Maryland joined others in lobbying the Maryland Legislature last year to establish a taskforce to explore how the incarceration rate might be reduced. That proposed legislation was not passed in 2014. Those who had lobbied for creation of the taskforce decided that for 2015 they would instead urge the passage of seven bills addressing mass incarceration. To support that effort they established the Maryland Alliance for Justice Reform (MAJR). That organization introduced five bills, and two of them were passed by the Legislature and signed by the Governor. One bill establishes a council that will study best practices in criminal justice from around the country, working with the Pew Research Center, and make recommendations for Maryland. The other one allows people with a record of certain misdemeanors, after three years without an additional offense, to “shield” their record (hide it from the public, not from law enforcement), allowing them to gain employment, find a place to live, and thereby to support their families and become tax-paying contributors to society.

Other work in progress

The Working Group is working to promote attendance and otherwise support the White Privilege Conference in Philadelphia in the spring of 2016. Friends General Conference is hosting the conference.

The Working Group is also exploring ways to facilitate the involvement of Friends who do not live in the Baltimore and Washington areas in its activities.

The mission statement is being revised—primarily to include addressing some racial issues in the larger society (such as mass incarceration).

As part of the BYM visioning process, the Working Group is exploring with the Yearly Meeting whether it is prepared to make a commitment to becoming more racially, economically and ethnically inclusive than it currently is.

In recent years the Baltimore area Friends Meetings conducted a silent vigil on the Saturday before the Martin Luther King national holiday across from the commemoration of Lee and Jackson by the Sons of Confederate Veterans. The BYM Working Group joined them in January 2015 and provided additional support to the vigil. The increased Quaker involvement together with the involvement of the Baltimore chapter of the NAACP appears to have led to more media coverage than in the past. The Working Group intends to continue its vigil to urge the Sons of Confederate Veterans to hold their observance on a date other than the weekend of the Martin Luther King national holiday.

Plans for the 2015 BYM Annual Session

The Working Group is conducting two workshops for 2015 Annual Sessions. Tila Neguse of FCNL, Bob Rhudy of Patapsco Friends Meeting, and Phil Caroom of Annapolis Friends Meeting will be leading a workshop about what is happening around mass incarceration and prison reform in the District of Columbia and each state where there are BYM Monthly Meetings. David Etheridge of Friends Meeting of Washington will lead a workshop entitled “Living into Right Relationship in our Multiracial Society” exploring resources available to Friends who wish to address individual, institutional or structural racism. The Working Group also played a role in arranging for two other workshops. One is a workshop on the Prison Ministry of Patapsco Friends Meeting by Jean Pfefferkorn, Bob and Becca Rhudy, and Susannah and Jim Rose. The other is about the Underground Railroad presented by Jenny Mazur of the National Park Service.

Within the Working Group on Racism

The Working Group’s monthly meetings always make time for Friends to share their experiences with respect to race since the last meeting and to share books, articles, films and presentations on the topic of race that have come to the attention of individual Working Group members. In addition to those who regularly attend our meetings, there are about twenty Friends who do not attend, but stay informed of our activities through an email list that spares them many of our more logistics-oriented emails.

Communications within BYM

Our Working Group is under the care of the BYM Ministry and Pastoral Care Committee. We meet once or twice a year with the Committee to keep it updated on our activities and concerns and to seek counsel. That committee has designated a liaison who has attended some of the Working Group's meetings.

The Working Group maintains a list of Monthly Meeting liaisons who receive a monthly item for their newsletters or other means of dissemination.

Active Monthly Meeting Working Groups on Racism exist at Langley Hill Friends Meeting, Baltimore area Friends Meetings (Stony Run, Homewood and Gunpowder) and Annapolis. Friends Meeting of Washington has begun a four-year discussion group using the book, *Waking up White: and Finding Myself in the Story of Race* by Debby Irving.

Communications beyond BYM

Working Group members maintain contact with Friends in New England, New York, Philadelphia, South Central and Intermountain Yearly Meetings who are involved in racial justice work as well as with individual Friends around the country involved in that work.

YOUNG ADULT FRIENDS

No report received.



2015 Women's Retreat

REPORTS OF AFFILIATED ORGANIZATIONS

AMERICAN FRIENDS SERVICE COMMITTEE CORPORATION

Epistle from American Friends Service Committee 2015 Corporation Meeting
5-7 March 2015

To Friends Everywhere:

Friends from around the world traveled through a blizzard to gather for the annual meeting of the American Friends Service Committee Corporation, a governing body of the AFSC, at Friends Center in Philadelphia. Blizzard conditions forced the cancelation of the scheduled opening session, though groups of Friends gathered informally to share experiences, concerns, and hopes for the work of AFSC.

Orientation for new members of the Corporation over breakfast included a description by Friends Relations Clerk Doug Bennett of the origins of the Corporation, with representatives appointed by Yearly Meetings, as a vehicle to ground the service work of AFSC in the faith and practice of Friends and to keep Friends connected with the work and communities served by AFSC's programs.

General Secretary Shan Cretin noted that while AFSC was formed to provide alternatives to military service, AFSC has never been a substitute for individual witness. She described two themes identified in recent strategic plans: engaging youth in spiritually grounded work for social change in their communities; and changing the narrative about war and violence.

Clerk Phil Lord opened our Meeting for Business with worship, reminding us of that all our work is carried out as worship, seeking guidance of Spirit. Shan Cretin, General Secretary, noted that the theme of each year's Corporation Meeting is intended to highlight and lift up an aspect of AFSC's work. This year's theme was "Radical Hospitality: Working for Immigrant Justice." The General Secretary acknowledged that not all Friends are clear that Friends are called to this work and reminded us with powerful illustrations that speaking truth to power is most effective when the truth is spoken kindly.

Friends Relation Committee Clerk Doug Bennett described volunteer opportunities for Friends within and partnering with AFSC, including service on governance committees, volunteer work for AFSC programs, and the emerging Quaker activist/partner role. This new model of engagement works toward beloved community through accompanying and partnering with others. An AFSC "track" at the 2014 FGC Gathering included 5 workshops, afternoon activities, and the closing plenary, leading to a network of Friends working to end mass incarceration.

Afternoon workshops with AFSC staff showcased some of AFSC's programs including "Shared Security," "Mass Incarceration," and "Immigrant Justice." The workshop "Palestinian Fragmentation and Movers" brought three young Palestinian women to describe the pervasive corrosive effects of fragmenting and isolating populations of Palestinians. Even members of a single family may be assigned to different areas making it technically illegal

for them to meet as a family. Travel between or out of tightly controlled areas is at best difficult and often impossible. Friends were urged to support Boycott, Divestment and Sanctions (BDS) as a means of promoting meaningful change and human rights. One of the Palestinian youth, who is from Gaza, described AFSC's work as unique in the region. She told us that while other organizations provide specific kinds of humanitarian assistance, she was happily surprised that AFSC is willing to talk about those things that matter most to her and other Palestinians. AFSC is the "one organization that cares for my dreams and aspirations and supports communication with my history and my land."

Speakers at the evening plenary session "this moment in the immigrant rights movement" described the current work of AFSC as continuous with a decades-long struggle for immigrant rights. Staff from the San Diego and Denver offices of AFSC are working with immigrants to challenge arbitrary and inhumane treatment and assert the rights of immigrants. Staff and young people in the program "67 Sueños" brought some of the energy and passion of their work to the gathering. Immigrant youth brilliantly expressed their experiences in poetry using bilingual spoken word and visual art including large murals. We heard their stories of struggle against poverty, family separations, violence, and indifferent or hostile officials. We heard the importance of listening to their authentic voices to change the narrative and change the culture.

Honoring the value of the work of these young people, AFSC Corporation members were spontaneously moved to raise funds to purchase artwork from the 67 Sueños program that will remain at the AFSC offices in Friends Center.

David Jaimes, Pastor of Student Ministries at Friendswood Friends Church near Houston, Texas led opening worship Saturday morning. He feels called to the ministry of reconciliation and reminded us of the Biblical injunction to care for "the least of these" and provide hospitality.

The second session of the Meeting for Business featured a description of Courageous Acts, AFSC's capital campaign to fund the next century of AFSC's work. Among other things, this campaign will increase endowment to allow funding of internships and fellowships for the next generation of activists.

As we near our 100th anniversary in 2017, American Friends Service Committee invites your voice and partnership in our work for beloved community.

Phil Lord, Clerk, the Board of AFSC
Shan Cretin, General Secretary

(The Corporation approved this epistle, with one Friend expressing the need to stand aside.)

FRIENDS COMMITTEE ON NATIONAL LEGISLATION

Please see the following Friends Committee on National Legislation 2015 Annual Report from FCNL clerk DeAnne Butterfield for distribution to Yearly Meetings. FCNL is operated under the direction of a 184-member General Committee composed of representatives

from Yearly Meetings and other Quaker organizations from around the United States to express our concerns on policy decisions in our nation's capital.

Sixteen Friends from BYM currently serve on the FCNL General Committee: Marion Ballard, Herb Beskar, Deanna Boyd, Ross Capon, Rosalie Dance, Chris Daw, Gretchen Hall, Malachy Kilbride, Bill Mims, Oliver Moles, Damian Morden-Snipper, Kate Newman-Zohir, Bob Rhudy, John Salzberg, Catherine Stratton-Treadway, and Karen Treber. These General Committee members can work with FCNL staff to make presentations at monthly, quarterly, and annual meetings within BYM regarding FCNL, legislative priorities, lobbying, and other related matters. Many of our monthly meetings also have FCNL contacts who help coordinate information exchange and support member participation with FCNL.

FCNL will conduct its annual meeting on “Building a Pathway to Peace,” with its Quaker Public Policy Institute and Lobby Day on November 12, 15, 2015 in Washington, D.C. We encourage you to attend, participate, and join with other Friends from your states and districts in lobbying your U.S. senators and representatives in support of peace, social and economic justice, care of the earth, and good government. Please review the FCNL website at www.fcnl.org for more information on our 2015 annual sessions and our priorities, activities and special events.

Please also contact your BYM representatives to FCNL at any time with your questions, recommendations, and concerns. Thank you for your interest and support as we work together “To Seek a Better World.”

Bob Rhudy (Patapsco)

Since the early days of the Religious Society of Friends, God’s spirit has led Friends to take action in the world. Since 1943, the Friends Committee on National Legislation (FCNL) has carried on this witness of the Spirit through action on Capitol Hill.

FCNL brings the concerns, experiences and testimonies of Friends to bear on policy decisions in the nation's capital. We are governed by a General Committee of 184 Quakers, representing 25 Yearly Meetings and 7 Quaker organizations. We are sustained by the advocacy, prayers and financial support of tens of thousands of Friends and like-minded people across the country, in every state and nearly every congressional district.

Living our Faith through Action

FCNL's 17 registered lobbyists meet on Capitol Hill with lawmakers and their staff, and we work as partners with citizen advocates across the country. In 2014, Friends in FCNL made more than 750 personal visits to congressional offices, in Washington and in local districts, on FCNL priority issues. Our network also sent 116,981 issue-related messages to Congress and had 121 letters to the editor published that support our advocacy priorities.

In November, we welcomed 440 Quakers and other friends in the FCNL network to Washington for our annual, and largest ever, Quaker Public Policy Institute, focused on sustaining diplomacy with Iran. Quaker writer and speaker Parker J. Palmer delivered the keynote address, talking about the ways that Friends' practices can create safe spaces and conversa-

tions to heal the heart of democracy. Attendees visited more than 200 congressional offices over the course of two days; 25 offices released statements in support of diplomacy following these visits.

At the Annual Meeting gathering, convened just after the Policy Institute, FCNL's General Committee approved new legislative priorities to focus the organization's work in the 114th Congress (2015-2016). The priorities were developed with input from 167 Quaker meetings and churches across the country. Priorities are available at fcnl.org/priorities.

The Future of Quaker Advocacy

FCNL engages with Quakers of all ages. As I write this, we have recently completed our Spring Lobby Weekend, which brought nearly 300 students and other young adults to Washington to ask Congress to act on climate change. These experiences light the inward fire and motivate young adults as they become empowered advocates on this and other peace and justice issues.

From our Young Fellows program (formerly called an internship), now in its 45th year, to our new Advocacy Corps, which will help young adults organize in their own communities, FCNL is providing important opportunities for young people during their formative years to learn and practice ways to put their faith into action. Find out more at futureadvocate.org. We are also exploring opportunities for Friends who are later in their careers to work with FCNL for a period of time through our revived Friend in Washington program.

As the 114th Congress begins, FCNL's non-partisan witness on Capitol Hill is more important than ever. Our faith and experience convince us to work for the peaceful, just, equitable and sustainable world we seek. Above all, we seek to remain open to where God's spirit leads us. We greatly appreciate and acknowledge the significant impact of the financial support and activism of individuals and Quaker meetings, churches and yearly meetings. Please keep our work in your prayers.

DeAnne Butterfield, Intermountain Yearly Meeting
Clerk, FCNL General Committee

FRIENDS GENERAL CONFERENCE

Greetings from members of Baltimore Yearly Meeting (BYM) who serve on the Central Committee of Friends General Conference (FGC), its governing body. Work under our care has supported and nourished monthly Meetings across the country and thousands of individual Friends. This work included the Quaker Cloud, Quaker Quest workshops, gatherings for Friends of Color, a consultation on Spiritual Deepening within the Religious Society of Friends, and ecumenical outreach through the World Council of Churches.

This year Central Committee focused particularly on three areas: discerning way forward for Quaker Books, which has been in financial trouble, spiritual deepening, and consideration of a fundraising campaign. After a challenging period of discernment, the physical bookstore was relocated to Pendle Hill for a trial period, and it became a mostly online bookstore at QuakerBooks.org. Here Friends can download e-books, order printed books,

and read interviews with Quaker authors. The sustainability of this model will be evaluated by the committee. A Spiritual Deepening program was launched, to “make the full depth, joy, and fire of Quaker faith and practice highly available, teachable, and experiential for all those who are or will become part of our faith communities.” This program is in formation, and several Friends from BYM have taken on pieces of the work, which is designed to strengthen and deepen our Meetings as worshipping communities. Study of the feasibility of a major fundraising campaign for FGC is currently underway.

Friends from Baltimore Yearly Meeting have served Central Committee on the Personnel Committee and the Friends Mutual Health Group, the Long Range Conference Planning Committee, the Executive Committee, the Committee for Discernment, Planning and Priorities, and the Committee for Nurturing Ministries. This year, the Friends Mutual Health Group has expanded its outreach to include many Quaker organizations seeking better and more affordable health care coverage for employees. The Long Range Conference Planning Committee’s work has focused on making the Gathering more welcoming to first time attenders, Transgender Friends, Friends with disabilities, and Friends from working class backgrounds. The BYM Friend who serves on the Executive Committee described their work as sometimes appearing to be less glamorous than that of some other committees. However, their work is vital to strengthening FGC’s financial base, evaluating the effectiveness of its programs, discerning leadings for new or changed programs, and encouraging Friends and Meetings to use the many resources and programs available through FGC. Members on the Committee for Nurturing Ministries have been involved in visioning for the emergent Spiritual Deepening Program and in the rewarding work of developing resources and materials for this exciting new FGC offering. Friends from Baltimore Yearly Meeting feel that they have been well used in the work of Central Committee and appreciate the opportunity given to them by the Yearly Meeting to engage in this work.

FRIENDS HOUSE INC. AND FRIENDS HOUSE NURSING HOME INC. TRUSTEES

Friends House is widely known amongst Friends for being a vibrant community where residents engage in so many activities that resonate with Friends and for the tender care that residents demonstrate for one another. This year, Friends Nursing Home was honored by a ranking of #1 in Montgomery County and #2 in the state of Maryland for quality of care. The criteria set by the Maryland Department of Health and Mental Hygiene includes staffing levels and stability, infection control, Centers for Medicare and Medicaid Services quality indicators and a family satisfaction survey. Friends House Nursing Home also received a Medicare five-star rating. This recognition presents a challenge. Success is never final and we work every day to live up to this honor.

The Master Plan

We are also looking to the future to plan a campus that matches the outstanding care. We are planning to redevelop the affordable housing, add cottages, lodges and apartments, update the commons and the health care facilities.

True to Friends’ business practices, the redevelopment of Friends House has engaged resi-

dents in conversation about the new campus plans at every level: the Board, the Project Steering Committee, listening sessions with the architects and the developers, resident committee input, Resident Association meeting presentations and discussion, reports to the community and Friday morning “Coffee with Kevin.” Accordingly, the project is progressing in good order. The plans that we had hoped to file for land use permitting last fall, we are hoping, once again, to submit this fall. .

There is a high interest in including health and wellness amenities and in using sustainable practices and features in the new campus. The willingness of residents to bear the financial burden of these features as part of the cost of living at Friends House has its limits. To that end, we are hiring a Development Director and re-invigorating our fundraising efforts.

Aging Well With Friends

The resident-Board initiative, Aging Well with Friends (AWWF), is entering its third year. They are working on a sustainability plan and in partnership with the Jewish Council on Aging, they have engaged a part-time volunteer to work on developing new resources, partnerships and coalition building. You can get the latest news on Friends House Volunteers on Facebook and attend the workshop at BYM Annual Sessions to learn more about AWWF.

FRIENDS MEETING SCHOOL

“A whole program, age 3 through 12th Grade, Friends Meeting School offers a college preparatory curriculum emphasizing Friends’ ideals of peace, equality, integrity and service. Vigorous academics are enriched with additional classes in music, drama, art, Spanish and physical education. Small classes and experienced teachers create a caring and creative learning environment encouraging joyful exploration inside and outside the classroom, taking full advantage of our 50-acre campus and the metropolitan area. Located in southern Frederick County - just minutes from I-270, I-70, and Montgomery County – we serve the communities of Frederick, Damascus, Hagerstown, Thurmont, Clarksburg, Gaithersburg, Urbana, Mt. Airy, and more.” (From FMS promotional materials)

In 2014-2015, Friends Meeting School increased its enrollment to just over 100 students, a level we hope to maintain and build on. We undertook a successful fundraising campaign that stabilized our operating budget. We graduated six seniors, all accepted into colleges of their choice. Our energetic new Head of School, Mara Nicastro, completed her first full year of innovative leadership. These are difficult times for small and independent schools, but we are optimistic about our future. The Quaker education we offer, as part of a community of Friends schools in the Baltimore-Washington area, speaks to a deep hunger in our society.

Here are some of the highlights of the past year:

Friends Meeting School was authorized to issue foreign student visas in June 2014, and we welcomed our first six international students, mostly from China, during the 2014-2015 school year. We are looking into ways to build on this initiative, perhaps by hosting a summer camp for Chinese students.

In April 2015, 1,200 trees were planted on our fifty-acre campus, to help protect the Chesapeake Bay watershed. We have also begun an organic farming initiative, with the help of a farmer who will be part of the FMS teaching staff. Our middle school students recently applied for and received a grant from Whole Foods to serve as “Garden Heroes” in partnership with the Frederick Food Bank.

Our annual spring musical this year was “Mulan, Jr.,” an adaptation of the Disney movie, presented in cooperation with the Chinese community in Frederick and a school for the deaf. As has been the tradition for a number of years, the public performance at the Weinberg Center in Frederick raised funds for the Frederick Food Bank, as well as 1,000 pounds of donated food.

We would love to deepen the connection between Friends Meeting School and Baltimore Yearly Meeting. If you are interested in Friends education, or any of these special projects, we encourage you to get involved.

Deborah Haines (Alexandria),
BYM representative to the FMS Board of Trustees

FRIENDS PEACE TEAMS

No report received.

FRIENDS UNITED MEETING

The Friends United Meeting staff and General Board members are grateful for the partnership we share with this community. The financial support, volunteer work and participation in FUM programs and events help bring life and vitality to the global fellowship of Friends. Thank you for each way you share in the common work and witness of FUM!

Some people think of FUM as an umbrella organization linking our 34 yearly meetings and associations for the purpose of preserving historic ties. Others see FUM as a North American mission organization focused on sending people and resources to do ministry in other parts of the world. While these ideas about FUM may have been practically true at different points in our history, we believe God is calling us to be much more now and into the future. Instead, FUM is a beloved community — joining Friends in a mutually-supported, global fellowship. Together, we seek to energize, equip and connect Friends in their local meetings/churches, through their yearly meetings/associations and by the programs and projects partner in all around the world.

This work happens in many different ways. Here are some examples we wish to highlight:

Communications

- Hopefully you are becoming familiar with the new **Connections** insert that is available in hardcopy or digital format. Each month, we highlight a different part of our community or shared work in a way that offers avenues for further exploration and growth.
- *Quaker Life* magazine continues to be available in print and digital formats offering news, inspiration and challenge. In an effort to expand our reach within the community,

we will be creating a *Quaker Life* blog in the coming year. This will feature another set of writers in a more inter-active format and will focus on the practicalities and peculiarities of living as Friends in the world.

- An ongoing concern we hear is the need for creative and engaging educational curricula and spiritual formation resources. Over the next several months, we are actively working on best ways to meet this need through a revitalized and refocused **Friends United Press**.

- If you are reading this report during your annual gathering, you will find a wonderful and colorful **FUM booklet** on our display table. It highlights, primarily in picture form, some of the wonderful programs, projects and people across FUM. Please pick one up or find it on the website.

- We expect to hire a new **Communication Director** for our Richmond (US) office later this year. We are looking for a creative, gifted and passionate person to lead our communication team and vision into the future. A job posting is available on our website at www.fum.org.

- Many **digital resources** are available to Friends by signing up to receive them. These include e-newsletters, weekly devotions and prayer concerns, inserts and *Quaker Life*. You can sign up for any or all of these by contacting our office at info@fum.org or checking out the website.

Global Ministries

- We have just launched a renewed initiative aimed at facilitating cross-cultural service and strengthening connections across our community. The **Living Letters program** facilitates a wide variety of travel in the ministry: for service, for prayer, for learning, for solidarity, for teaching, for discernment, for encouragement, for witness and more. Organized opportunities will be on the FUM website. Our current focus is on finding Friends to be part of our regular work teams to Cuba and to serve as three to nine month Friends in Residence in Ramallah.

- Ramallah Friends School has hired **Nancy Sanderson Swartz** to serve as **Academic Dean**. Nancy brings years of experience in International Baccalaureate education and will focus on training and developing the 100+ teachers who serve at the school.

- Within the **Caribbean region** of FUM, our primary focus is on re-visioning our work in **Belize**. A discernment team has been working over the last year to consider possible next steps for an expanded ministry. A new outreach through adult education is ready to begin and exploration into starting a Friends worshipping community continues.

- **North American Ministries** recently held a **Stoking the Fire** retreat in Cincinnati, Ohio. Quakers from all over the country came together for worship and sharing. This is one of many efforts aimed at kindling renewal among Friends and equipping local meetings and churches to be healthy and vibrant.

- **Africa Ministries** continue to flourish and expand through the work of our Kisumu office staff, project partners and in collaboration with yearly meetings. At **Friends Theological College**, Robert Wafula and the staff are actively working to expand the size of the student body as they also work through the next steps toward accreditation. FUM is currently seeking to fill two important ministry staff positions in Africa. We are currently looking for a **Business Manager** to split time between FTC and the African Ministries Office. This Kenyan Friend will oversee the financial and business operations of both offices.

We also continue to search for a **Communications Officer**, a North American Friend who will enhance our story-telling and information sharing in Africa and cross-culturally. Both job descriptions are on the FUM website.

Energize, Equip, Connect: The FUM Campaign

- Last summer, FUM quietly launched a three-year, \$3,000,000 campaign to deepen the connections within our community and raise funds to launch new initiatives and build a more sustainable support base. Through outright and planned gifts, we hope to exceed this goal before the 2017 Triennial. To-date we have around \$1,000,000 raised or pledged.

- We are so grateful to the generous Friends who have contributed so far. Each gift, whether large or small, is making a huge impact on our capacity to do ministry. Over the coming year, there will be a series of small group gatherings in which Friends will be invited to come and hear more about FUM and the Campaign. Please consider attending one in your area.

2017 and 2020 Triennials

- Great Plains Yearly Meeting has agreed to host the 2017 FUM Triennial in Wichita, KS. The dates for this gathering of Quakers from around the world will be July 12-16. We will meet on the campus of Friends University.

- Over the last year, FUM has been in discussion with the United Society of Friends Women International and Quaker Men International about the possibility of aligning our Triennial schedules. An agreement was reached to begin doing this in 2020. A joint planning team will work together to coordinate a shared place and time so that the gatherings can be held back-to-back. This will reduce some of the cost for international travelers and encourage a deeper partnership between the three groups. At this point, we are anticipating hold these gatherings, with an overlapping day for joint fellowship, in Kenya.

FRIENDS WILDERNESS CENTER

The big news of this past year is that we have added a Geodesic Dome (16 feet in diameter) to our available retreat lodgings! With its absence of hard interior angles, it is a comfortable, embracing space and is furnished with a full futon, a drop-leaf table with two chairs, and a small sink with a large water jug. It also has a small porch from which you can view of the valley below while the wind and the sounds of nature help you to renew, relax, and recharge.

This past year, the Friends Wilderness Center (FWC) had a very successful capital campaign to help restore and renew our aging building. Many thanks to those of you who helped us reach our goal. Much needed upgrades included new carpeting throughout the Niles Cabin, new fascia boards, and a refurbished bathroom.

The nine members of the FWC board meet every three months – the first Saturday in March, June, September, and December – monitoring the status of the Center’s finances and the success of its programs, seeking ways in which to have a reliable source on income throughout the year, and suggesting appropriate and innovative programs that either they or someone they know can offer at the Center.

The Board and Resident Manager have ensured that the FWC facilities and especially the land continue to be used as the Niles Family intended: “For perpetual, spiritual use” and to support our mission ‘to care for the natural setting entrusted to us and to enable all to find spiritual nurturance there.’ Since our last report we have had many individuals and groups pass through our doors:

- Individuals seeking a quiet retreat
- The granddaughter of Henry and Mary Cushing Niles, (the original landowners and FWC benefactors), for a weekend, talking about their vision for the land and showing slides of the early days
- A group of 24 students from the Maryland Institute College of the Arts for a weekend in late August (they will be returning this year)
- Goose Creek Meeting held Meeting for Worship in the tree house
- Three committees/groups from Langley Hill Meeting have used our facilities
- A group of ten – 6 students and 4 adults from St. Joseph’s School in Baltimore held a “coming of age” program for eight days (their third visit)
- Small groups of two or three friends/families come to just enjoy the walking through the woods and conversing
- And last but certainly not least are the folks who come out to get away, just go for a hike, or attend one or more of our Saturday programs: poetry, making outdoor sculptures, nature programs, Singing, S’mores, and Stargazing.

We hope that you will give us a call to say you would like to come out for a program, spend a night in the Niles Cabin (also the home of the resident manager) or the dome, camp in the tree house or yurt or your own tent, or just for a day to hike the many miles of trails that wind through the 1400 acres here.

Upcoming programs include: August 15 – Traveling Players presenting Cinderella; August 22 – Qi Gong in the morning and meditation in the afternoon; September 12 – Writing and Drawing; October 10 – Fall work day; October 24 Witches & Quakerism; November 14 – Poetry to warm the Soul; November 28 – Cold Turkey Hike; December 29 – End of Year Reflection Hike. Visit our website for more information and directions – www.friendswilderness.org.

FRIENDS WORLD COMMITTEE FOR CONSULTATION

This has been an interesting time to be the convener for the Representatives to the Friends World Committee for Consultation, or FWCC, section of the Americas. When I was first asked to be on the FWCC-SOA, I asked what I would be doing if I accepted that task. I was told, just go the things they organize, and maybe have a meeting at lunch at the Annual Session of BYM.

That seemed to be something I could do pretty effortlessly, so I agreed. However, things started to change as the executive director, Robin Mohr, her staff, and her committees looked with clear eyes at the state of the organization. An extensive and intensive reorganization began, with an eye to making the Committee and the Section more responsive to the changes in several things, the availability of electronic communication, the changes in South and Central America, and the changes in the Society of Friends.

As a consequence, my task as convener has increased in responsibility and importance. One of the changes in the Section has been the decrease in paid staff. At present, there are two full time people, and two part time people are being hired soon. The representatives have been urged to step up and do more of the work of the Section. Committees of representatives have been formed to handle communications and publications. These committees will carry out functions previously performed by staff. The other representatives will serve as liaisons from the Section to the Meetings, and from Meeting to Meeting. My section has put together a mailing list so we can let the others in the region know of events that would be of interest to those who want to follow the work of the other Meetings, including those from different traditions of Quakerism

Several of the representatives went to the Section Meeting in Mexico City, where the deeply involved in the work, Chuck Kleymeyer from BYM co-clerked the working group on social initiatives for funding. I interpreted for the finance committee throughout the year and at the section meeting. We all met and schmoozed with people from all over the section, and created important relationships.

The Worldwide Plenary will be in Peru in January. Several of us are planning to attend to continue our effort to bring together the different threads in the tapestry of Friends.

MILES WHITE BENEFICIAL SOCIETY OF BALTIMORE

The Miles White Beneficial Society continued its mission during the past year by providing scholarships and grants to worthy individuals and organizations, most of whom have Quaker connections or provide services which are commensurate with Quaker values.

The Society has established two committees to disperse funds on an annual basis. The **Committee on Education** recommended to the Board the distribution of scholarship funds in March to thirteen applicants from the following Monthly Meetings: Dunnings Creek, Frederick, Gunpowder, Homewood, Little Falls, Maury River, Midlothian, and Stony Run. Grants were also awarded to Baltimore Yearly Meeting Camping Program, Friends School of Harford, McKim-City Springs, and Pendle Hill.

The **Committee on Charities** has issued requests for proposals to twelve organizations in four general areas of need: education, medical assistance, social services and housing. All are located within the Greater Baltimore area. Proposals are due on July 1. The Committee will make recommendations for allocation of funds to the Board in August.

NATIONAL RELIGIOUS COALITION AGAINST TORTURE

No report received.

PRISONER VISITATION AND SUPPORT

No report received.

QUAKER EARTHCARE WITNESS

Quaker Earthcare Witness (QEW) is a network of Friends in North America and other like-minded people who are taking spirit-led action to address the ecological and social crises of the world from a spiritual perspective, emphasizing Quaker process and testimonies.

Each Yearly Meeting appoints a representative to the Steering Committee. Toni Hudson serves as BYM's appointee and Eli Fishpaw serves as the alternate. Barb Adams is a rising alternate.

Toni attended the Fall Gathering which was held at Pendle Hill. Barb attended the Spring Steering Committee meeting held at Ann Arbor Monthly Meeting. BYM funds were used for travel and registration. QEW Friends come from all over to gather, share stories, participate in committee meetings, and spend time in worship and fellowship. There are wonderful (and Earth-friendly) vegetarian meals, times of silence and celebration, and opportunities to learn about and discuss a wide range of concerns and emerging responses on behalf of our planet. The Fall Gathering featured leaders from EQAT, FCNL and QUNO who inspired and energized participants. They represented some of the Quaker organizations who signed on to the Shared Statement on Climate Change.

At the Steering Committee Meeting this spring, Barb focused on learning about the working process of QEW and the Steering Committee gathering. During the weekend, members participated in a series of Meetings for Worship for Business to discuss full and varied agendas and the outcome of breakout sessions of working groups and subcommittees. Discussions included the interface of technology during worshipful times; whether to sign - with FCNL - the letter opposing the Ryan-Hatch Fast Track bill; issues related to support for the UNFCC Green Climate Fund; and revisions of a number of QEW publications. Sharing meals and worship with Ann Arbor Meeting members, staying in the home of a Meeting member, and spending a day at the Ann Arbor retreat center added depth and fellowship to the experience.

QEW has updated and expanded its website to include access to its journal (Be-Friending Creation), an archive of its Eco-Bulletins, its pamphlets and Resources for Earthcare Action. Print copies of these can be ordered on-line, as well. The site now features a blog which encourages Meetings to share their environmental actions and is on Facebook and Twitter. At the 2014 BYM Annual Session there was a display that featured back issues of Be-Friending Creation, copies of the pamphlets and information about resources. When the Unity with Nature committee introduced their request for BYM to embrace the request for local meetings to discern their response to climate change, environmental degradation and resource depletion, Friends were reminded of the rich resources of QEW.

As a result of attending QEW gatherings, we have met many Friends who are working to bring about Right Relationship with Creation. These contacts have been a resource for BYM Unity with Nature Committee. At Annual Session the committee, as well as the Yearly Meeting, benefited from a workshop led by Roy Taylor, the clerk of QEW. "Transformation and Healing of Creation" prepared Friends for the request of local meetings to discern climate change.

A number of BYM Friends attended the Climate March in New York City on September 21. QEW coordinated the Quaker presence and led Friends with the Quaker Earthcare Witness banner. QEW has led a Quaker effort to present a Shared Statement on Climate Change and encourages Yearly and Local Meetings to sign on to it. Three Challenges have recently been prepared for individuals and local Meetings, with suggested actions to encourage Friends to set an example or witness to those outside of Meetings. These, we hope, will be shared with BYM on the Unity with Nature resource page.

QEW is reaching out with more resources, ways to communicate and opportunities to address the ecological and social crises of the world. It is hoped that more BYM Friends will be able to connect with this environmental organization which is leading with a truly Quaker perspective.

Toni Hudson (Sandy Spring)
Eli Fishpaw (Maury River)
Barb Adams (Richmond)

QUAKER HOUSE

No report received.

QUAKER UNITED NATIONS OFFICES

No report received.

RIGHT SHARING OF WORLD RESOURCES

No report received.

SANDY SPRING FRIENDS SCHOOL

No report received.

WILLIAM PENN HOUSE

No report received.



2015 BYM Camps



MEETING COMMUNITY STATISTICS

Meeting	2013				2014				
	Full	Associate	Estimated Attender	Total	Full	Associate	Estimated Attender	Total	(+/-)
Abingdon Friends Meeting	11	0	10	21	11	0	10	21	0
Adelphi Friends Meeting*	222	140	0	362	222	140	0	362	0
Alexandria Friends Meeting*	152	0	35	187	152	0	35	187	0
Annapolis Friends Meeting	68	16	36	120	67	11	36	114	-6
Baltimore, Stony Run	428	0	0	428	430	0	0	430	+2
Bethesda Friends Meeting	220	144	378	742	218	144	384	746	4
Blacksburg Friends Meeting*	24	11	22	57	24	11	22	57	0
Carlisle Meeting*	22	13	40	75	22	13	40	75	0
Charlottesville Friends Meeting**	124	11	25	160	123	8	29	160	0
Deer Creek Meeting**	44	9	20	73	47	9	23	79	6
Dunnings Creek Friends Meeting*	44	9	0	53	44	9	0	53	0
Floyd Monthly Meeting*	12	9	33	54	12	9	33	54	0
Frederick Friends Meeting	60	9	112	181	63	14	88	165	-16
Friends Meeting of Washington	312	67	402	781	311	69	400	780	-1
Gettysburg Monthly Meeting	11	0	10	21	13	0	7	20	-1
Goose Creek Friends Meeting	177	14	25	216	173	14	35	222	6
Gunpowder Friends Meeting	114	0	36	150	113	0	36	149	-1
Herdon Friends Meeting	66	23	49	138	69	24	57	150	+12
Homewood Friends Meeting*	86	24	52	162	86	24	52	162	0
Hopewell Centre Monthly Meeting	71	4	18	93	72	4	20	96	3
Langley Hill Friends Meeting	168	41	40	249	149	32	40	221	-28
Little Britain Monthly Meeting	72	0	0	72	69	0	0	69	-3

Meeting	2013			2014			Total (+/-)
	Full	Associate	Estimated Attender	Full	Associate	Estimated Attender	
Little Falls Friends Meeting*	42	14	26	42	14	26	82 0
Mattaponi Friends Meeting*	13	0	6	13	0	6	19 0
Maury River Friends Meeting	34	5	37	33	5	42	80 +4
Menallen Monthly Meeting	44	4	9	45	4	7	56 -1
Midlothian Friends Meeting*	75	0	37	75	0	37	112 0
Monongalia Friends Meeting	19	0	6	15	0	10	25 0
Nottingham Friends Meeting	60	5	5	60	5	5	70 0
Patapsco Friends Meeting*	28	10	27	28	10	27	65 0
Patuxent Friends Meeting	31	3	29	31	3	27	61 -2
Pipe Creek Friends Meeting	23	0	24	27	1	25	53 6
Richmond Friends Meeting	166	43	301	168	25	300	493 -17
Roanoke Friends Meeting	21	0	56	23	0	68	91 +14
Sandy Spring Friends Meeting	479	80	436	477	68	300	845 -150
Shepherdstown Friends Meeting*	3	0	20	3	0	20	23 0
State College Friends Meeting**	91	15	0	92	14	0	106 0
Valley Friends Meeting**	25	9	45	23	7	47	77 -2
Warrington Monthly Meeting	26	0	4	27	0	4	31 +1
West Branch Friends Meeting	91	0	0	91	0	0	91 0
Williamsburg Friends Meeting	10	5	16	11	5	15	31 0
York Friends Meeting	35	0	41	34	0	42	76 +1
Totals	3,889	766	2,601	3,808	696	2,355	6,859 -169
* No report this year							
** Revised last year's report							

2015 APPORTIONMENTS

Meeting	2014	2015	2016
Abingdon Friends Meeting	380	470	580
Adelphi Friends Meeting and Takoma Park Preparative Meeting	28,270	24,790	30,290
Alexandria Friends Meeting	9,460	10,530	10,370
Annapolis Friends Meeting	12,290	11,910	12,770
Baltimore Monthly Meeting, Stony Run	53,160	60,550	55,710
Bethesda Friends Meeting	29,740	25,180	25,970
Blacksburg Friends Meeting	2,900	3,620	4,520
Carlisle Meeting	5,570	4,540	4,660
Charlottesville Friends Meeting and Madison County Indulged	12,570	11,330	12,770
Deer Creek Friends Meeting	6,060	6,200	6,070
Dunnings Creek Friends Meeting	2,360	2,950	3,070
Floyd Friends Meeting	1,620	1,770	1,650
Frederick Friends Meeting	7,940	7,240	6,880
Friends Meeting of Washington	54,980	60,560	65,000
Gettysburg Monthly Meeting	610	460	570
Goose Creek Friends Meeting	15,780	18,130	18,230
Gunpowder Friends Meeting	11,200	14,000	13,080
Herndon Friends Meeting and Fauquier County Worship Group	11,850	10,860	10,410
Homewood Friends Meeting	22,830	27,030	23,430
Hopewell Centre Monthly Meeting	6,120	7,340	5,510
Langley Hill Friends Meeting	24,510	23,210	23,110
Little Britain Monthly Meeting	2,170	2,710	2,040
Little Falls Friends Meeting	4,200	4,590	5,300
Mattaponi Friends Meeting	810	980	780
Maury River Friends Meeting	5,040	4,620	5,110
Menallen Friends Meeting and Newberry Worship Group	2,800	3,500	4,020
Midlothian Friends Meeting	3,760	3,890	4,550
Monongalia Monthly Meeting and Buckhannon Preparative Meeting	1,010	820	1,020
Nottingham Friends Meeting	3,220	2,950	2,800
Patapsco Friends Meeting and South Mountain Friends Fellowship	5,010	4,420	4,590
Patuxent Friends Meeting	5,090	4,550	5,120

Meeting	2014	2015	2016
Pipe Creek Friends Meeting	880	1,100	1,370
Richmond Friends Meeting	15,280	16,040	15,990
Roanoke Friends Meeting and Lynchburg Indulged Meeting	5,080	4,430	5,290
Sandy Spring Friends Meeting and Miller Center Meeting for Worship	46,480	45,610	49,090
Shepherdstown Friends Meeting	1,670	2,080	2,600
State College Friends Meeting	5,040	5,040	3,970
Valley Friends Meeting and Augusta Worship Group	3,340	4,170	4,100
Warrington Monthly Meeting	1,630	2,030	1,680
West Branch Monthly Meeting	700	700	720
Williamsburg Friends Meeting and Norfolk Preparative Meeting	2,790	2,270	2,380
York Friends Meeting	3,800	4,030	5,030
Total	440,000	453,200	462,200



2015 BALTIMORE YEARLY MEETING

FINANCIAL REPORT

BUDGET NOTES

Apportionment Income: Total apportionment income for 2016 is increased by 2% from 2015. The allowance for uncollectible apportionments has been increased from \$5,000 to \$6,500, which reflects our recent experience for the amounts that some Meetings are unable to pay. During the last few years, some Meetings have been able to make additional contributions to offset some of the apportionment shortfalls and we are grateful for this generous response to the needs of all Monthly Meetings.

Wages and Benefits: Wages and benefits in all categories include gross wages, payroll taxes, employee benefits and pension contributions for some staff. The overall expense for our year-round staff is \$661,000.

Shoemaker Foundation Grant: In addition to the year-round staff referenced above, the 2016 budget includes amounts for wages and benefits and other expenses related to the hiring of an Outreach and Inclusion Coordinator totaling \$75,000. These expenses are offset, dollar for dollar in the "All Other Income" line in the Administration section and so have no effect on the bottom line of the budget.

Unrestricted Reserves: The contribution to BYM unrestricted reserves is \$12,294. This amount represents our ongoing plan to increase the Yearly Meeting's unrestricted reserves to \$440,000 or more by 2022 if possible. The balance of unrestricted reserves at 12/31/2014 was approximately \$391,674.

Contributions to Organizations: The total contribution to organizations of \$28,450 includes \$7,050 to FWCC, \$8,350 to FUM and \$9,600 to FGC. The additional \$3,450 represents small donations to a number of other organizations, which are listed separately in this report. This is a 10% increase over our contributions to other organizations made in 2015.

Other Gifts and Grants: This item includes amounts paid from restricted funds for various gifts and grants including the Sue Thomas Turner Fund, The Indian Affairs Fund and the Educational Grant Funds. Since these types of grants are backed by restricted funds, there is an income item called released funds that is equal to these grants.

Camp Program Wages: Camp program wages include approximately 120 seasonal employees in our camping programs.

Contribution Income: Total contribution income in our 2016 operating budget is \$180,000 for all programs. In addition there is \$145,000 in restricted contributions to be raised for camp properties, which is reflected on the Capital Budget for 2016.

Depreciation Expense: Total depreciation expense in our 2016 operating budget is \$90,975.

Program Overage Contingency: The Stewardship & Finance Committee made a decision at its March 2015 meeting to establish a line item of \$1,000 in response to questions regarding funding for mid-year committee projects with costs attached. The funds will be used at the discretion of the General Secretary. The expense will be charged to the committee which incurs the costs.

Trustees, Youth Safety Working Group: This line item, in the amount of \$1,000, was requested by the Youth Safety Working Group, who is under the care of Trustees, in order to provide adequate child care at the three Interim Meetings throughout the year.

2016 BUDGET PROGRAM DETAIL

Description	2014 Actuals	2015 Budget	2016 Budget
Administration			
Apportionment	432,888.71	453,200	462,200
Allowance for Unpaid Apportionment	0	(5,000)	(6,500)
Unrestricted Contributions	101,385	100,000	105,000
All Other Income	26,440	27,500	102,500
Total Administrative Income	560,714	575,700	663,200
Administrative Wages and Benefits	233,184	247,993	326,889
Development Expenses	108,740	127,871	137,748
Other Administrative Expenses	107,285	115,550	149,150
To Unrestricted Reserves	0	16,059	12,294
Contributions to Organizations	23,350	25,925	28,450
Contingent Contribution to FUM	0	0	0
Other Gifts & Grants	18,335	23,000	23,000
Committee Expenses	4,800	11,350	12,650
Total Administrative Expenses	495,694	567,748	690,191
Net Administrative Income over Expenses	65,020	7,952	(26,991)
Camp Program & Property			
Camp Program Fee Income	773,034	784,298	821,851
Camp Property Income	90,419	136,465	180,137
Camp Program and Property Contributions	63,148	63,000	67,000
Other Camp Income	22,752	19,900	32,150
Total Camp Program and Property Income	949,352	1,003,663	1,101,138
Camp Program Wages & Benefits	355,271	400,293	499,354
Camp Property Wages & Benefits	140,247	154,630	158,663
Camp Property and Program Expenses	410,811	432,507	449,175
Total Camp Program and Property Expenses	906,329	987,430	1,057,192
Total Camps	43,024	16,233	43,946

Description	2014 Actuals	2015 Budget	2016 Budget
Youth Programs			
Youth Programs Fee Income	23,866	22,545	23,850
Youth Programs Contributions	1,916	2,500	2,500
Youth Programs Released Funds	0	0	200
Total Youth Programs Income	25,782	25,045	26,550
Youth Programs Expenses	56,700	64,630	60,255
Total Youth Programs	(30,918)	(39,585)	(33,705)
All Other Programs			
Annual Session Fee Income	86,658	101,930	96,210
Other Program Fee Income	32,828	41,600	37,500
Other Program Contributions	3,839	5,500	5,500
All Other Program Income	11,357	10,575	9,955
Total All Other Program Income	134,682	159,605	149,165
Annual Session Expenses	83,682	101,955	95,165
All Other Program Expenses	33,184	42,250	37,250
Total All Other Program Expenses	116,866	144,205	132,415
Total All Other Programs	17,816	15,400	16,750
Totals for All BYM Activities			
Income, all sources	1,670,529	1,764,013	1,940,053
Expenses, all programs	1,575,589	1,764,013	1,940,053
Total Surplus or (loss)	94,941	0	0

2016 COMMITTEE DETAILS

	2014 Actuals	2015 Budget	2016 Budget
Trustees - Youth Safety	25	0	1,000
Advancement and Outreach	0	1,800	300
<i>Faith and Practice</i> Revision	0	500	500
Indian Affairs	450	0	300
Ministry & Pastoral Care	0	0	2,000
Peace & Social Concerns	0	100	100
Religious Education	614	1,200	1,200
Unity with Nature	337	900	1,500
Intervisitation Working Group	3,357	3,300	4,500
Working Group on Racism	17	150	150
Young Adult Friends	0	0	100
Program Overage Contingency [See Note]	0	0	1,000
Total Committee Expenses	4,800	7,950	12,650

[Note] Program Overage Contingency: The Stewardship & Finance Committee made a decision at its March 15th meeting to establish a line item of \$1,000 in the 2015 operating budget in response to questions regarding funding for mid-year committee projects with costs attached. The funds will be used at the discretion of the General Secretary. The expense will be charged to the committee which incurs the costs.

2016 CONTRIBUTIONS TO OUTSIDE ORGANIZATIONS DETAILS

	2014 Actuals	2015 Budget	2016 Budget
Memberships			
Friends General Conference	8,000	8,760	9,600
Friends United Meeting	7,000	7,660	8,350
Friends World Committee for Consultation	6,000	6,580	7,050
Total Membership Expenses	21,000	23,000	25,000
Affiliated Organization Expenses:			
American Friends Service Committee	100	125	150
Center on Conscience and War	100	125	150
Earlham School of Religion	100	125	150
Friends Committee on National Legislation	100	125	150
Friends Council on Education	100	125	150
Friends House (Sandy Spring)	100	125	150
Friends House, Moscow	100	125	150
Friends Journal	100	125	150
Friends Peace Teams	100	125	150
Interfaith Conference of Metropolitan Washington	225	225	225
National Council on Churches	100	125	150
National Religious Coalition Against Torture	275	275	275
Pendle Hill	100	125	150
Prisoner Visitation & Support	100	125	150
Quaker Earthcare Witness	100	125	150
Right Sharing of World Resources	100	125	150
Sandy Spring Friends School	100	125	150
Sandy Spring Volunteer Fire Dept.	50	50	100
Virginia Council of Churches	0	125	150
Washington Quaker Workcamps	100	125	150
William Penn House	100	125	150
World Council of Churches	100	125	150
Total Affiliated Organizations Expenses	2,350	2,925	3,450

CAPITAL BUDGET AND PLAN 2016-2020

	2016 Capital Budget	2017 Capital Plan	2018 Capital Plan	2019 Capital Plan	2020 Capital Plan
Capital Expenditures					
Catoctin	134,674	192,190	27,580	71,363	47,337
Shiloh	18,298	18,757	123,564	19,717	20,218
Opequon	22,026	120,716	3,000	3,000	3,000
Office Property	33,713	6,477	22,510	0	3,000
Vehicles	20,000	20,000	20,000	25,000	20,000
Other Equipment	3,800	3,900	4,100	4,200	4,300
Total Expenditures	232,511	362,040	200,754	123,280	97,855
Source of Funds					
Release of restricted funds	174,998	331,663	154,144	94,080	70,555
Released property resources	10,000	10,000	10,000	10,000	10,000
Restricted Contributions	145,000	200,000	100,000	70,000	50,000
Cash from Depreciation	57,513	30,377	46,610	29,200	27,300
Unrestricted Reserves	0	0	0	0	0
Total Funds Raised	387,511	572,040	310,754	203,280	157,855
Funds Raised over (under) Expenditures	155,000	210,000	110,000	80,000	60,000
Restricted Fund Balances					
Projected Beginning Balances	153,128	136,130	17,467	(23,677)	(34,757)
Less Releases	(174,998)	(331,663)	(154,144)	(94,080)	(70,555)
Surplus from Contributions & Releases	155,000	210,000	110,000	80,000	60,000
Interest Allocated to Funds	3,000	3,000	3,000	3,000	3,000
Transfers from Operations	0	0	0	0	0
Ending Fund Balances	136,130	17,467	(23,677)	(34,757)	(43,312)

For 2016 the expenditure amount for Catoctin includes composting toilets, beginning construction of the new bathouses and \$3,000 in contingency funds. The current estimate for the Catoctin Bath House is \$297,000.

For 2016 the expenditure amount for Shiloh includes one cabin and \$3,000 in contingency funds.

For 2016 the expenditure amount for Opequon includes one cabin and \$3,000 in contingency funds.

For 2016 the expenditure amount for the Office includes a painting of the outside trim and extensive work on the 2nd floor. Expenditures for Other Equipment at this time reflects the purchases of canoes which are on a three year replacement.

Expend. for Vehicles reflects a 3-5 year replacement schedule for most vehicles, though some are used much longer.

2014 FUNDS BALANCES

	Balance 1/1/2014	Gifts or Fees	Disbursed	Trans- fers	Interest from Ed Loans	Invest- ment Interest Income	Balance 12/31/2014
Permanently Restricted Funds/Endowment Funds [Note A]							
Education Fund	86,312	200					86,512
Yearly Meeting	7,877						7,877
Barry Morley Camper	271,795	11,835					283,630
Total of Endowed Funds	365,984	12,035	0	0	0	0	378,630
Temporarily Restricted Funds [Note B]							
Education Fund Income	184,455		(10,500)		2,661	9,625	186,241
Fairhill/Griest Education Fund	74,443						74,443
Barry Morley Scholarship Income	11,933		(10,600)			9,792	11,125
Sue Thomas Turner Quaker Education Fund	113,386		(7,785)			3,861	109,462
Pre-College Fund	26,233						26,233
Indian Affairs Fund	12,106		(450)				11,656
Carey Memorial	2,339		(525)			73	1,887
BYM Meeting House Fund	12,440						12,440
Camp Diversity Fund	15,196	1,750				567	17,513
Warren CQC Scholarship Fund	0	48,119					48,119
Camp Capital Reserves (combined)	79,348	76,469	(42,421)			3,398	116,794
Totals Temporarily Restricted Funds	531,879	126,338	(72,281)	0	2,661	27,316	615,913
BYM Designated Funds [Note C]							
Camp Property Designated Funds	20,009	24,065	(30,106)				136,968
Bush Creek Fund	2,593						2,593
Total of Designated Funds	22,602	24,065	(30,106)	0	0	0	16,561
Custodial Funds [Note D]							
Mathews Fund	653						653
Total of Custodial Funds	653	0	0	0	0	0	653
TOTAL OF ALL FUNDS	921,118	162,438	(102,387)	0	2,661	27,316	1,011,146

Note A: Permanently Restricted Funds are endowment funds. The income is spent as the donor specifies. It is often Temporarily Restricted.

Note B: Temporarily Restricted Funds are restricted by the donor for specific purposes.

Note C: BYM Designated Funds are funds designated by Yearly or Interim Meeting.

Note D: Custodial Funds are held in trust for another friendly organization and are not available to the Yearly Meeting.

INVESTMENT PORTFOLIO AS OF 12/31/2014

Institution	Type of Investment	Earnings	Cost	Market Value
Fixed Rate Investments				
Friends Meeting House Corp.	Note	350	10,000	10,000
Total Fixed Value Investments		350	10,000	10,000
Consolidated Fund				
Friends Fiduciary	Consolidated Fund	13,173	217,695	349,732
Total Mutual Funds Investments		13,173	217,695	349,732
Stocks & Bonds				
Morgan Stanley	Stock	23,414	517,701	612,169
Sandy Spring Bancorp	30 Shares	23	Gift	782
Scott & Stringfellow	Stock	0	0	0
Total Stocks & Bonds		23,437	517,701	612,951
Grand Totals		36,960	745,396	972,683

INDEPENDENT AUDITOR'S REPORT

BALTIMORE YEARLY MEETING OF THE RELIGIOUS SOCIETY OF FRIENDS, INC.
FINANCIAL STATEMENTS
DECEMBER 31, 2014

TABLE OF CONTENTS

INDEPENDENT AUDITORS' REPORT

- EXHIBIT A - STATEMENT OF FINANCIAL POSITION FOR DECEMBER 31, 2014
- EXHIBIT B - STATEMENT OF ACTIVITIES FOR THE YEAR ENDED DECEMBER 31, 2014
- EXHIBIT C - STATEMENT OF CASH FLOWS FOR THE YEAR ENDED DECEMBER 31, 2014
- NOTES TO FINANCIAL STATEMENTS - DECEMBER 31, 2014

OTHER FINANCIAL INFORMATION

- EXHIBIT D - STATEMENT OF FUNCTIONAL EXPENSES FOR THE YEAR ENDED DECEMBER 31, 2014

FRIEDMAN & ASSOCIATES, P.C.

CERTIFIED PUBLIC ACCOUNTANTS

401 NORTH WASHINGTON STREET, SUITE 330
ROCKVILLE, MARYLAND 20850
PHONE: 301-279-8900
FAX: 240-268-6906
www.friedcpa.com

Board of Trustees
Baltimore Yearly Meeting of the
Religious Society of Friends, Inc.
Sandy Spring, MD

Independent Auditors' Report

Dear Board Members:

We have audited the accompanying financial statements of Baltimore Yearly Meeting of the Religious Society of Friends, Inc. (a nonprofit organization), which comprise the statement of financial position as of December 31, 2014 and the related statements of activities and cash flows for the year then ended, and the related notes to the financial statements.

Management's Responsibility for the Financial Statements

Management is responsible for the preparation and fair presentation of these financial statements in accordance with accounting principles generally accepted in the United States of America; this includes the design, implementation, and maintenance of internal control relevant to the preparation and fair presentation of financial statements that are free from material misstatement, whether due to fraud or error.

Auditor's Responsibility

Our responsibility is to express an opinion on these financial statements based on our audit. We conducted our audit in accordance with auditing standards generally accepted in the United States of America. Those standards require that we plan and perform the audit to obtain reasonable assurance about whether the financial statements are free of material misstatement.

An audit involves performing procedures to obtain audit evidence about the amounts and disclosures in the financial statements. The procedures selected depend on the auditor's judgment, including the assessment of the risks of material misstatement of the financial statements, whether due to fraud or error. In making those risk assessments, the auditor considers internal control relevant to the entity's preparation and fair presentation of the financial statements in order to design audit procedures that are appropriate in the circumstances, but not for the purpose of expressing an opinion on the effectiveness of the entity's internal control. Accordingly, we express no such opinion. An audit also includes evaluating the appropriateness of accounting policies used and the reasonableness of significant accounting estimates made by management, as well as evaluating the overall presentation of the financial statements.

We believe the audit evidence we have obtained is sufficient and appropriate to provide a basis for our audit opinion.

Opinion

In our opinion, the financial statements referred to above present fairly, in all material respects, the financial position of Baltimore Yearly Meeting of the Religious Society of Friends, Inc. as of December 31, 2014 and the changes in its net assets and its cash flows for the year then ended in accordance with accounting principles generally accepted in the United States of America.

Other-Matter

Our audit was conducted for the purpose of forming an opinion on the financial statements as a whole. The schedule of functional expenses on Exhibit D is presented for purposes of additional analysis and is not a required part of the financial statements. Such information is the responsibility of management and was derived from and relates directly to the underlying accounting and other records used to prepare the financial statements. The information has been subjected to the auditing procedures applied in the audit of the financial statements and certain additional procedures, including comparing and reconciling such information directly to the underlying accounting and other records used to prepare the financial statements or to the financial statements themselves, and other procedures in accordance with auditing standards generally accepted in the United States of America. In our opinion, the information is fairly stated in all material respects in relation to the financial statements as a whole.



Friedman & Associates, P.C.
Certified Public Accountants

Rockville, MD
July 1, 2015

BALTIMORE YEARLY MEETING OF THE RELIGIOUS SOCIETY OF FRIENDS, INC.
Statement of Financial Position
December 31, 2014

ASSETS

CURRENT ASSETS:

Cash and Cash Equivalents	\$	523,395
Investments		972,683
Accounts Receivable		31,210
Note Receivable		40,000
Prepaid Expenses		<u>40,135</u>

TOTAL CURRENT ASSETS **\$ 1,607,423**

FIXED ASSETS

Property and Equipment	\$	2,923,707
Less Accumulated Depreciation		<u>(911,889)</u>

NET FIXED ASSETS **\$ 2,011,818**

OTHER ASSETS

Educational Loans Receivable		
Net of Allowance for Doubtful Accounts	\$	<u>88,083</u>

TOTAL OTHER ASSETS **\$ 88,083**

TOTAL ASSETS **\$ 3,707,324**

LIABILITIES AND NET ASSETS

CURRENT LIABILITIES

Accounts Payable and Accrued Expenses	\$	71,774
Deferred Revenue		<u>18,718</u>

TOTAL CURRENT LIABILITIES **\$ 90,492**

TOTAL LIABILITIES **\$ 90,492**

NET ASSETS

Board Designated	\$	16,561
Land, Building, Improvements and Equipment		2,011,818
Other Unrestricted		<u>593,866</u>

TOTAL UNRESTRICTED **\$ 2,622,245**

Temporarily Restricted	\$	616,568
Permanently Restricted		<u>378,019</u>

TOTAL RESTRICTED **\$ 994,587**

TOTAL NET ASSETS **\$ 3,616,832**

TOTAL LIABILITIES AND NET ASSETS **\$ 3,707,324**

The accompanying notes are an integral part of this financial statement

Exhibit B

BALTIMORE YEARLY MEETING OF THE RELIGIOUS SOCIETY OF FRIENDS, INC.
Statement of Activities
For the Year Ended December 31, 2014

	<u>UNRESTRICTED</u>	<u>TEMPORARILY RESTRICTED</u>	<u>PERMANENTLY RESTRICTED</u>	<u>TOTAL</u>
REVENUES AND SUPPORT				
Apportionments	\$ 432,889	\$ -	\$ -	\$ 432,889
Contributions	157,866	126,337	12,035	296,238
In-kind Contributions	12,381	-	-	12,381
Annual Session Revenue	86,658	-	-	86,658
Youth Program Revenue	24,025	-	-	24,025
Summer Camps	783,618	-	-	783,618
Other Program Revenue	32,402	-	-	32,402
Use of Facilities	15,999	-	-	15,999
Investment Income	65,309	29,978	-	95,287
Publication Sales	9,621	-	-	9,621
Other Revenue	28,016	-	-	28,016
Net Assets Released from Restrictions	<u>72,280</u>	<u>(72,280)</u>	<u>-</u>	<u>-</u>
TOTAL REVENUES AND SUPPORT	\$ 1,721,064	\$ 84,035	\$ 12,035	\$ 1,817,134
EXPENSES				
Program Services	\$ 1,264,164	\$ -	\$ -	1,264,164
Supporting Services	<u>311,688</u>	<u>-</u>	<u>-</u>	<u>311,688</u>
TOTAL EXPENSES	\$ 1,575,852	\$ -	\$ -	\$ 1,575,852
CHANGE IN NET ASSETS	\$ 145,212	\$ 84,035	\$ 12,035	\$ 241,282
NET ASSETS - BEGINNING	\$ 2,477,033	\$ 532,533	\$ 365,984	\$ 3,375,550
NET ASSETS - ENDING	\$ 2,622,245	\$ 616,568	\$ 378,019	\$ 3,616,832

The accompanying notes are an integral part of this financial statement.

Exhibit C

BALTIMORE YEARLY MEETING OF THE RELIGIOUS SOCIETY OF FRIENDS, INC.
Statement of Cash Flows
For the Year Ended December 31, 2014

CASH FLOWS FROM OPERATING ACTIVITIES		
Change in Net Assets		\$ 241,282
Adjustments to Reconcile Change in Net Assets to Net Cash Provided by Operating Activities:		
Depreciation	\$ 74,583	
Unrealized (Gain) / Loss on Investments	(62,240)	
Realized (Gain) / Loss on Investments	6,935	
Gain on Disposition of Fixed Assets	(984)	
Contributions Restricted for Long-Term Investment	(12,035)	
Changes in Assets and Liabilities:		
(Increase) in Accounts Receivable	(23,179)	
(Increase) in Prepaid Expenses	(4,135)	
Decrease in Inventory	3,817	
(Decrease) in Accounts Payable	(19,111)	
(Decrease) in Deferred Revenue	(1,857)	
Total Adjustments		(\$ 38,206)
NET CASH PROVIDED BY OPERATING ACTIVITIES		\$ 203,076
CASH FLOWS FROM INVESTING ACTIVITIES		
Purchase of Fixed Assets	(\$ 134,945)	
Curtailments on Educational Loans Receivable	10,444	
Purchase of Investments	(167,644)	
Proceeds from Sales of Fixed Assets	4,150	
Proceeds from Sales of Investments	183,988	
NET CASH USED BY INVESTING ACTIVITIES		(\$ 104,007)
CASH FLOWS FROM FINANCING ACTIVITIES		
Contribution Restricted for Scholarship Endowment	\$ 12,035	
NET CASH USED BY FINANCING ACTIVITIES		\$ 12,035
NET INCREASE IN CASH		111,104
CASH AT BEGINNING OF YEAR		\$ 412,291
CASH AT END OF YEAR		\$ 523,395

The accompanying notes are an integral part of this financial statement

BALTIMORE YEARLY MEETING OF THE RELIGIOUS SOCIETY OF FRIENDS, INC.
Notes to the Financial Statements
December 31, 2014

NOTE 1 – ORGANIZATION AND PURPOSE

The Baltimore Yearly Meeting of the Religious Society of Friends, Inc. ("Yearly Meeting") is a non-profit organization incorporated on January 2, 1968, under the laws of the State of Maryland as the consolidation of two yearly meetings of the Society of Friends (commonly known as Quakers) incorporated in Maryland in 1867 and 1886, respectively. The Yearly Meeting is and its immediate predecessors were direct successors to the West River Yearly Meeting that opened in 1672 as the governing body for all Friends meetings on either side of the Chesapeake Bay. The Yearly Meeting now has constituent local meetings in Maryland, Virginia, Pennsylvania, the District of Columbia and West Virginia. The Yearly Meeting is organized exclusively to promote the religious, charitable, and educational interests of its members and its constituent Monthly Meetings, through the work of its boards, committees, institutions and instrumentalities affiliated with the Religious Society of Friends.

NOTE 2 – SUMMARY OF SIGNIFICANT ACCOUNTING POLICIES

Basis of Accounting	The financial statements of the Yearly Meeting have been prepared on the accrual basis of accounting. Therefore, revenue and gains are recognized when earned and expenses and losses are recognized as the obligations are incurred.
Basis of Presentation	The Yearly Meeting reports information regarding its financial position and activities according to three classes of net assets: unrestricted net assets, temporarily restricted net assets, and permanently restricted net assets based on the absence or existence of donor-imposed restrictions.
Unrestricted Net Assets	Unrestricted net assets generally result from the receipt of monthly meeting apportionments, camp fees, event income, unrestricted contributions, interest and dividends on unrestricted investments less expenses incurred in providing services, performing administrative functions, and raising contributions. The only limits on the use of unrestricted net assets are the broad limits resulting from the nature of the Yearly Meeting, the environment in which it operates, the purposes specified in the bylaws, and self-imposed limits such as voluntary resolutions by the Board of Trustees to designate unrestricted assets for certain specific purposes.
Temporarily Restricted Net Assets	Temporarily restricted net assets are those assets donated for support of particular operating activities, temporary investment for a specific term, use in a specified future period, or acquisition and use of long-lived assets.
Permanently Restricted Net Assets	Permanently restricted net assets generally result from assets donated with stipulations that they be invested in perpetuity to provide a permanent source of income. Income earned by permanently restricted net assets is considered unrestricted or temporarily restricted based upon the donors' stipulations.

BALTIMORE YEARLY MEETING OF THE RELIGIOUS SOCIETY OF FRIENDS, INC.
Notes to the Financial Statements
December 31, 2014

NOTE 2 – SUMMARY OF SIGNIFICANT ACCOUNTING POLICIES (Continued)

Use of Estimates	Management uses estimates and assumptions in preparing financial statements. Those estimates and assumptions affect the reported amounts of assets and liabilities, the disclosure of contingent assets and liabilities, and the reported revenues and expenses. Accordingly, actual results could differ from those estimates.
Cash and Cash Equivalents	The term cash as used in the accompanying financial statements includes currency on hand, demand deposits, and highly liquid investments purchased with Financial Institutions with a maturity of three months or less.
Accounts Receivable	Accounts receivable from monthly meeting apportionments and camp fees are obligations due under normal terms. The Yearly Meeting does not charge interest on past due accounts. No allowance for doubtful accounts is reflected in these financial statements, as the Yearly Meeting considers all accounts to be fully collectible. The Yearly Meeting has not experienced significant uncollectible accounts in the past.
Contributions Receivable	Contributions which are pledged to the Yearly Meeting are recorded as income and contributions receivable in the year the pledges are made and they are appropriately classified based on any donor-imposed restrictions. Pledges due in more than one year are recorded at their present value.
Educational Loans Receivable	In the past the Yearly Meeting has made loans to qualified students for educational purposes. While student loans are no longer being made as of December 31, 2012, the Meeting is still actively collecting these outstanding receivables. The Yearly Meeting made loans to qualified students for educational expenses. Interest on these loans is accrued at 6% per annum beginning, generally, five years after the loans are initially made. Repayment terms are stated in each note. Loans are never placed on non-accrual status. At December 31, 2014, an allowance for doubtful accounts of \$12,228 is reflected in these financial statements.
Investments	The Yearly Meeting carries investments in mutual funds and other marketable securities with readily determinable fair values at their fair values in the statements of financial position. Unrealized gains and losses are included in the change in net assets in the accompanying statements of activities.

BALTIMORE YEARLY MEETING OF THE RELIGIOUS SOCIETY OF FRIENDS, INC.
Notes to the Financial Statements
December 31, 2014

NOTE 2 – SUMMARY OF SIGNIFICANT ACCOUNTING POLICIES (Continued)

**Land, Buildings,
Improvements
and Equipment**

Land, buildings, improvements and equipment additions of generally more than \$1,000 are recorded at cost or at estimated value at the date of gift, if donated. Depreciation of buildings and equipment is computed on a straight-line basis over the estimated useful lives of the respective assets as follows:

Buildings	25 years
Furniture & Equipment	5 years
Vehicles	5 years

**Tax Exempt
Status**

Baltimore Yearly Meeting of the Religious Society of Friends, Inc. is exempt from federal income taxes under Internal Revenue Code Section 501(c)(3) on any net income derived from activities related to its exempt purpose.

The Yearly Meeting adopted the accounting of uncertainty in income taxes as required by the Income Taxes topic (Topic ASC 740) of the FASB Accounting Standards Codification. Topic 740 requires the Organization to determine whether a tax position is more likely than not to be sustained upon examination by the applicable taxing authority.

The Organization has analyzed its tax positions, and has concluded that no liability for unrecognized tax benefits should be recorded related to any uncertain tax positions take on returns files for open tax years (2011-2013), or expected to be taken in the Organization's 2014 tax return. The Organization is not aware of any tax positions for which it believes there is a reasonable possibility that the total amounts of unrecognized tax benefits will change materially in the next twelve months.

NOTE 3 – EDUCATIONAL LOANS RECEIVABLE

Loans receivable are due from students for education loans. Payments are due as follows:

Year Ending December 31, 2015	\$	15,960
2016		14,118
2017		13,566
2018		11,594
2019		7,859
Thereafter		<u>37,214</u>
		100,311
Less: Allowance for Doubtful Accounts	(\$	<u>12,228</u>)
Total: Educational Loans Receivable	\$	<u>88,083</u>

BALTIMORE YEARLY MEETING OF THE RELIGIOUS SOCIETY OF FRIENDS, INC.
Notes to the Financial Statements
December 31, 2014

NOTE 4 – NOTE RECEIVABLE

In 2010 the Yearly Meeting settled with the trustees of an estate and received \$300,000. These proceeds were used to offset prior year legal expenses incurred during the negotiations of approximately \$221,000. As part of the settlement, the Yearly Meeting entered into a note agreement with another beneficiary of the estate in which the other beneficiary will reimburse the Yearly Meeting for legal expenses in the amount of \$40,000. The note is a five year note at 3% interest. Principal payments are due at \$8,000 each as each of five development rights are sold as described below, and the balance is due and payable on July 31, 2015.

Additionally, the settlement included five transferable development rights to land located in Harford County, Maryland to the Yearly Meeting (55%) and the other beneficiary (45%). Both parties have agreed that upon the sale of each of the five development rights, the other beneficiary will pay to the Yearly Meeting 55% of the net sale proceeds within fourteen days of the closing of the sale. Since the future amounts to be received are undeterminable, and contingent on the sale of the development rights, these amounts are not recorded on the books of the Yearly Meeting.

NOTE 5 – INVESTMENTS

The Yearly Meeting's investments as of December 31, 2014 are summarized as follows:

	<u>Fair Value</u>
Marketable Securities	\$ 612,951
Pooled Income Funds	<u>359,732</u>
Total Investment	<u>\$ 972,683</u>

Investment Return: The following schedule summarizes the investment return and its classification in the Statement of Activities for the year ended December 31, 2014:

Interest and Dividends	\$ 39,982
Realized Gain (Loss) on Investment	(6,935)
Unrealized Gain (Loss) on Investment	<u>62,240</u>
Total Return on Investment	<u>\$ 95,287</u>

NOTE 6 – PROPERTY AND EQUIPMENT

Property and equipment consist of the following:

Land and Improvements	\$ 1,486,138
Buildings	903,877
Leasehold Improvements	202,171
Furniture and Equipment	162,943
Vehicles	<u>168,578</u>
Total	<u>\$ 2,923,707</u>

BALTIMORE YEARLY MEETING OF THE RELIGIOUS SOCIETY OF FRIENDS, INC.
Notes to the Financial Statements
December 31, 2014

NOTE 7 – FAIR VALUE MEASUREMENT

The Yearly Meeting adopted FASB ASC 820-10 as amended. The effective date of FASB ASC 820-10 with respect to the fair value measurement and disclosure of nonfinancial assets and liabilities, except those that are recognized or disclosed at fair value in the financial statements on a recurring basis, is January 1, 2009. FASB ASC 820-10 defines fair value, establishes a framework for measuring fair value under generally accepted accounting principles and enhances disclosures about fair value measurements. Fair value is defined under FASB ASC 820-10 as the exchange price that would be received for an asset or paid to transfer a liability ("an exit price") in the principal or most advantageous market for the asset or liability in an orderly transaction between market participants on the measurement date. Valuation techniques used to measure fair value under FASB ASC 820-10 must maximize the use of observable inputs and minimize the use of unobservable inputs. The standard describes a fair value hierarchy based on three levels of inputs, of which the first two are considered observable and the last unobservable, that may be used to measure fair value.

The Organization has time deposit financial instruments that must be measured under the new fair value standard. The Organization currently does not have notes receivable, nonfinancial assets, or nonfinancial liabilities that are required to be measured at fair value on a recurring basis. The Organization's financial assets are measured using inputs from the Level 1 fair value hierarchy as described as follows:

Level 1:

Inputs are unadjusted quoted prices in active markets for identical assets or liabilities that the Organization has the ability to access at the measurement date. The fair values of the Organization's assets measured on a recurring basis at December 31, 2014 are as follows:

	Fair Value	Quoted Prices in Active Markets for Identical Assets (Level1)
Marketable Securities	\$ 612,951	\$ 612,951
Pooled Income Funds	<u>359,732</u>	<u>359,732</u>
Total Investment	\$ <u>972,683</u>	\$ <u>972,683</u>

The fair values of the Organization's investments are determined by reference to quoted market prices and other relevant information generated by market transactions.

NOTE 8 – RESTRICTED NET ASSETS

Temporarily restricted net assets are restricted for the following purposes as of December 31, 2014:

Educational Student Loans	\$ 286,918
Quaker and Spiritual Life	109,462
Camp Projects	193,551
Indian Affairs	11,656
Other Operating Purposes	<u>14,981</u>
Total	\$ <u>616,568</u>

BALTIMORE YEARLY MEETING OF THE RELIGIOUS SOCIETY OF FRIENDS, INC.
Notes to the Financial Statements
December 31, 2014

NOTE 8 – RESTRICTED NET ASSETS (Continued)

Permanently restricted net assets consist of the following as of December 31, 2014:

Yearly Meeting Fund	\$ 7,877
Permanent Education Fund	86,512
Camp Scholarship Fund	<u>283,630</u>
Total	<u>\$ 378,019</u>

The Yearly Meeting pools the resources of all permanently restricted net assets and specific individual temporarily restricted net assets into a consolidated investment fund. Earned income from this consolidated fund is allocated to specific individual temporarily restricted net assets based on the average of the beginning and ending balances in these net assets. Interest earned on educational loans is allocated entirely to the related loan funds. Unrealized and realized losses and earnings are not allocated, but are included in the statement of activities. This is a change in the allocation method as approved by the Trustees in October 2012. The total amount allocated was \$29,978 for the year ended December 31, 2014.

NOTE 9 – FINANCIAL INSTRUMENTS AND CREDIT RISK

Financial instruments, which potentially subject the Yearly Meeting to concentrations of credit risk, consist principally of cash and liquid investments held at creditworthy financial institutions. The Yearly Meeting maintains its cash in bank deposit accounts, which at times may exceed federally insured limits. The Yearly Meeting has not experienced any losses in such accounts and believes it is not exposed to any significant credit risk.

NOTE 10 – RETIREMENT PLAN

The Yearly Meeting has a 403(b) retirement plan. The Yearly Meeting contributes a discretionary amount, based on each eligible employee's pro-rata salary amount, regardless of the amount deferred by employees from their salaries into the plan. Retirement contributions for this plan totaled \$22,643 for the year ended December 31, 2014.

NOTE 11 – FUNCTIONAL ALLOCATION OF EXPENSES

The costs of providing the various programs and activities have been summarized on a functional basis in the statements of activities. Accordingly, certain costs have been allocated among the programs and supporting services benefited.

NOTE 12 – SUBSEQUENT EVENTS

In accordance with FASB ASC 855, the Yearly Meeting evaluated subsequent events through July 1, 2015, the date these financial statements were available to be issued. There were no material subsequent events that required recognition or additional disclosure in these financial statements.

Exhibit D

BALTIMORE YEARLY MEETING OF THE RELIGIOUS SOCIETY OF FRIENDS, INC.
Statement of Functional Expenses
For the Year Ended December 31, 2014

	SUPPORTING SERVICES				Total Supporting Services	Total Functional Expenses
	PROGRAM	General Administration	Fundraising	Total		
	Total Programs					
EXPENSES						
Salaries	\$ 531,596	\$ 96,121	\$ 84,911	\$ 181,032	\$ 712,628	
Payroll Taxes	43,745	2,172	7,257	9,429	53,174	
Employee Benefits	99,578	11,088	5,674	16,762	116,340	
Total Salaries and Related Expenses	\$ 674,919	\$ 109,381	\$ 97,842	\$ 207,223	\$ 882,142	
Advertising	3,511	-	846	846	4,357	
Bank Fees	182	923	-	923	1,105	
Consultants	5,271	75	1,495	1,570	6,841	
Contributions	41,535	150	-	150	41,685	
Depreciation	67,169	7,415	-	7,415	74,584	
Equipment Expense	22,550	8,053	2,471	10,524	33,074	
Food	134,571	-	-	-	134,571	
Insurance	24,221	7,335	-	7,335	31,556	
Interest Expense	3	131	-	131	134	
Investment Expense	-	188	-	188	188	
Legal and Accounting	-	18,852	-	18,852	18,852	
Maintenance	18,786	3,731	-	3,731	22,517	
Medical	2,947	-	-	-	2,947	
Occupancy	71,675	6,109	1,227	7,336	79,011	
Office Expense	50,834	8,648	689	9,337	60,171	
Printing and Postage	22,037	18,722	13,433	32,155	54,192	
Travel	46,972	1,260	2,548	3,808	50,780	
Vehicle Expense	70,106	16	50	66	70,172	
Workshop Expense	6,875	-	98	98	6,973	
TOTAL EXPENSES	\$ 1,264,164	\$ 190,989	\$ 120,699	\$ 311,688	\$ 1,575,852	

The accompanying notes are an integral part of this financial statement



Annual Session 2015 photograph by Cy Merriwether-deVries

WARRINGTON

Clerk: Christopher "Chris" Fowler

(Meetings held 3rd First Day of 2nd, 5th, 8th, and 11th months)

February 21, 2016

May 15, 2016

August 21, 2016

November 15, 2015

Carlisle Meeting

Frederick Monthly Meeting

Gettysburg Monthly Meeting

Menallen Friends Meeting

Pipe Creek Friends Meeting

Warrington Monthly Meeting

York Friends Meeting

INTERCHANGE DEADLINES

JANUARY 18, 2016

MARCH 21, 2016

AUGUST 15, 2016

FIRECIRCLE DEADLINE

OCTOBER 1, 2016

2016 APPORTIONMENT MEETING

TO BE ANNOUNCED

2016 WOMEN'S RETREAT

JANUARY 22 - 24, 2016

JUNIOR YOUNG FRIENDS CONFERENCES

OCTOBER 3 - 4, 2015

DECEMBER 5 - 6, 2015

MARCH 19 - 20, 2016

MAY 13 - 15, 2016

YOUNG FRIENDS CONFERENCES

SEPTEMBER 25 - 27, 2015

NOVEMBER 27 - 29, 2015

FEBRUARY 12 - 14, 2016

APRIL 2015

MAY 27 - 29, 2016

FAMILY CAMP WEEKENDS

CATOCTIN QUAKER CAMP: OCTOBER 24-25, 2015

OPEQUON QUAKER CAMP: SEPTEMBER 18-19, 2015

SHILOH QUAKER CAMP: OCTOBER 10-11, 2015

OFFICERS YEARLY MEETING

Presiding Clerk.....	Kenneth "Ken" Stockbridge, Patapsco	2014-2016
Recording Clerk	Helen Tasker, Frederick	2013-2017
Treasurer	Thomas "Tom" Hill, Charlottesville.....	01/2014-12/2017
Assistant Treasurer.....	James "Jim" Riley, Hopewell Centre	01/2014-12/2017

the terms of the Treasurer and Assistant Treasurer run from First Month, First
to Twelfth Month, Thirty-first of the indicated years

INTERIM MEETING

Clerk.....	Natasha "Tasha" Walsh, Maury River	2014-2016
Recording Clerk	Arthur David Olson, Takoma Park.....	2014-2016

TRUSTEES

Clerk: Harry Tunis

Frederick "Fred" Leonard, Baltimore, Stony Run		2014-2017
William "Bill" Mims, Langley Hill.....		2011-2017
Arthur David Olson, Takoma Park		2012-2018
Gregory "Greg" Tobin, Frederick		2013-2016
Karen Treber, Dunnings Creek		2012-2018
Harry Tunis, Herndon		2012-2018
Jean Wilson, Gunpowder		2014-2017

Ex-officio

Kenneth "Ken" Stockbridge, Patapsco.....		Presiding Clerk
Thomas "Tom" Hill, Charlottesville		Treasurer

OFFICE STAFF

Interim General Secretary		Robert "Bob" Rhudy
Administration Manager		Wayne Finegar
Bookkeeping Assistant.....		Emily Morgan
Camp Program Manager		Jane Megginson
Camp Property Manager		David Hunter
Comptroller		Margo Lehman
Development Director.....		Ann Venable
Outreach and Inclusion Coordinator.....		
Youth Programs Manager		Jocelyn Dowling



Annual Session 2015 photograph by Cy Merriwether-deVries

LOCAL MEETING REPRESENTATIVES TO INTERIM MEETING

Abingdon Friends Meeting	Unnamed
Adelphi Friends Meeting	Unnamed
Takoma Park Preparative Meeting	Unnamed
Alexandria Friends Meeting	Davis Balderston
Annapolis Friends Meeting	Patricia "Patty" Robinson
Baltimore Monthly Meeting, Stony Run	Margaret "Meg" Meyer and Carol Seddon
Bethesda Friends Meeting	Elizabeth "Liz" Hofmeister & Alex Bell
Blacksburg Friends Meeting	Unnamed
Carlisle Meeting	Joan Anderson
Charlottesville Friends Meeting	Barbarie Hill
Madison County Worship Group	Unnamed
Deer Creek Meeting	Mary Corddry and Mara Walter
Dunnings Creek Friends Meeting	Susan Williams
Floyd Monthly Meeting	Unnamed
Frederick Friends Meeting	Carlotta Joyner
Friends Meeting of Washington	Unnamed
Gettysburg Monthly Meeting	Margaret Stambaugh
Goose Creek Friends Meeting	Brett Ann Hoag
Gunpowder Friends Meeting	Robert "Bob" Fetter and Elizabeth "Susie" Fetter
Herndon Friends Meeting	Catherine Tunis
Homewood Friends Meeting	Rebecca Pickard
Hopewell Centre Monthly Meeting	James "Jim" Riley
Langley Hill Friends Meeting	Jeannette Smith and William "Bill" Mims
Little Britain Monthly Meeting	Unnamed
Little Falls Friends Meeting	Bobbi Sue Bowers
Mattaponi Friends Meeting	Unnamed
Maury River Friends Meeting	Katherine Smith
Menallen Friends Meeting	Dave French
Huntington Worship Group	Unnamed
Newberry Worship Group	Unnamed
Midlothian Friends Meeting	Thomas "Tom" DeWeerd
Monongalia Friends Meeting	Justine McCoy
Buchanan County Preparative Meeting	Unnamed
Nottingham Friends Meeting	Douglas Eaby
Patapsco Friends Meeting	Unnamed
South Mountain Friends Fellowship	Unnamed
Patuxent Friends Meeting	Julie Allinson
Pipe Creek Friends Meeting	Unnamed
Richmond Friends Meeting	Denna Joy
Roanoke Friends Meeting	Letty Collins
Lynchburg Indulged Meeting	Unnamed
Sandy Spring Friends Meeting	Kevin Caughlan, Alan DeSilva, and Deborah Legowski
Miller Center Meeting for Worship	Unnamed
Shepherdstown Friends Meeting	Unnamed

State College Friends Meeting.....	Unnamed
Valley Friends Meeting.....Donald "Don" Crawford and Jean-Marie Prestwidge-Barch	
Augusta Worship Group	Unnamed
Warrington Monthly Meeting	Unnamed
West Branch Monthly Meeting.....	Walter Fry
Williamsburg Friends Meeting	Mary Jane "MJ" Foley
Norfolk Preparative Meeting.....	Unnamed
York Friends Meeting	Unnamed

COMMITTEE MEMBERSHIP

ADVANCEMENT AND OUTREACH

Clerk: Jeannette Smith

2016

Joyce Hillstrom Charlottesville (13)
 Jeannette Smith Langley Hill (13)

2017

Scott Cannady Midlothian (11)
 Aaron "Nony" Dutton Homewood (14)
 Martin Melville State College (14)

2018

Alexander Barnes Adelphi (13)
 Michael Cronin Washington (15)

CAMPING PROGRAM

Co-Clerks: Harry "Scotty" Scott and
 Elizabeth "Betsy" Krome

2016

Brooke Davis Richmond (10)
 Elizabeth "Betsy" Krome

Williamsburg (10)

Kathryn "Katy" Schutz Charlottesville (13)
 Harry "Scotty" Scott York (13)

2017

Natalie Finegar Sandy Spring (11)
 Linda Garrettson Sandy Spring (14)
 Gary Gillespie Homewood (11)
 Roni J. Kingsley Richmond (14)
 Joshua "Josh" Riley Hopewell Centre (11)
 Sarah Williamson Annapolis (14)

2018

Allegra Churchill Charlottesville (13)
 JoAnn Hunter-Coates Frederick (15)
 Alexander "Alex" Jadin Washington (12)
 Hannah Lord Sandy Spring (15)
 Rachel Lord Sandy Spring (15)
 Samuel "Sam" McCormally Herndon (15)

Ex-officio

Jesse Austell Teen Adventure Director
 Elaine Brigham Opequon Director
 Sara Brigham Opequon Director
 Dyresha Harris Catoctin Director
 Jane Megginson Camp Program Manager
 Jen Schneider Teen Adventure Director
 Hope Swank Shiloh Director

CAMP PROPERTY MANAGEMENT

Clerk: Frances Alene Carteret and
 Gloria Victor-Dorr

2016

Frances Alene Carteret Homewood (11)
 David Diller Adelphi (13)

2017

Lois Crawford Valley (14)
 Gloria Victor-Dorr Sandy Spring (14)
 Nicholas "Nick" Funkhouser

Frederick (14)

Katherine "Kate" Meaker
 Sandy Spring (11)

2018

Avery Rain Adelphi (15)

Frances "Frannie" Taylor
 Goose Creek (12)

Ex-officio

Linda Garrettson Camping Program
 David Hunter Camp Property Manager
 James "Jim" Lynn Stewardship and Finance
 Gregory "Greg" Tobin Trustees

DEVELOPMENT

Clerk: Elizabeth "Liz" Hofmeister

2016

Walter Brown Langley Hill (13)
 Elizabeth "Liz" Hofmeister Bethesda (13)
 Lynn Jordan Baltimore, Stony Run (13)

2017

Jon Nafziger Charlottesville (14)

2018

Kevin Caughlan Sandy Spring (09)

Ex-officio

James "Jim" Lynn Stewardship & Finance
 Harry Tunis Trustees
 Ann Venable Development Director

EDUCATIONAL GRANTS

Clerk: Alexandra "Alex" Bell

2016

Alexandra "Alex" Bell Bethesda (10)
 Janet Eaby Nottingham (13)

2017

Carole Brown Langley Hill (14)
 William "Bill" Strein Washington (14)

2018

David Bohnert Dunnings Creek (13)

MANUAL OF PROCEDURE

Clerk: Susan Kaul

2017

Peggy Dyson-Cobb Maury River (13)
 Susan Kaul Bethesda (11)

2018

Alison Duncan Adelphi (15)
 Susan "Susannah" Rose Patapsco (15)

MINISTRY AND PASTORAL CARE

Clerks: Peirce Hammond
 and Deborah Haines

2016

Evangeline "Vonnice" Calland Charlottesville (13)
 Deborah Haines Alexandria (10)
 Peirce Hammond Bethesda (10)

2017

Alexandra "Alex" Bean Adelphi (11)
 Maria G. Bradley Sandy Spring (14)
 Donald "Don" Gann Baltimore, Stony Run (11)

Melanie Gifford Adelphi (14)
 Martha "Marcy" Seitel Adelphi (14)
 Mary Stratton Maury River (11)

2018

Timothy "Tim" Hunt Langley Hill (15)
 Thom "Tom" Klaus Sandy Spring (15)
 Amy Schmaljohn Gunpowder (12)
 -----Recorded Minister-----
 Marshal Sutton Gunpowder

NOMINATING

Clerk: Karen Cunnyngnam

2016

Karen Cunnyngnam Annapolis (10)
 Erik Hanson Takoma Park (13)
 Elizabeth "Betsy" Tobin Frederick (10)

2017

Elizabeth "Susie" Fetter Gunpowder (14)
 Keith Fullerton Monongalia (14)

2018

Rebecca Gardner Rhudy Patapsco (15)
 Bette Hoover Sandy Spring (12)
 William "Bill" Mitchell Patapsco (15)

FAITH AND PRACTICE REVISION

Clerk: Katherine Smith

2017

Lamar Matthew York (14)
 Katherine Smith Maury River (14)
 Linda Wilk Hopewell Centre (14)

INDIAN AFFAIRS

Clerk: Susan "Sue" Marcus

2016

Eric Carlson Goose Creek (13)
 Dellie James Baltimore, Stony Run (10)
 Kit Mason Adelphi (13)
 Jana McIntyre Sandy Spring (13)
 Nancy McIntyre Sandy Spring (10)
 Catherine "Cathy" Schairer Sandy Spring (13)

Roger Wolcott Sandy Spring (10)

2017

Martha Claire Catlin Alexandria (11)
 Susan "Sue" Marcus Alexandria (11)
 Gerald "Jerry" Miller Dunnings Creek (11)
 Rebecca "Rep" Pickard Homewood (14)

2018

Sara Horsfall Patapsco (15)

Byron Sandford Washington (12)
 Margaret Stambaugh Gettysburg (12)
 Linda Kay Stone Abingdon (15)
 Sue Williams Roanoke (15)

**NUTS AND BOLTS COMMITTEE
 OF YOUNG FRIENDS**

Clerk

Genevieve Legowski Sandy Spring

Assistant Clerk

Elizabeth Mulvey Adelphi
 Maximilian "Max" Thoburn Richmond

Recording Clerks

Beatrice "Bea" Kennison Homewood
 Sarah Leonard Adelphi

Treasurer

Clare Chalkley Baltimore, Stony Run

Assistant Treasurer

Hannah Fussell Langley Hill
 Benjamin "Ben" Megginson

Opequon Quaker Camp

Youth Programs Committee

Madeline "Maddie" Doll
 Baltimore, Stony Run
 Oona Schreur Baltimore, Stony Run
 Emma Rote Williamsburg

Members-at-Large

Cole Eubanks Goose Creek
 Zuri Cavell-Allette Baltimore, Stony Run
 Sylvia Beam Opequon Quaker Camp
 Justina Sykes Shiloh Quaker Camp
 Tadek Kosmal Langley Hill

Annual Session Planners

Anna Goodman Sandy Spring
 Isabel Schreuer Baltiomre, Stony Run
 Savraj Moore Maury River

Web Master

Liam Devinney Goose Creek

Assistant Web Master

Anthony Taylor Sandy Spring

Scholarship

Meghan Leonard Adelphi

Floater

Seren Leonard Goose Creek

PEACE AND SOCIAL CONCERNS

Clerk: Philip "Phil" Caroom

2016

Annette Breiling Frederick (13)
 Philip "Phil" Caroom Annapolis (13)
 Lee Lougee Annapolis (13)
 Brad Ogilvie Washington (10)

2017

Ellen Arginteanu State College (14)
 Samantha Magrath Adelphi (14)
 Richard "Rich" Thayer
 Baltimore, Stony Run (11)

Joshua "Josh" Wilson Patapsco (13)

2018

Jodi Beatty Herndon (15)
 Lauren Brownlee Bethesda (15)
 Robert "Bob" Goren
 Baltimore, Stony Run (15)

PROGRAM

Clerk: Barbarie Hill

2016

Barbarie Hill Charlottesville (13)
 Catharine "Cathy" Tunis Herndon (11)
 Donna Williams Langley Hill (10)

2017

Barbara "Barb" Platt Sandy Spring (14)
 Carol Seddon Baltimore, Stony Run

2018

Martha Gay Adelphi (15)
 Elise Hansard Roanoke (15)
 Deborah Legowski Sandy Spring (15)
 Stephen "Steve" Morse Langley Hill (15)

Ex-officio

Sheila Bach Registrar
 Kenneth "Ken" Stockbridge
 Presiding Clerk

Michael "Mike" Hansen
 Bookstore Manager

Junior Yearly Meeting Clerk

Ellen Arginteanu State College

Ministry and Pastoral Care

Peirce Hammond Bethesda

Young Adult Friends

Rebecca "Becca" Bacon Hopewell Centre
Mac "Maggie" Cooler-Stith Adelphi

Young Friends Planners

Anna Goodman Sandy Spring
Isabel Schreuer Baltimore, Stony Run
Savraj Moore Maury River

Staff

Robert "Bob" Rhudy General Secretary
Jocelyn "Jossie" Dowling
Youth Programs Manager

RELIGIOUS EDUCATION

Clerk: Marsha Holliday and Windy Cooler

2016

Joanna Fitzick Baltimore, Stony Run (10)
Windy Cooler Adelphi (13)
Marsha Holliday Langley Hill (09)
Eugene "Gene" Throwe Washington (15)

2017

David Henderson Langley Hill (14)
Nancy Moore Baltimore, Stony Run (14)
Marilyn Rothstein Gunpowder (14)
Harriet Schley Norfolk (14)
Dorothy Shumway York (14)

2018

Jules Arginteanu State College (12)
Michael DeHart Sandy Spring (15)
Gail Gann Baltimore, Stony Run (12)
Caroline "Amrit" Moore Maury River (15)
Michael Newheart Adelphi (15)

SEARCH

Clerk: Barbara Thomas

2016

Karie Firoozmand
Baltimore, Stony Run (13)
Barbara Thomas Annapolis (10)

2017

Steve Hulburt Blacksburg (11)
Gobind Moore Maury River (14)

2018

Linda Coates Little Britain (12)
Lamar Matthew York (15)

SUPERVISORY

Clerk: Clinton Pettus

2016

Sheila Bach Langley Hill (12)
Alan DeSilva Sandy Spring (11)

2017

Mary Campbell Washington (15)
W. Clinton Pettus

Baltimore, Stony Run (13)

Ex-officio

Thomas "Tom" Hill Treasurer
Kenneth "Ken" Stockbridge
Presiding Clerk

Natasha S. "Tasha" Walsh

Clerk of Interim Meeting

STEWARDSHIP & FINANCE

Clerk: Lee Henkel and Jim Lynn

2016

Andrew "Andy" Conlon Norfolk (13)
Lee Henkel Floyd (13)
Judy Melville State College (13)

2017

Donald "Don" Crawford Valley (14)
Jason Eaby Nottingham (11)
Richard "Rick" Post Langley Hill (14)
Henry "Hank" Rupprecht Frederick (14)
Wilmer "Wil" Stratton Maury River (14)

2018

Susan Griffin Washington (15)
James "Jim" Lynn Sandy Spring (12)

Ex-officio

Thomas "Tom" Hill Treasurer
James "Jim" Riley Assistant Treasurer

SUE THOMAS TURNER

QUAKER EDUCATION FUND

Clerk: Rosalind Zuses

Howard Zuses Sandy Spring
Rosalind Zuses Sandy Spring

Ex-officio

Unnamed Advancement & Outreach
Unnamed Religious Education

UNITY WITH NATURE

Clerk: Ann Payne and Eli Fishpaw

2016

Kathy Fox	Maury River (13)
John Hudson	Sandy Spring (13)
Richard "Rick" Morgan	Bethesda (13)
Patricia Robinson	Annapolis (10)

2017

Philip "Phil" Favero	Annapolis (14)
B. Eli Fishpaw	Maury River (11)
Munro Meyersburg	Sandy Spring (14)
Deborah "Debby" Sudduth	Goose Creek (14)

2018

Ann Payne	Monongalia (12)
James "Jim" Wagner	Frederick (13)

YOUTH PROGRAMS

Clerk: Michael Doo

2016

Rebecca "Becka" Haines Rosenberg	Alexandria (15)
Thomas "Tom" Horne	Takoma Park (13)
Jacalyn Kosbob	Goose Creek (12)

2017

Christine "Chrissie" Devinney	Goose Creek (11)
Margaret "Maggie" Dorr	Sandy Spring (14)
Kate English	Langley Hill (14)
Josephine LaBua	Baltimore, Stony Run (14)

Darcy Lane	Sandy Spring (14)
Janey Pugsley	Sandy Spring (14)
Miles "Chip" Trail	Maury River (14)

2018

Anne Bacon	Hopewell Centre (15)
Katherine "Katie" Caughlan	Sandy Spring (12)
Laura Coleson-Schreur	Baltimore, Stony Run (12)
Michael Doo	Baltimore, Stony Run (12)
Annalee Flower Horne	Takoma Park (15)
Grace Macfarlane	Baltimore, Stony Run (15)

Ex-officio

Jocelyn "Jossie" Dowling
Youth Programs Manager

Young Friends

Madeline "Maddie" Doll	Baltimore, Stony Run
Oona Schreur	Baltimore, Stony Run
Emma Rote	Williamsburg

AD HOC GROWING DIVERSE

LEADERSHIP COMMITTEE

(established 2015)

Clerk:

Lauren Brownlee	Bethesda
Alison Duncan	Adelphi
Jocelyn "Jossie" Dowling	Youth Programs Manager
Marsha Holliday	Religious Education
Jane Megginson	Camp Program Manager
Robert "Bob" Rhudy	Interim General Secretary
Eugene "Gene" Throwe	Religious Education
Ann Venable	Development Director
Natasha "Tasha" Walsh	Interim Meeting Clerk

AD HOC HEALTHY

ORGANIZATION AND

PURPOSEFUL EVOLUTION

COMMITTEE

(established 2015)

Clerk: Natasha "Tasha" Walsh

Rebecca "Becca" Bacon	Hopewell Centre
Windy Cooler	Adelphi
Gary Gillespie	Homewood
David Hunter	Frederick
Robert "Bob" Rhudy	Patapsco
Kenneth "Ken" Stockbridge	Patapsco
Barbara Thomas	Annapolis
Natasha "Tasha" Walsh	Maury River

CAMP DIVERSITY

WORKING GROUP

(Camping Program)

(established 2014)

Clerk: Chloe Tucker

Genevieve Beck-Roe	Catoctin
Jocelyn Dowling	Catoctin
Dyresha Harris	Catoctin
Chloe Tucker	Charlottesville
Keira Wilson	State College

INTERNET COMMUNICATIONS

WORKING GROUP

(Advancement and Outreach)

(established 2015)

Clerk:

Jodi Beatty	Herndon
Phillip "Phil" Caroom	Annapolis
Samantha Magrath	Takoma Park
Richard "Rich" Thayer	Baltimore, Stony Run
Joshua "Josh" Wilson	Patapsco

INTERVISITATION

WORKING GROUP

(Ministry and Pastoral Care)

(established 2013)

Clerk: Rebecca "Rep" Pickard

Maria Bradley	Sandy Spring
Linda Coates	Little Britain
Jason Eaby	Nottingham
Georgia Fuller	Langley Hill
Martha Gay	Adelphi
Erik Hanson	Takoma Park
Joan Liversidge	Sandy Spring
Rebecca "Rep" Pickard	Homewood
Jolee Robinson	Adelphi
Joan Spinner	Adelphi
Ken Stockbridge	Patapsco

RIGHT SHARING OF WORLD

RESOURCES WORKING GROUP

(Peace & Social Concerns)

(established 2008)

Clerk: Karen Grisez

Karen Grisez	Washington
Joseph "Joe" Izzo	Washington

SPIRITUAL FORMATION PROGRAM

WORKING GROUP

(Ministry & Pastoral Care)

(established 2009)

Clerk: Amy Schmaljohn

Betsy Bramon	Washington
Alan Evans	Gunpowder
David Fitz	York
Ruth Fitz	York
Phillip "Phil" Fratesi	Baltimore, Stony Run
Laura Kinsey	Baltimore, Stony Run
Marilyn Rothstein	Gunpowder
Alan Schmaljohn	Gunpowder
Amy Schmaljohn	Gunpowder
Virginia Schurman	Gunpowder

WOMEN'S RETREAT

WORKING GROUP

(Ministry & Pastoral Care)

(established 2010)

Clerk: Carol Beigel

2016 Coordinating Meeting: Herndon

Lelac Almagor	Adelphi
Jodi Beatty	Herndon
Carol Beigel	Adelphi
Abbey Compton	Herndon
Inga Erickson	Herndon
Margaret Fisher	Herndon
Stacey LaRoy	Herndon
Louise "Weez" Rothrock	Herndon
Amy Shinkman	Herndon
Kate Titford	Adelphi
Elizabeth "Betsy" Tobin	Frederick
Catherine "Cat" Wilkins	Herndon
Gwen Zanin	Herndon

WORKING GROUP ON RACISM

(Ministry & Pastoral Care)

(established 2001)

Clerk: David Etheridge

Jane Meloney Coe	Bethesda
Ellen Cronin	Sandy Spring
Paul Didisheim	Washington
Elizabeth DuVerlie	Baltimore, Stony Run
David Etheridge	Washington
Oliver "Ollie" Moles	Langley Hill
Carol Nezzo	Adelphi
Jolee Robinson	Adelphi
Patience "Pat" Schenck	Annapolis
Ann Varnon	Langley Hill

Marsha Holliday	Clerk of Religious Education
Elizabeth "Betsy" Krome	Co-Clerk of Camp Program
Jane Megginson	Camp Program Manager
W. Clinton Pettus	Clerk of Supervisory
Robert "Bob" Rhudy	Interim General Secretary
Harry "Scotty" Scott	Co-Clerk of Camp Program
Kenneth "Ken" Stockbridge	Presiding Clerk
Karen Treber	Trustees Representative

WORKING GROUP ON RIGHT RELATIONSHIP WITH ANIMALS

(Unity with Nature)

(established 2015)

Clerk: Margaret Fisher

Dayna Baily	Penn Hill
Jodi Beatty	Herndon
Stan Becker	Homewood
Howard Brod	Midlothia
Mary Campbell	Washington
Margaret Fisher	Herndon
Robinne Gray	Washington
Bethanne Kashkett	Patapsco
Samantha Magrath	Adelphi
Justine McCoy	Monongalia
William "Bill" Strein	Washington

YOUNG ADULT FRIENDS

Co-Clerks

Katherine "Katie" Caughlan	Sandy Spring (15)
Dylan Phillips	Baltimore, Stony Run (14)

Treasurer

Mace Smith	Langley Hill (15)
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Recording Clerk

Margaret Dorr	Sandy Spring (14)
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Annual Session Planners

Rebecca "Becca" Bacon	Hopewell Centre (15)
Mac "Maggie" Cooler-Stith	Adelphi (14)

Member-at-Large

Amrit Moore	Maury River (14)
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Webmaster

Aaron "Nony" Dutton	Homewood (10)
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YOUTH SAFETY POLICY

WORKING GROUP

(Trustees)

(established 2013)

Clerk: Kenneth "Ken" Stockbridge

Ellen Arginteanu	JYM Clerk
Michael Doo	Clerk of Youth Programs
Jocelyn "Jossie" Dowling	Youth Programs Manager
Margaret "Peg" Hansen	JYM Clerk



Annual Session 2015 photograph by Cy Merriwether-deVries

REPRESENTATIVES TO ORGANIZATIONS AFFILIATED WITH THE YEARLY MEETING

AFSC CORPORATION

2016

Henrietta Russell "Lella" Smith
Goose Creek (11)
David "Dave" Treber Dunnings Creek (13)

2017

M. Jolee Robinson Adelphi (11)
Chester McCoy Adelphi (14)

2018

Aaron C. "Nony" Dutton Homewood (12)

FRIENDS COMMITTEE ON NATIONAL LEGISLATION GENERAL COMMITTEE

2016

Oliver "Ollie" Moles Langley Hill (13)
Karen Treber Dunnings Creek (10)

2017

Deanna Meyer Boyd
Baltimore, Stony Run (11)
Rosalie Dance Baltimore, Stony Run (11)

2018

Marion Ballard Bethesda (15)
Thomas "Tom" Gibian Sandy Spring (15)

FRIENDS GENERAL CONFERENCE, CENTRAL COMMITTEE

2016

Linda Goldstein Charlottesville (13)
Deborah Haines Alexandria (10)
Elise Hansard Roanoke (10)

2017

Mark Cannon Washington (14)
Laura Lee Fischer Langley Hill (11)
Timothy "Tim" Mullady Annapolis (11)
Ann Riggs Annapolis (14)

2018

Maria Bradley Sandy Spring (15)
Rebecca "Becka" Haines Rosenberg
Alexandria (15)

John Meyer Washington (12)
James "Jim" Rose Patapsco (15)

Ex-officio

Ken Stockbridge Presiding Clerk

FRIENDS HOUSE INC., AND FRIENDS HOUSE NURSING HOME INC. TRUSTEES

Clerk:

2016

Nominated by Baltimore Yearly Meeting
Carlotta Joyner Frederick (13)
Linda Pardoe Patapsco (13)

2017

Nominated by Baltimore Yearly Meeting
Bevan Crocker Charlottesville (11)
Mosi Harrington Adelphi (15)
Rachel Messenger Alexandria (14)
Megan Shook Homewood (14)

Nominated by Board

Terry Griffith Patapsco (10)
John Smallwood Langley Hill (14)

2018

Nominated by Baltimore Yearly Meeting
Ramona Buck Patapsco (15)
Margaret "Meg" Meyer
Baltimore, Stony Run (15)

Patti Nesbitt Sandy Spring (12)
Alan Wright Sandy Spring (11)

Nominated by Board

Kendall Anthony Sandy Spring (15)
Brian Carroll Sandy Spring (13)
Eileen Stanzione Patapsco (15)

FRIENDS MEETING SCHOOL

(Appointed on advice of
Advancement and Outreach)

Deborah Haines Alexandria (10)
Peirce Hammond Bethesda (15)

FRIENDS PEACE TEAMS

Representative

Barbara Thomas Annapolis (10)

Alternate

Sara Workeneh Baltimore, Stony Run (11)

FRIENDS UNITED MEETING

GENERAL BOARD

2017

Walter Fry West Branch (14)

Georgia Fuller Langley Hill (14)

Riley Robinson Washington (09)

FRIENDS WILDERNESS CENTER

(Appointed on advice of
Unity with Nature)

Keith Curtis Herdon (14)

FRIENDS WORLD COMMITTEE FOR CONSULTATION

SECTION OF THE AMERICAS

Convener: Judith "Judy" Seaman

2016

Bette Hoover Sandy Spring (13)

James "Jim" Lehman Sandy Spring (13)

Judith "Judy" Seaman Buckhannon (13)

2018

Michael Doo Baltimore, Stony Run (15)

Jason Eaby Nottingham (15)

Charles "Chuck" Kleymeyer
Langley Hill (13)

MILES WHITE BENEFICIAL

SOCIETY OF BALTIMORE CITY

President: Mary Ellen Saterlie

2016

Herbert "Herb" Clark Homewood

John McKusick Homewood (10)

Kathryn Pettus Baltimore, Stony Run (13)

2017

Rosalie Dance Baltimore, Stony Run (11)

William "Bill" Miles
Baltimore, Stony Run (11)

2018

Robert Fetter Gunpowder (12)

Phillip "Phil" Fratesi
Baltimore, Stony Run (15)

Elizabeth Harlan Little Falls (15)

Mary Ellen Saterlie Little Falls (07)

Esther Sharp Gunpowder (07)

NATIONAL RELIGIOUS

COALITION AGAINST TORTURE

(Appointed on advice of
Peace and Social Concerns)

Malachy Kilbride Washington (14)

PRISONER VISITATION

AND SUPPORT

(Appointed on advice of
Criminal and Restorative Justice)

Susan "Susannah" Rose Patapsco (15)

QUAKER EARTHCARE WITNESS

(Appointed on advice of
Unity with Nature)
Representative

Toni Hudson Sandy Spring (11)

Alternate

Barbara "Barb" Adams Richmond (15)

QUAKER HOUSE

Fayetteville, NC

Denna Joy Richmond (15)

SANDY SPRING FRIENDS SCHOOL

2016

Jeanne-Marie Duval Pierrelouis
Sandy Spring (12)

2017

Louis "Lou" Harrington Sandy Spring (12)

2018

Lauren Brownlee Bethesda (14)
Cynthia Terrell Bethesda (11)

WILLIAM PENN HOUSE

CONSULTATIVE COMMITTEE

Representative

William "Bill" Mims Langley Hill (11)



Annual Session 2015 photograph by Cy Merriwether-deVries

LOCAL MEETINGS

ABINGDON FRIENDS MEETING

- Mailing Address: PO Box 2022, Abingdon, Virginia 24212
Meeting place: Elderspirit Community, Abingdon, Virginia
Wheelchair accessible
No hearing assistance system
- Telephone: 276-628-1367; 276-698-3397; or 276-676-0135
Web site: abingdonfriends.org
E-mail: abingdonfriends@gmail.com
First Day schedule: Worship: 10:30am
Business Meeting: First First Day of February, April, June, August, October, and December
- Travel directions: Take exit #17 of I-81: Abingdon; turn on Cummings St. NW (US 58 Alt); turn right on Green Spring Rd.; turn Right on A Street SE; turn right on Kings Mountain Dr.; bear left on Highland Street SE; turn right on Hickman Street SE; turn right on Trail-view Drive to parking area.
- Contacts: Clerk: Rotates monthly in 2015; Assistant Clerk: Elizabeth Mathews; Treasurer: Terry Walker; Recording Clerk: Rana Duncan-Daston; Recorder: Vacant; Finance & Stewardship: Dyer Moss; Ministry & Oversight: Elizabeth Mathews; Nominating: Nancy Hunter; Peace & Social Justice: Vacant; Religious Education: Vacant.

ADELPHI FRIENDS MEETING

- Mailing address: 2303 Metzertott Road, Adelphi, Maryland 20783
Meeting place: 2302 Metzertott Road, Adelphi, Maryland 20783
Wheelchair accessible
Hearing assistance system available
- Telephone: 301-445-1114 – Meeting House telephone
Web site: adelphifriends.org
First Day schedule: Worship: 9:00 am and 10:00 am
First Day School: 10:20 am except Junior Meeting fourth First Day at 10:00 am
- Business Meeting: Second First Day of the month, following Meeting for Worship, except for May, July, and August when it is the third First Day.
- Travel directions: Located a few miles north of Washington, DC, the Meeting House is between Riggs and Adelphi Roads, near the University of Maryland. From Maryland Route 650 (New Hampshire Avenue), go east on Metzertott 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 Metzertott). 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).

Contacts: Clerk: Michael Hamilton-Levi; Assistant Clerk: Martha "Marcy" Seitel; Treasurer: Martha Gay; Assistant Treasurer: Victor Thuronyi; Recording Clerk: Amy Greene; Recorder: Carol Beigel; Ministry & Worship: Paul Jolly; Nominating: Shelly Grow; Pastoral Care: Wendy Oliver; Peace & Social Concerns: Samantha Magrath; Religious Education: Lara Oerter; Stewardship & Finance: Martha Gay and Catherine McHugh; Newsletter Editor: Richard "Rich" Renner.

ALEXANDRIA FRIENDS MEETING

Mailing address: 8990 Woodlawn Road, Fort Belvoir, Virginia 22060

Meeting place: 8990 Woodlawn Road, Fort Belvoir, Virginia 22060

Wheelchair accessible

Hearing assistance system is available

Telephone: 571-409-1761 – Meeting House Voicemail

Web site: woodlawnfriends.org

First Day schedule: Worship: 11:00am

First Day School: 11:00am

Adult RE: 10:00am

Business Meeting: First First Day: 1:00pm (Second First Day in September)

Travel directions: From I-495 (Capital Beltway): take Route 1 going south. Go about eight miles; 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.

Contacts: Clerk: James "Jim" Nations; Assistant Clerk: John Carle; Treasurer: Megan Evans; Recording Clerk: Deborah Haines and Jerry Allen; Recorder: Katherine Spivey; Adult Religious Education: Judy Elvington; Children's Religious Education: Alexandra "Alex" Zealand and Eli Courtwright; Ministry & Oversight: Susan "Sue" Marcus; Nominating: Glenn Elvington; Peace & Social Concerns: Davis Balderston; Trustees: Rachel Pharr; Newsletter Editor: Barbara Ginsburg.

ANNAPOLIS FRIENDS MEETING (CHESAPEAKE QUARTER)

Mailing address: 351 Dubois Road, Annapolis, Maryland 21401

Meeting place: 351 Dubois Road, Annapolis, Maryland 21401

Wheelchair accessible

Hearing assistance system – 72.9 MHz

Telephone: 410-573-0364 – Meeting House

Web Site: annapolis.quaker.org

E-mail: info@annapolis.quaker.org
First Day schedule: Worship: 11:00am
First Day School: 11:00am
Adult Religious Education: 9:30am on second and fourth First Days
Business Meeting: First First Day of the month, 9:00am
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.
Contacts: Clerk: Wesley "Wes" Jordan; Assistant Clerk: Martha Baer; Treasurer: Susan "Sue" Podolin; Recording Clerk: Philip Caroom; Recorder: Philip Caroom; Ministry & Worship: Joel Rodkin; Nominating: Elise Albert; Outreach: Patience "Pat" Schenck; Pastoral Care: Dorothy "Dotty" Doherty; Peace & Social Concerns: Carl Benson; Religious Education: Kimberly Benson & Joanna Tobin; Stewardship & Finance: Karen Cunnyngnam; Trustees: Marcia Ormsby; Newsletter Editor: Beth Mayer.

AUGUSTA WORSHIP GROUP (VALLEY)

Mailing address: 606 Fraser Lane, Staunton, Virginia 24401-2335
Meeting place: 606 Fraser Lane, Staunton, Virginia 24401-2335
Wheelchair accessible
No hearing assistance system
Telephone: 540-885-7973
Web Site: www.bym-rsf.org/who_we_are/meetings/va_meetings/augusta.html
E-mail: stevejeantab@earthlink.net
First Day schedule: Worship: 10:00am
Travel directions: Call for directions.
Contacts: Clerk: Jeanne Tabscott

BALTIMORE MONTHLY MEETING, STONY RUN (CHESAPEAKE QUARTER)

Mailing address: 5116 North Charles Street, Baltimore, Maryland 21210
Meeting place: 5116 North Charles Street, Baltimore, Maryland 21210
Wheelchair accessible
Hearing assistance system available
Telephone: 443-703-2590 – Meeting House
443-703-2589 – fax
Web site: www.stonyrunfriends.org
E-mail: info@stonyrunfriends.org
First Day schedule: Worship: 9:30am (scent-free) and 11:00 am (in July and August at 8:30am & 10:00am)

- First Day School: 11:20am (in July and August 10:20 am)
Childcare available for all Meetings
- Business Meeting: First First Day: 1:00pm
- Travel directions: From Baltimore 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)
From Jones Falls Expressway (I-83 North): Exit onto Northern Parkway East, then turn right (south) onto Charles Street.
- Contacts: Clerk: Maria Brown; Assistant Clerk: Lawrence "Larry" Reid; Treasurer: Margaret Allen; Recording Clerk: Nicholas "Nick" Fessenden; Recorder: Karie Firoozmand; Annual Giving: Vacant; Community, Care & Clearness: Lawrence "Larry" Reid and Joan Thompson; Finance: Vacant; Ministry & Counsel: Clinton Pettus; Nominating: Catherine "Cathie" Felter; Baltimore Quaker Peace & Justice (joint with Homewood): Deborah "Debbie" Ramsey; Religious Education: Kathryn "Kathy" Vizachero; Support & Supervision: Elizabeth "Betsy" Forbush; Trustees: Frederic "Fred" Hinze and Francis "Frank" Brocato.

BETHESDA FRIENDS MEETING

- Mailing address: PO Box 30152, Bethesda, Maryland 20824
- Meeting place: Edgemoor Lane and Beverly Road, Bethesda, Maryland (on the campus of Sidwell Friends Lower School)
Wheelchair accessible
Hearing assistance system available
- Telephone: 301-986-8681
- Web site: www.bethesdafriends.org
- E-mail: info@bethesdafriends.org
- First Day schedule: Worship: 9:30am (except on first First Day of each month) and 11:00am (every First Day)
First Day School: 11:20am
- Business Meeting: First First Day of the month, 9:15am (except July and August)
- Travel directions: Bethesda Meeting is located on the campus of Sidwell Friends Lower School at Beverly Road and Edgemoor Lane. Parking is ample.
From the Red Line Metro Bethesda Station: At the top of the long escalator, at the bus depot level go to the side where buses enter (at the corner of Edgemoor and Commerce Lanes). Go straight ahead (west) one short block on Edgemoor to cross Woodmont Avenue (with a traffic light). Continue two more blocks, crossing Arlington Avenue (with a traffic light) to the Sidwell Friends Lower School gate. Turn left and the Meeting house is a half block on the right.
From the North: Use Beltway Exit 36 south to Old Georgetown Road (Route 187) for 2.2 miles. Move into the right lane at the

Auburn Avenue traffic light and then move to the new right lane at Cordell Avenue. At the next light, a five-way intersection, take the soft right onto Arlington Road. Turn right at the second light onto Edgemoor Lane, then left onto Beverly Road. The Meeting House is mid-block on the right. **Alternatively**, from Rockville, come south on the Rockville Pike/Wisconsin Avenue (Route 355), turn right on Commerce Lane, cross Old Georgetown Road, and then turn right onto Edgemoor Lane. From East-West Highway (Route 410), cross Wisconsin Avenue (Route 355), onto Old Georgetown Road (Route 187) take the first left onto Edgemoor Lane. Follow it around to the right. Cross Woodmont and Arlington Avenues (with traffic lights), turn left onto Beverly Road. The Meeting House is mid-block on the right.

From Washington, DC: Go north on Wisconsin Avenue (Route 355) and turn left Old Georgetown Road (Route 187). Turn left at first traffic light, Edgemoor Lane (bearing right at the Metrobus center to stay on Edgemoor). Cross Arlington Road. At the first intersection, turn left onto Beverly Road. The Meeting House is mid-block on the right.

Contacts:

Co-clerks: Gail Kohanek and Susan Kaul; Treasurer: Jabez McClelland; Assistant Treasurer: Marion Ballard; Recording Clerk: Ronald "Ron" Akins; Recorder: Arlene Rodenbeck; Adult Religious Education: Donna Scarboro and Michael Wallace; Advancement & Outreach: Donna Jarmon Smith and David Murphey; Ministry & Worship: Peter Nielsen-Jones and Ralph Steinhardt; Nominating: Stephanie Koenig and Rick Morgan; Pastoral Care: Lauren Brownlee and Peirce Hammond; Peace & Social Justice: Jane Meleney Coe; Religious Education: Margaret Plank and Stacey FitzSimmons; Stewardship & Finance: Daniel "Dan" White; Newsletter Editor: Jane Meleney Coe.

BLACKSBURG FRIENDS MEETING

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

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

Wheelchair accessible

No hearing assistance system

Telephone: 540-552-6713

Web Site: blacksburgfriends.org

First Day schedule: Worship: 10:00am

First Day School: 10:15am

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

Travel directions: From I-81: Take Exit 118B toward Blacksburg, travel 12.8 miles and turn RIGHT onto US-460 business/N. Main St. (no exit ramp, after it seems you might have passed Blacksburg). Follow N.

Main St. (southbound) 1 mile and turn LEFT on Mt. Tabor Road. Look for our driveway on the RIGHT in about 0.3 miles (between two houses).

Contacts: Clerk: Michelle Wilkins; Treasurer: Elizabeth Briggs; Recording Clerk: Marian "Polly" Archer; Recorder: Jay Wilkins; Hospitality & Outreach: Vacant; Ministry & Oversight: Lyn Day; Nominating: Jay Wilkins; Peace and Social Concerns: Nelda Pearson; Quaker Earthcare: Alwyn Moss and Liz Tuchler; Religious Education: Liz Tuchler; Stewardship & Finance: Jay Wilkins.

BUCKHANNON PREPARATIVE MEETING (MONONGALIA)

Mailing address: 1316 South Davis Avenue, Elkins, West Virginia 26241
Meeting place: West Virginia Wesleyan College Meditation Chapel
Wheelchair accessible
No hearing assistance available
Telephone: 304-472-3097
Web Site: www.bym-rsf.org/who_we_are/meetings/wva_meetings/buckhannon.html
E-mail: jseaman1@frontier.com
First Day schedule: Worship: 10:00am - second and fourth First Days
First Day School: 10:00am - second and fourth First Days
Business Meeting: Fourth First Days: 11:15am
Travel directions: Go to Buckhannon and follow signs to West Virginia Wesleyan College. Find the tallest steeple, go to the rear of the building, and follow signs to Meditation Chapel.
Contacts: Clerk: Judith "Judy" Seaman and Grace Harris; Treasurer: Judith "Judy" Seaman; Ministry & Counsel: Committee of the Whole; Peace & Social Concerns: Committee of the Whole; Religious Education: Judith "Judy" Seaman and Grace Harris; Stewardship & Finance: Committee of the Whole.

CARLISLE MEETING (WARRINGTON QUARTER)

Mailing address: 252 A Street, Carlisle, Pennsylvania 17013
Meeting place: 252 A Street, Carlisle, Pennsylvania 17013
Wheelchair accessible
No hearing assistance system
Telephone: 717-249-8899 – Meeting House
Web Site: carlislequakers.org
E-mail: carlislequakers@gmail.com
First Day schedule: Worship: 10:00am
First Day School: 10:15am (Children present first 15 minutes of worship)
Business Meeting: Second First Day of the month, 11:30am
Travel directions: From center of downtown (intersection of High and Hanover Streets), go west on High to College Street (3rd traffic light). Turn

right on College Street, then right at A Street (Meeting House at next alley)

Contacts: Clerk: Andrew "Andy" Hoover; Assistant Clerk: Sherry Harper-McCombs; Treasurer: Marilyn Keener; Recording Clerks: Christine "Chris" Jefferson, Sherry Harper-McCombs, and Morgan Evans; Recorder: Christy Hoover; Budget and Finance: Donald "Don" Kovacs; Ministry & Counsel: Ruth Kovacs; Nominating: Donald "Don" Kovacs; Peace and Social Concerns: Donald "Don" Kovacs.

CHARLOTTESVILLE FRIENDS MEETING

Mailing address: 1104 Forest Street, Charlottesville, Virginia 22903
 Meeting place: 1104 Forest Street, Charlottesville, Virginia 22903
 Wheelchair accessible
 Hearing assistance system available
 Telephone: 434-971-8859 – Meeting House telephone
 Web site: www.fgcquaker.org/cloud/charlottesville-friends-meeting
 E-mail:
 First Day schedule: Worship: 8:30am and 11:00am (Fall, Winter and Spring); 8:30am and 10:15am (Summer)
 First Day School: 11:00am - 11:45am (September to June)
 Adult discussion: 9:45am (September to June)
 Business Meeting: First First Day at 12:20pm
 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.
 Contacts: Clerk: Georgeann Wilcoxson; Treasurer: Jon Nafziger; Recording Clerk: Herbert "Chip" Tucker; Recorder: Richard Balnave; Finance: Jonathan Wren; Friendship: Vacant; Ministry & Worship: Vacant; Nominating: Michele Mattiolo; Overseers: Betsy Tucker; Peace & Social Concerns: Alice Anderson; Religious Education: Herbert "Chip" Tucker; Newsletter Editor: Barbarie Hill.

DEER CREEK MEETING

Mailing address: PO Box 415, Darlington, Maryland 21034
 Meeting place: 1212 Main Street, Darlington, Maryland 21034
 Wheelchair accessible
 No hearing assistance system
 Telephone: 410-457-9188 – Meeting House telephone
 Web site: www.deercreekmeeting.org
 E-mail: cewalter10@gmail.com

- First Day schedule: Worship: 10:00am Friends gather, 10:50 to 11:30am Meeting for
Worship
First Day School (Children): 10:15 to 11:30am
First Day School (Adults): 10:15am
- Business Meeting: Third First Day of the month, 11:30am
- Travel directions: Deer Creek Friends Meeting is in northern Harford County, about
forty miles northeast of Baltimore, about one-fifth mile east of
US 1, on MD 161. Take 95 to the Churchville/Havre de Grace
exit, head toward Churchville on Route 155. Make a right onto
161; follow this through Darlington about five miles. The meet-
inghouse is on the left shortly after you pass the Darlington Phar-
macy.
- Contacts: Clerk: Mara Walter; Treasurer: Henry Holloway; Recording
Clerk: Susan "Sue" Hunter; Recorder: Margaret Scarborough;
Advancement & Outreach: Mary McLean; Ministry & Oversight:
James "Jim" Pickard & Margaret Scarborough; Peace & Social
Justice: Christopher "Chris" Neumann; Religious Education:
Mara Walter; Trustees: Stuart Cohen and Henry Smith Hollo-
way; Unity with Nature: Susan "Sue" Hunter and Mary Corddry;
Newsletter Editor: Margaret Scarborough.

DUNNINGS CREEK FRIENDS MEETING (CENTRE QUARTER)

- Mailing address: 800 Preston Street, Apt. 1, Bedford, Pennsylvania 15522
- Meeting place: Dunnings Creek Meeting House, 285 Old Quaker Church Road,
Fishertown, Pennsylvania 15539
Wheelchair accessibility with help
No hearing assistance system
- Telephone: 814-839-2952
- Web site: www.dunningscreekfriends.org
- E-mail:
- First Day schedule: Worship: 11:00am
First Day School: 10:00am
- Business Meeting: Second First Day, 10:00am
- Travel directions: The Meeting is about nine miles northwest of Bedford, Pennsyl-
vania. From Bedford, PA take I99 north to the Rt. 56 exit; exit
west PA Rt. 56. Go 3.1 miles to Old Quaker Church Road; bear
left. Go .3 miles to the Meeting House on the left.
- Contacts: Clerks: Jerry Miller and Susan Williams; Treasurer: Marcia Ro-
gish; Newsletter Editor: Karin Sedewar.

EASTLAND PREPARATIVE MEETING (LITTLE BRITAIN)

- Mailing address: c/o Linda Coates, 126 South Fulton Street, Strasburg, Pennsylva-
nia 17579
- Meeting places: 10 Friends Road, Little Britain, Pennsylvania
Wheelchair accessible

- Web site: No hearing assistance system
www.bym-rsf.org/who_we_are/meetings/pa_meetings/eastland.html
- First Day schedule: Worship: 11:00am
First Day School: 10:00am
- Business Meeting: See listing for Little Britain Monthly Meeting.
- Travel directions: **From points south:** Route I-95 North from Baltimore. Exit onto Route 152 (Fallston) West; to U.S. Route 1 North. Cross the Conowingo Hydroelectric Dam and turn north onto Route 222 at the top of the hill. After crossing Pennsylvania state line, turn right on Little Britain Road (at a Y in the road). Drive about three miles, turn right onto Friends Road. Meeting House is at the top of the hill on the left, near the end of Friends Road.
From points north/west: take 272 south after 283 merges with 30. At Wakefield, just after one passes Penn Hill meeting and the Fulton Fire Company, turn left or east on 272. Just after you cross the Creek turn south or right on the first road you come to. Continue on this road which eventually is named Friends Road. You will see the stone Meeting House on the left as you get to the end of the road.
- Contacts: Clerk: Linda Coates.

FAUQUIER FRIENDS WORSHIP GROUP (HERNDON)

- Mailing address: PO Box 224, Bealton, Virginia 22712-0224
- Meeting place: 10877 Willow Drive North, Bealton, Virginia
- Telephone: 703-736-0592
- Web site: www.bym-rsf.org/who_we_are/meetings/va_meetings/fauquier.html
- E-mail: fauquierfriends@gmail.com
- First Day schedule: Usually on Third First Day, check Meeting website for specific dates
Singing: 10:30am; Worship: 11:15am
First Day School:
- Travel directions: The Bealeton Depot is located close to the intersection of 17 and 28. The building is next to the Bealeton public library. The Bealeton Library and Depot are only 19 driving miles from Culpeper Hospital and only 11 ½ driving miles from Fauquier Hospital.
- Contacts: Convener: Bonnie Stockslager.

FLOYD MONTHLY MEETING

- Mailing address: 1199 Christiansburg Pike, Floyd, Virginia 24091
- Meeting place: 1199 Christiansburg Pike, Floyd, Virginia 24091
Wheelchair accessible
No hearing assistance system
- Telephone: 540-929-4142 or 540-381-4147

- Web site: www.bym-rsf.org/who_we_are/meetings/va_meetings/floyd.html
- First Day schedule: Worship: 10:00am
First Day School: 10:00am
- Business Meeting: First First Day, 12:00pm, preceded 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.
- Contacts: Clerk: Virginia "Ginny" Welton; Treasurer: Kim O'Donnell; Recording Clerk: Nancy Jo "Jo" Parr; Adult Religious Education: Rebecca Dameron; First Day School: Alison Dragoui and Sandra "Sam" Seffens; Ministry & Worship: Sharon Custer-Bogges; Outreach: Edna Whitier; Peace & Social Concerns: Vacant.

FREDERICK FRIENDS MEETING (WARRINGTON QUARTER)

- Mailing address: 723 North Market Street, Frederick, Maryland 21701
- Meeting place: 723 North Market Street, Frederick, Maryland 21701
Wheelchair accessible
No hearing assistance system
- Telephone: 301-631-1257 – Meeting House
- Web site: www.frederickfriends.org
- E-mail: clerk@frederickfriends.org
- First Day schedule: Worship: 10:30am
First Day School: 10:45 – 11:30am (mid-September to mid-June) (supervised play mid-June to mid-September)
- Business Meeting: Second First Day of the month. 9:00am April to October; 12:00pm November to March.
- Travel directions: From US 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.
- Contacts: Clerk: Carlotta Joyner; Treasurer: Karen White; Recording Clerk: Olivia Evans and Isaac Smith; Recorder: Kathryn Ruud; First Day School: Susanna Laird and Elizbath "Betsy" Tobin; Ministry & Counsel: Carol Ahlum; Nominating: Ethan Bliss; Peace & Social Concerns: James "Jim" Wagner; Stewardship & Finance: Annette Breiling; Trustees: Vacant; Newsletter Editor: Katie Bliss.

FRIENDS MEETING OF WASHINGTON

- Mailing address: 2111 Florida Avenue NW, Washington, DC 20008
- Meeting place: 2111 Florida Avenue NW, Washington, DC 20008

Wheelchair accessible - Meeting Room and Parlor Level
Hearing assisted equipment available in Meeting Room
Telephone: 202-483-3310 – Meeting office
Web site: quakersdc.org
E-mail: admin@quakersdc.org
First Day schedule: Worship: 9:00am (Meeting House parlor); 10:30am (Quaker House Living Room with special welcome to gays, lesbians, bisexuals, and transgenders); 10:30am (Meeting House Meeting Room); and 6:00pm (Meeting House Decatur Place Room)
First Day School: 10:30am
Daily Worship: 7:30 am (William Penn House)
Weekly Worship: Wednesday, 6:00pm (Meeting House Parlor)
Business Meeting: Second First Day: 12:00pm (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 8:00am and 4:30pm 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.
Contacts: Clerk: Margeret "Meg" Greene; Alternate Clerk: Daniel "Dan" Dozier; Treasurer: Robert "Bob" Meehan; Assistant Treasurer: Michael North and Justin Connor; Recording Clerk: JE McNeil; Finance & Stewardship: Byron Sandford; Marriage & Family Relations: Elizabeth Paxton; Membership: Hayden Wetzal and Jean Meyer Capps; Ministry & Worship: Blair Forelaw; Nominating: Elizabeth "Beth" Cogswell; Peace & Social Concerns: Vacant; Religious Education: Kimberly Acquaviva; Trustees: Daniel "Dan" Dozier.

GETTYSBURG MONTHLY MEETING (WARRINGTON QUARTER)

Mailing address: PO Box 4155, Gettysburg, Pennsylvania 17325-4155
Meeting place: Glatfelter Lodge, Gettysburg College, Gettysburg, Pennsylvania 17325
Wheelchair accessible
No hearing assistance system
Telephone: 717-420-5900
Web site: www.bym-rsf.org/who_we_are/meetings/pa_meetings/gettysburg.html
First Day schedule: Worship: 10:30am

First Day School: 10:30am
Business Meeting: First 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
Contacts: Clerk: Sandy Moyer; Treasurer: Ann Mummert; Recording Clerk: Jerry Johnson.

GOOSE CREEK FRIENDS MEETING

Mailing address: PO Box 105, Lincoln, Virginia 20160-0105
Meeting place: 18204 Lincoln Road, Lincoln, Virginia 20160
Wheelchair accessible
No hearing assistance system
Telephone: 540-751-0323 – Meeting House
Web site: www.goosecreekfriends.org
First Day schedule: Worship: 9:45am
First Day School: 10:00am (following worship with adults)
Business Meeting: First First Day: 11:00am
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 two miles south, on the left side of the road, in the village of Lincoln. Parking is in the lot across from the Meeting House
Contacts: Clerk: Deborah "Debbi" Sudduth; Assistant Clerk: Patricia "Pat" Barber; Treasurer: Edward "Ed" Devinney; Assistant Treasurer: Anne "Annie" Carlson; Recording Clerk: Catherine Cox; Finance: John "Jed" Shilling; Ministry & Oversight: Catherine Cox and Sheila Kryston; Peace & Social Concerns: Eric Carlson and Chuck Hedges; Religious Education: Annie Colson and Brett Ann Hoag; Unity with Nature: Deborah "Debbi" Sudduth and Martha Mason Semmes; Newsletter Editor: Catherine Cox.

GUNPOWDER FRIENDS MEETING (CHESAPEAKE QUARTER)

Mailing address: PO Box 737, Sparks, Maryland 21152-0737
Meeting place: 14934 Priceville Road, Sparks, Maryland 21152
Wheelchair accessible
Hearing assistance available
Telephone: 410-472-4583 – Meeting House
Web site: gunpowder.quaker.org
E-mail: meetingclerk3@gmail.com

First Day schedule:	Worship: 10:00am First Day School: 10:00am Adult Forum: first First Days, 9:00am Quakerism Discussion Group: second First Day, 9:00am Bible Study: fourth First Day, 9:00am
Business Meeting:	Third First Day: 11:15am Silent Retreat: 2nd Seventh Day 9:00am - 3:00pm
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 drive.
Contacts:	Clerk: Sharon Daily; Assistant Clerk: Rebecca Richards; Treasurer: Darren Lacey; Assistant Treasurer: Anita Langford; Recording Clerk: Evelyn "Evie" Poey Fielding and Rebecca Richards; Recorder: Alison Seitz; Care and Oversight: Elizabeth "Susie" Fetter; Finance: Jean Wilson; First Day School: Marilyn Rothstein; Indian Affairs: Vacant; Ministry & Counsel: Louise "LouAnne" Smith; Nominating: Amy Schmaljohn; Peace & Social Justice: Elizabeth "Susie" Fetter; Trustees: Steve Rives; Newsletter Editor: Claire Hartman and Jennifer Robinson.

HERNDON FRIENDS MEETING

Mailing address:	660 Spring Street, Herndon, Virginia 20170
Meeting place:	660 Spring Street, Herndon, Virginia 20170 Wheelchair accessible No hearing assistance system
Telephone:	703-736-0592 – Meeting House
Web site:	www.herndonfriends.org
E-mail:	clerk@herndonfriends.org
First Day schedule:	Worship: 10:30am, singing at 10:15am First Day School: 10:45am
Business Meeting:	Second First Day: 9:00am (except May, July & September)
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
Contacts:	Clerk: Kimberly "Kim" Glazer; Assistant Clerk: Catherine "Cat" Wilkins; Treasurer: Devin Mahoney; Recording Clerk: Catharine "Cathy" Tunis; Recorder: Catharine Tunis; Finance: Amy Shinkman; Ministry & Oversight: Catherine "Cat" Wilkins; Nominating: Vacant; Peace & Social Concerns: Lynn Witwer; Religious Education: Margaret "Meg" Wallace; Trustees: Worth Kirkman; Newsletter Editor: Terence McCormally.

HOMEWOOD FRIENDS MEETING (CHESAPEAKE QUARTER)

Mailing address: 3107 North Charles Street, Baltimore, Maryland 21218
Meeting place: 3107 North Charles Street, Baltimore, Maryland 21218
Wheelchair accessible
Hearing assistance system available
Telephone: 410-235-4438 – Meeting Office
Web site: www.homewoodfriends.org
E-mail: homewoodfriends@verizon.net
First Day schedule: Worship: 10:30am
First Day School: 10:50am
Business Meeting: Third First Day: 12:15pm
Travel directions: On North Charles Street directly across from Baltimore Museum of Art Drive, and John Hopkins University, Homewood Campus
Contacts: Clerk: George Amoss and Louise Hopkins; Treasurer: Teresa Schiano; Assistant Treasurer: Megan Shook; Recording Clerks: Molly Mitchell and Megan Shook; Recorder: Christine "Chris" Rutkowski; Indian Affairs: joint with Stony Run; Ministry & Counsel: vacant; Nominating: Mina Brunyate; Baltimore Quaker Peace & Justice: joint with Stony Run; Religious Education: Christine "Chris" Rutkowski; Stewardship & Finance: Susan Russell Walters; Trustees: John McKusick; Unity with Nature: Anne Griffith; Newsletter Editor: David Penney

HOPEWELL CENTRE MONTHLY MEETING

Mailing address: 604 Hopewell Road, Clearbrook, Virginia 22624
Meeting place: Hopewell Meeting House – 604 Hopewell Road, Clearbrook, Virginia 22624
Centre Meeting House – 203 North Washington Street, Winchester, Virginia
Wheelchair accessible
No hearing assistance system
Telephone: 540-667-9114 – Hopewell Meeting House
Web site: hopecentre.quaker.org
E-mail: hopecentre@wvmcc.com
First Day schedule: Worship: 10:00am
First Day School: 11:15am
Fourth First Day meeting is at Centre Meeting House
Business Meeting: Second First Day: 11:30am
Travel directions: Clearbrook is seven miles north of Winchester. From I-81, take Clearbrook exit #321, turn west on Hopewell Road. The Meeting House is about one mile on the left.
Centre Meeting House is located in downtown Winchester at 203 North Washington Street at the corner of Washington and Piccadilly Streets.
Contacts: Clerk: Michael "Mike" Hambach; Assistant Clerk: Carol Melby;

Treasurer: James "Jim" Riley; Assistant Treasurer: Anne Bacon; Recording Clerk: Daniel "Dan" Riley; Assistant Recording Clerk: Carol Melby; Advancement & Outreach: Richard Cooper and Margaret "Maggie" Stetler; Ministry & Counsel: Carol Melby; Pastoral Care: Pamela "Pam" Hambach; Peace and Social Justice: Judia Gallinger; Religious Education: Vacant; Stewardship & Finance: James "Jim" Riley; Newsletter Editor: Robyn Harris.

HUNTINGTON WORSHIP GROUP (MENALLEN)

Mailing address: c/o Menallen Monthly Meeting, 604 Hopewell Road, Clearbrook, Virginia 22624

Meeting place: Quaker Church Road, Huntington Township, Pennsylvania
Not wheelchair accessible
No hearing assistance system

Telephone: 717-677-4554 – Clerk of Menallen

Web site: www.menallenfriends.org/Huntington-Meetinghouse.php

First Day schedule: Worship: 10:30am, first First Day - April to October

LANGLEY HILL FRIENDS MEETING

Mailing address: 6410 Georgetown Pike, McLean, Virginia 22101-2210

Meeting place: 6410 Georgetown Pike, McLean, Virginia 22101
Wheelchair accessible meeting room
Hearing assistance system available 72 to 76 MHz

Telephone: 703-442-8394 – Meeting House

Web site: www.langleyhillquakers.org/

E-mail: langleyhill-owner@yahoogroups.com

First Day schedule: Worship: 10:00am, 9:30am on second First Day
First Day School: 10:30am (nursery at 10:00am)

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

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.

Contacts: Clerk: Mary Yeane; Treasurer: Jessica Mott; Recording Clerk: Robert Trussell; Recorder: Ann Delorey; Care and Clearness: Timothy "Tim" Yeane; Directors of the Corporation: Sean Beeney; Finance: Jessica Mott; Ministry & Worship: Timothy "Tim" Hunt; Nominating: ; Peace & International Outreach: Walter Brown; Religious Education: Jeannette Smith; Social Concerns: Loretta Kopelman and Laura Lee Fischer; Newsletter Editor: Jeanne Houghton; Bookkeeper: Douglas "Doug" Smith.

LITTLE BRITAIN MONTHLY MEETING (NOTTINGHAM QUARTER)

- Mailing address: c/o Suzanne Lamborn, Clerk, 225 Lees Bridge Road, Nottingham, Pennsylvania 19362
- Meeting places: See listings for Eastland and Penn Hill Preparative Meetings
Hearing assistance available-microphone and speaker
- Web site: www.bym-rsf.org/who_we_are/meetings/pa_meetings/littlebritain.html
- First Day schedule: See listings for Eastland and Penn Hill Preparative Meetings
- Business Meeting: Third First Day, at rise of Meeting, (February, April, June, October and November at Eastland) (January, March, May, July, September and December at Penn Hill) (August at Drumore)
- Travel directions: See listings for Eastland and Penn Hill Preparative Meetings
- Contacts: Clerk: Suzanne Lamborn; Assistant Clerk: Mark Brabson; Treasurer: Sarah Brabson; Membership Clerk: Mary Kirk; Ministry & Pastoral Care: Mark Brabson.

LITTLE FALLS MEETING OF FRIENDS (CHESAPEAKE QUARTER)

- Mailing address: PO Box 240, Fallston, Maryland 21047
- Meeting place: 719 Old Fallston Road, Fallston, Maryland 21047
Wheelchair accessible
No hearing assistance system
- Telephone: 410-877-3015 – Meeting House
- Web Site: littlefallsfriends.org
- E-mail: littlefalls.clerk@gmail.com
- First Day schedule: Worship: 10:30am
First Day School: 10:45am
Adult First Day: 11:15am
- Business Meeting: First First Day: 11:15am
- Travel directions: At intersection of either Interstate 95 or US 1 and Route 152, go west on Maryland 152. Cross MD 147 (Harford Rd.) and turn left at second light. This will be Old Fallston Road after passing school complex. Little Falls Meeting is about 3/4 mile on the left.
- Contacts: Clerk: Bobbi Sue Bowers; Treasurer: Ellen Stromdahl; Assistant Treasurer: Janet Zimmerman; Recording Clerk: Barbara "Bobbie" Siebens; Care and Concerns: Beth Babikow; Peace & Social Concerns: Vacant; Religious Education: Bobbi Sue Bowers and Mark Stromdahl (adult) & Elizabeth Harlan (children); Board of Trustees: William Harlan; Communications: Alice Remsberg.

LYNCHBURG INDULGED MEETING (ROANOKE)

- Mailing address: c/o Heidi Koring, 108 Warren Avenue, Lynchburg, Virginia 24501
- Meeting place: Lynchburg College Spiritual Life Center, 500 Westwood Avenue, Lynchburg, Virginia
Not wheelchair accessible

Telephone: No hearing assistance system
 804-847-4301 - Convener
 Web site: www.roanokequakers.org
 First Day schedule: Worship: 10:30am
 Travel directions: Call convener.
 Contact: Convener: Heidi Koring.

MADISON COUNTY INDULGED MEETING (CHARLOTTESVILLE)

Mailing address: PO Box 164, Hood, Virginia 22723-0164
 Meeting place: 1215 Kinderhook Road, Hood, Virginia
 Not wheelchair accessible
 No hearing assistance system
 Telephone: 540-948-7827
 Web Site: www.bym-rsf.org/who_we_are/meetings/va_meetings/madison.html
 First Day schedule: Worship: 10:00am, First First Day only
 Travel directions: From US 29 south of Madison; 230W for 6 miles; to right on Kinderhook Rd.; 1.8 miles to Driveway on right. House is up the hill.
 Contact: Clerk: Tom Warder.

MATTAPONI FRIENDS MEETING

Mailing address: c/o Miriam Maloney, Dayspring Farm, 942 Buena Vista Rd, Cologne, Virginia 23156
 Meeting place: Dayspring Farm, 942 Buena Vista Road, Cologne, Virginia 23156
 Not wheelchair accessible
 No hearing assistance system
 Telephone: 804-785-9401
 Web site: mattaponiquakermeeting.org
 E-mail: dayspringfarm@aol.com
 First Day schedule: Worship: 10:00am
 Business Meeting: First First Day, 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.
 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 *.

Contacts: Clerk: Steven "Steve" Griswold; Treasurer: Neil Watson; Assistant Treasurer: Charles "Charlie" Maloney; Recording Clerk: Sarah Lavicka.

MAURY RIVER FRIENDS MEETING

Mailing address: PO Box 582, Lexington, Virginia 24450
Meeting place: 34 Waterloo Road, Lexington, Virginia 24450
Wheelchair accessible
No hearing assistance system
Web site: www.quakercloud.org/cloud/maury-river-friends-meeting
E-mail: news@mauryriverfriends.us
First Day schedule: Worship: 10:00am; adult discussion 11:30am
First Day School: 10:00am with children joining Meeting at 10:40am
Business Meeting: Fourth First Day: 11:30am; potluck follows
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.
Contacts: Clerk: Margaret "Peggy" Dyson-Cobb; Treasurer: John White; Recording Clerk: Daphne Raz; Records Clerk: Sarah Giddings; Finance & Stewardship: Sandra Stuart; Nominating: Daphne Raz; Peace & Justice: Kathy Fox; Religious Education: Mary Stratton and Sarah Giddings; Ministry and Counsel: Mary Barnes; Newsletter Editor: Richard Barnes.

MENALLEN MONTHLY MEETING (WARRINGTON QUARTER)

Mailing address: 436 Company Farm Road, Aspers, PA 17304
Meeting place: 1107 Carlisle Road (PA Rt. 34), Biglerville, Pennsylvania
Wheelchair accessible
No hearing assistance system
Telephone: 717-677-6078 - Meeting House
Web site: www.menallenfriends.org
First Day schedule: Worship: 10:30am
First Day School: 10:30am
Business Meeting: Second First Day of the month, following Meeting for Worship
Travel directions: The Meeting is about ten miles north of Gettysburg, Pennsylvania, on PA Rt. 34. Passing through Biglerville, go two and a half miles past two traffic lights. The Meeting House is on the right.
Contacts: Clerk: Christopher "Chris" Fee; Treasurer: Vacant; Ministry & Pastoral Care: Barclay Brooks; Religious Education: Allison Singley-Fee; Stewardship & Finance: Vacant.

MIDLOTHIAN FRIENDS MEETING

- Mailing address: PO Box 1003, Midlothian, Virginia 23113
Meeting place: 900 Preservation Road, Midlothian, Virginia 23113
Wheelchair accessible
No hearing assistance system
Telephone: 804-744-2657
Web site: www.midlothianfriends.org
E-mail address: quaker_town_crier@msn.com
First Day schedule: Worship: 11:00am
First Day School: 11:15 am on second and fourth First Days
Business Meeting: Second First Day: 11:00am
Travel directions: From North and West: From Virginia Route 288, take the Huguenot Trail/Robious Road (Route 711) Exit. Turn right at end of ramp onto Huguenot Trail Road. Go about 1 mile west to the turn-off for Huguenot Springs Road. Go south on Huguenot Springs Road. Go about 1.6 miles on Huguenot Springs Road and turn right onto gravel road across from "School Bus Stop" sign. Meeting House is first on left. (Gray Cape Cod)
From South and Southwest: From Virginia Route 288, go west on Route 60/Midlothian Turnpike for 2 miles. Take turnoff for Huguenot Springs Road (Route 607) on right. Go north on Huguenot Springs Road for 2 miles. 1 mile after entering Powhatan County, turn left onto gravel road across from "School Bus Stop" sign. Meeting House is first on left. (Gray Cape Cod)
Contacts: Clerk: Thomas DeWeerd; Assistant Clerk: David Stocker; Treasurer: Ann Duncan; Recording Clerk: Heather Stocker; Care and Community: Brian McCutcheon; Financial Stewardship/Trustees: Ann Duncan; Nominating: David Stocker; Peace and Social Action: Roselle Clark; Religious Education: Laura Clark and Katherine "Katie" Brown DeWeerd; Spiritual Nurture: David Clark; Newsletter Editor: Vacant.

MILLER CENTER MEETING FOR WORSHIP (SANDY SPRING)

- Mailing address: c/o Sandy Spring Friends Meeting Committee on Aging, 17715 Meetinghouse Road, Sandy Spring, Maryland 20860
Meeting place: Miller Center, Friends House, 17340 Quaker Lane, Sandy Spring, Maryland
Wheelchair accessible
No hearing assistance system
Telephone: 301-924-5100 – Friends House
First Day schedule: Worship: 10:00am
Travel directions: Take Maryland Route 108 to Norwood Road and look for sign. Note that you have to ring the doorbell to be admitted. Please be patient for someone to answer.
Contacts: Clerk of Sandy Spring Friends Meeting Committee on Aging.

MONONGALIA FRIENDS MEETING

Mailing address: PO Box 441, Morgantown, West Virginia 25607-0441
Meeting place: 648 East Brockway, Morgantown, West Virginia 26505
Wheelchair accessible
No hearing assistance system
Telephone: 304-599-8233
Web site: monquakers.wordpress.com
E-mail address: monquakers@gmail.com
First Day schedule: Worship: 11:00am
First Day School: 11:00am
Business Meeting: Third First Day: 9:30am
Contacts: Clerk: Keith Fullerton; Assistant Clerk: James "Jim" Syphers; Treasurer: Catherine Tall; Recording Clerk: Judy Seaman; Advancement & Outreach: Committee of the whole; Ministry & Oversight: Jim Syphers; Nominating: Jim Syphers; Peace & Social Concerns: James "Jim" Siekmeier; Religious Education: Catherine "Kitty" Lozier and Catherine Tall; Stewardship & Finance: John Lozier; Newsletter Editor: Vacant.

NORFOLK PREPARATIVE MEETING (WILLIAMSBURG)

Mailing address: 518 New Jersey Avenue, Norfolk, Virginia 23508
Meeting place: location varies: call 757-627-6317 or 757-624-1841
Not wheelchair accessible
No hearing assistance system
Telephone: 757-627-6317 or 757-624-1841
Web site: home.morrisbb.net/housey/WFM/WFM.norfolk.html
E-mail address: joanvmoore@mac.com
First Day schedule: Worship: 10:00am
Business Meeting: First First Day, following Meeting for Worship
Travel directions: Call 757-627-6317 or 757-624-1841 for directions
Contacts: Clerk: Harriet Schley; Treasurer: Andrew "Andy" Conlon; Recording Clerk: Nancy Milner.

NOTTINGHAM MONTHLY MEETING (NOTTINGHAM QUARTER)

Mailing address: 260 South Third Street, Oxford, Pennsylvania 19363
Meeting place: Oxford Friends Meeting House, 260 South Third Street, Oxford, Pennsylvania 19363
Wheelchair accessible
No hearing assistance system
Telephone: 484-758-0750
Web Site: www.oxfordfriends.org
E-mail: info@oxfordfriends.org
First Day schedule: Worship: 10:30am (both Oxford and The Brick Meeting Houses)
First Day School: 9:30am
Business Meeting: Second First Day: 9:30am, when scheduled

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

Contacts: Clerk: Gail Pietrzyk; Treasurers: Anna Stanton & David Ross; Recording Clerk: Janet Eaby; Recorder: Anna Stanton; Ministry & Counsel: Vacant; Nominating: Vacant; Religious Education: Vacant; Stewardship & Finance: Vacant; Newsletter Editor: Vacant.

PATAPSCO FRIENDS MEETING (CHESAPEAKE QUARTER)

Mailing address: 2331 Calvin Circle, Ellicott City Maryland 21042
Meeting place: 2331 Calvin Circle, Ellicott City, Maryland 21042

Wheelchair accessible
No hearing assistance system

Telephone: 410-465-6554
Web site: www.patapscofriends.com
E-mail: patapsco.friends.meeting@gmail.com
First Day schedule: Worship: 10:30am
First Day School: 10:30am

Business Meeting: First First Day: 12:00pm

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.

Contacts: Clerk: Karen Ownbey; Assistant Clerk: David Donaldson; Treasurer: Bill Wilson; Recorder: Ken Stockbridge; Recording Clerk: Bethanne Kashkett; Advancment & Outreach: James "Jim" Rose; Ministry & Care: Susannah Hills Rose and John Farrell; Nominating: vacant; Peace & Social Concerns: Bethanne Kashkett; Religious Education: Ramona Buck; Newsletter Editor: Ramona Buck.

PATUXENT FRIENDS MEETING (CHESAPEAKE QUARTER)

Mailing address: PO Box 536, Lusby, Maryland 20657
Meeting place: 12175 Southern Connector Boulevard, Lusby, Maryland 20657

Wheelchair accessible
No hearing assistance system

Telephone: 410-394-1233
Web site: www.patuxentfriends.org
First Day schedule: Worship: 10:00am
First Day School: 10:00am

Business Meeting: First First Day: 11:30am
Travel directions: From the North on MD Route 4: Passing Rousby Hall Road to Lusby Town Center, continue 0.7 miles South and turn left on the Southern Connector Boulevard. Proceed to the traffic circle and go half-way around, exiting to the east and continuing a very short distance on the Southern Connector Boulevard. The first driveway on the right will take you past our annex to the meeting house parking area.

Contacts: Clerk: Karen Horton; Treasurer: Timothy "Tim" Keck; Recording Clerk: Ann Trentman; Recorder: Bruce Perrygo; Budget & Finance: Vacant; Ministry & Counsel: Kimberly "Kim" Keck; Nominating: Karen Horton; Peace & Social Action: William "Bill" Williams; Religious Education: Kimberly "Kim" Keck; Trustees: Vacant.

PENN HILL PREPARATIVE MEETING (LITTLE BRITAIN)

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

Meeting places: **Penn Hill:** 2239 Robert Fulton Highway, Peach Bottom, Pennsylvania. Look for red brick Meeting House on east side of roadway behind iron fence
Wheelchair accessible
Hearing assistance available-microphone and speaker

Web site: www.bym-rsf.org/who_we_are/meetings/pa_meetings/pennhill.html

First Day schedule: Worship: 11:00am
First Day School: 10:00am

Business Meeting: See listing for Little Britain Monthly Meeting.

Travel directions: Nine miles north of US Route 1 on US Route 222 at Wakefield, Pennsylvania; 200 feet south of the split of US Route 222 and PA Route 272.

Contacts: Clerk: Sarah Brabson.

PIPE CREEK FRIENDS MEETING (WARRINGTON QUARTER)

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

Meeting place: 455 Quaker Hill Road, Union Bridge, Maryland
Wheelchair accessible
No hearing assistance system

Telephone: 410-374-1933

Web site: www.pipecreekfriends.org

E-mail: tonybreda@verizon.com

First Day schedule: Worship: 10:00am

Business Meeting: First First Day: 11:30am

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.
Contacts: Clerk: Frank Reitemeyer; Treasurer: Theodore "TR" Wailes; Assistant Treasurer: Mary Briggeman; Recording Clerk: Wilbur Wright; Assistant Recording Clerk: Jo Israelson; Recorder: William "Bill" Powel; Peace & Social Concerns: Frank Reitemeyer.

RICHMOND FRIENDS MEETING

Mailing address: 4500 Kensington Avenue, Richmond, Virginia 23221
Meeting place: 4500 Kensington Avenue, Richmond, Virginia 23221
Wheelchair accessible
Hearing assistance system
Telephone: 804-358-6185 – Meeting House
Web site: www.richmondfriendsmeeting.org
E-mail: clerkofmeeting@richmondfriends.org
First Day schedule: Worship: 9:30am and 11:00am
First Day School: 11:20am
Business Meeting: Third First Day: 11:00 am - 12:30pm
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.
Contacts: Clerk: Barbara Hulburt; Assistant Clerk: Randee Humphrey; Treasurer: Bronwyn Hughes; Frances Stewart Assistant Treasurer: Carisse Harton; Recorder: Mary Julia Street; Recording Clerks: James "Jim" Thoroman and Tina Mello; Care & Counsel: Christine Olson-Vickers and Margaret Edds; Financial Stewardship: Steve Humphrey; Ministry & Worship: Tracey Cain; Nominating: Brooke Davis; Peace & Social Concerns: Denna Joy; Religious Education: Barbara "Barb" Adams; Newsletter Editor: Diane Bowden.

ROANOKE FRIENDS MEETING

Mailing address: PO Box 4522, Roanoke Virginia 24015-0522.
Meeting place: 505 Day Avenue SW, Roanoke, Virginia 24016
Wheelchair accessible
No hearing assistance system
Telephone: 540-723-1131 – Meeting House
Web site: www.roanokequakers.org
First Day schedule: Worship: 10:30am
First Day School: 10:30am
Business Meeting: Third First Day, at rise of Meeting for Worship
Travel directions: **From I-581 N:**
From Hollins area:

From the South:

Contacts: Clerk: Elise Hansard; Treasurer: Letty Collins; Recording Clerk: Mike Heller; Recorder: Judy Marlow; Ministry & Counsel: Charles Finn, Jenny Chapman, Mike Heller, and Heidi Koring; Nominating: Tony Martin; Outreach: John Clark; Peace & Social Concerns: Herb Beskar; Religious Education: Katrina Hurt & John Kern; Stewardship & Finance: Letty Collins; Newsletter Editor: Jenny Chapman.

SANDY SPRING FRIENDS MEETING (CHESAPEAKE QUARTER)

Mailing address: 17715 Meeting House Road, Sandy Spring, Maryland 20860
Meeting place: 17715 Meeting House Road, Sandy Spring, Maryland 20860
Wheelchair accessible
Hearing assistance system available
Telephone: 301-774-9792 – Community House
Web site: www.sandyspring.org
E-mail: office@sandyspring.org
First Day schedule: Worship: 9:00am and 11:00am (except first First Day), Fifth Day 7:30pm
First Day School: 11:20 am (except first First Day)
Business Meeting: First First Day: 10:15am
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.

Contacts: Clerk: Elizabeth "Betsy" Meyer; Assistant Clerk: Natalie Finegar; Treasurer: Margaret "Meg" Pease-Fye; Assistant Treasurer: Margo Lehman; Recording Clerk: Alice Bowman; Recorder: Wayne Finegar; Advancement & Outreach: Matthew Taylor; Finance: Vacant; Friends in Unity with Nature: Munro Meyersburg; Marriage & Family Relations: Alicia McBride; Membership & Spiritual Care: Louis "Lou" Harrington; Ministry & Counsel: Barbara Galloway; Nominating: John Parker; Peace: John Salzberg; Religious Education: Catherine Stratton-Treadway and Steven "Steve" Berry; Social Concerns: Catherine "Cathy" Schairer and Janey Pugsley; Trustees: Edward "Ned" Stowe; Newsletter Editor: Rosaline Zuses.

SHEPHERDSTOWN FRIENDS MEETING

Mailing address: PO Box 1364, Shepherdstown, West Virginia 25443
Meeting place: Shepherdstown Train Station, corner of German Street and Audry Egel Drive, Shepherdstown, West Virginia
Telephone: 304-584-3126
Web Site: shepherdstownfriends.org
E-mail: shepherdstownquakers@gmail.com

First Day schedule: Worship: 10:30am
Business Meeting: Second First Day, following Meeting for Worship.
Contact: Clerk: Elizabeth Hostler and Mark Mulligan; Treasurer: Michael Raubertas; Recording Clerk: Garrett Moran; Ministry & Oversight: Janet Harrison; Peace and Social Concerns: John Case; Religious Education: Elizabeth Hostler; Stewardship and Finance: Kristin Loken.

SOUTH MOUNTAIN FRIENDS FELLOWSHIP (PATAPSCO)

Mailing address: c/o Patapsco Friends Meeting, Mt. Hebron House, 2331 Calvin Circle, Ellicott City Maryland 21042
Meeting place: Maryland Correctional Institute – Hagerstown
Wheelchair accessible
No hearing assistance system
Telephone: 410-465-6554 - Patapsco Friends Meeting
Seventh Day schedule: Worship: 10:30am
Travel directions: Call 410-465-6554 for directions to the meeting place, visitors must be registered

STATE COLLEGE FRIENDS MEETING (CENTRE QUARTER)

Mailing address: 611 East Prospect Avenue, State College, Pennsylvania 16801
Meeting place: 611 East Prospect Avenue, State College, Pennsylvania 16801
Wheelchair accessible
Hearing assistance system available
Telephone: 814-237-7051 – Meeting House
Web site: www.statecollegefriends.org
E-mail: office@statecollegefriends.org
First Day Schedule: Worship: 11:00am
First Day School: 10:45am
Business Meeting: First First Day: 9:00am
Travel directions: From Harrisburg use 322W. Use Business Route 322 into State College. Turn right (north) on University Drive; 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.
Contacts: Clerk: Selden Smith; Assistant Clerk: Polly Dunn; Treasurer: Constance "Connie" Wheeler; Assistant Treasurer: Vacant; Recording Clerk: Margaret "Margy" Fryinger; Assistant Recording Clerk: Vacant; Recorder: Mary Way; Advancement & Outreach: Vacant; Care & Concern: Vacant; Finance: Kerry Wiessmann; Nominating: Gary Fosmire and Louise Sandmeyer; Peace & Social Action: Rotates among committee members; Religious Education: Rebecca "Becky" Misangyi; Worship & Ministry: Ann Sidone; Newsletter Editor: Marianne Stevens, Deryn Verity, and Renee Crauder.

TAKOMA PARK PREPARATIVE MEETING (ADELPHI)

Mailing address: PO Box 11365, Takoma Park, Maryland 20913-1365
Meeting place: Dance Exchange, 7117 Maple Avenue, Takoma Park, Maryland
Wheelchair accessible
No hearing assistance system
Telephone: 301-270-4239 – messages only
Web site: takomapark.quaker.org
First Day schedule: Worship: 10:00am (second hours occasionally follow Meeting)
Business Meeting: Fourth First Day, following meeting for worship.
Contacts: Clerk:Erik Hanson; Treasurer: Anna Patricia "Tricia" Crocker;
Recording Clerk: Arthur David Olson; Religious Education:
Craig O'Brien.

VALLEY FRIENDS MEETING

Mailing address: PO Box 781, Dayton, VA 22821
Meeting place: 363 High Street, Dayton, Virginia 22821
Wheelchair accessible
No hearing assistance system
Telephone: 540-350-2765 – Clerk
Web site: valleyfriends.org
First Day schedule: Worship: 10:00am, followed by potluck meal on first First Day
First Day School: 10:00am
Adult Religious Education: third and fourth First Day
Business Meeting: Second First Day, at the rise of Meeting.
Travel directions: Call 540-433-7291 or see website
Contacts: Clerk: Doris Martin; Assistant Clerk: Pamela Cook; Treasurer:
Sam Moore; Assistant Treasurer: Malinda Miller; Recording
Clerk: Frank Barch; Assistant Recording Clerk: Lois Crawford;
Recorder: Beverly "Bev" Moore; Care & Counsel: Pamela Cook;
Finance & Property: Kara Karr; Ministry & Worship: Donna De-
trich; Peace, Social Concerns & Outreach: Sallie King; Quaker
Enrichment: Sarah Nieto; Newsletter Editor: Eileen Dight.

WARRINGTON MONTHLY MEETING (WARRINGTON QUARTER)

Mailing address: c/o Stan Jones, Clerk, 1040 Old Mountain Road, Dillsburg, Penn-
sylvania 17019
Meeting place: 7790 Quaker Meeting Road, Wellsville, Pennsylvania
Wheelchair accessible (portable ramp)
No hearing assistance system
Web site: [www.bym-rsf.org/who_we_are/meetings/pa_meetings/war-
rington.html](http://www.bym-rsf.org/who_we_are/meetings/pa_meetings/war-
rington.html)
First Day schedule: Worship: 11:00am
Business Meeting: First First Day of the month: 11:45am
Travel directions: Near Wellsville, Pennsylvania, about 14 miles northwest of York,
on Carlisle Road (PA 74). The Meeting House is at the intersec-

Contacts: tion of Carlisle Road and Quaker Meeting Road.
Clerk: Stan Jones; Treasurer: Patricia "Trish" Wisotzkey; Recording Clerk: Deanna "Dee" Swope; Ministry & Counsel: Terry Smith Wallace; Religious Education: Deanna "Dee" Swope.

WEST BRANCH MONTHLY MEETING (CENTRE QUARTER)

Mailing address: c/o William Thorp, Clerk, 178 Nellie's Road, Grampian, Pennsylvania 16838

Meeting place: Friends Meeting House, 415 First Street, Grampian, Pennsylvania 16838
Wheelchair accessible for Meeting Room. Bathrooms downstairs are not.
No hearing assistance system

Telephone: 814-236-9776

Web site: www.bym-rsf.org/who_we_are/meetings/pa_meetings/west-branch.html

First Day schedule: Worship: 11:00am
First Day School: 10:00am

Business Meeting: At the call of the Clerk.

Travel directions: On US 219, 12 miles southwest of Clearfield, Pennsylvania.

Contacts: Clerk: William Thorp; Treasurer: Susan Thorp; Recording Clerk: Donna McGary; Recorder: Susan "Sue" Johnson; Ministry & Counsel: Dorothy McCracken; Outreach: Nancy Wriglesworth; Peace & Social Concerns: Mike Rancik; Religious Education: Lori Rancik.

WILLIAMSBURG FRIENDS MEETING

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

Meeting place: Montessori School, 4214 Longhill Road, Williamsburg, Virginia 23188
Wheelchair accessible
No hearing assistance system

Voice Mail: 757-887-3108

Web site: www.williamsburgfriends.org

E-mail: clerk@williamsburgfriends.org

First Day schedule: Worship, 10:00am; Second Hour Forum, 11:30am; First Day School, 10:15am

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

Travel directions: The Montessori School can be reached from the Longhill Rd. exit off Route 199. Once on Longhill Rd. going away from Williamsburg, the school is two miles on the right.

Contacts: Clerk: Elizabeth "Betsy" Krome; Treasurer: Mary Jane "MJ" Foley; Recording Clerk: Christen Hansel; Recorder: Pamela "Pam" Tyng; Finance & Trustees: Pamela "Pam" Tyng; Ministry & Oversight: Thayer Cory; Nominating: Thayer Cory & Mary Jane

"MJ" Foley; Peace & Social Concerns: Timothy "Tim" Lavallee;
Religious Education: Deanna Rote; Newsletter Editor: Timothy
"Tim" Lavallee.

YORK FRIENDS MEETING (WARRINGTON QUARTER)

Mailing address: 135 West Philadelphia Street, York, Pennsylvania 17401

Meeting place: 135 West Philadelphia Street, York, Pennsylvania 17403

Wheelchair accessible

No hearing assistance system

Telephone: 717-814-8437

Web site: www.yorkfriendsmeeting.org

E-mail: yorkfriendsmeeting1@gmail.com

First Day schedule: Worship: 11:00am;
9:30am Worship Sharing/Discussion

Business Meeting: First First Day: 9:00am

Travel directions: **From the North:** I-83 to Exit 22, N. George Street (I-83 Business); Follow George Street into town; Turn right on Philadelphia Street; Go 2 blocks, Meeting House will be on your right.

From the South: I-83 to Exit 15, South George Street (I-83 Business); Follow George Street into town; Turn left onto West Princess Street; Take first right onto South Beaver Street; Turn left onto West Philadelphia Street; Go 1/2 block, Meeting House will be on your right.

From the East or West: US. 30 to N. George Street (I-83 Business); Follow George Street into town; Turn right on Philadelphia Street; Go 2 blocks, Meeting House will be on your right.

Contacts: Clerk: Colleen Schields; Assistant Clerk: David Fitz; Treasurer: Harry "Scotty" Scott; Assistant Treasurer: Dawn Mogren; Recorder: Patricia "Pat" Long; Recording Clerk: Nancy Ruppel; Adult Religious Education: Colleen Schields; First Day School: Dorothy Shumway; Ministry & Counsel/Community Life: Dave Fitz; Nominating: Louise Heckert; Peace & Social Concerns: Sally Keller; Stewardship & Finance: Patricia "Pat" Long; Newsletter Editor: Willem "Wim" Neij.

IMPORTANT MINUTES OF BALTIMORE YEARLY MEETING

The following minutes are the major minutes of Baltimore Yearly Meeting of the Religious Society of Friends (BYM) approved since the consolidation of Baltimore Yearly Meeting of Friends, Homewood (Orthodox) and Baltimore Yearly Meeting of Friends, Stony Run (Hicksite) in 1967. For the sake of brevity, only the subject is given. They are referenced by year, Representative Meeting (RM), Interim Meeting (IM) or Yearly Meeting (YM), page in Yearbook, and, number of minute (#).

1967 “Thereupon Baltimore Yearly Meeting of Friends, Stony Run, and Baltimore Yearly Meeting of Friends (Orthodox) each separately approved the Articles of Consolidation. This action, to become effective January 1, 1968, draws together in one body our members torn asunder one hundred and forty years ago” (YM, p3).

1968 Report of the Yearly Meeting Trustees recommending that the Executive Committee proceed with the construction of the Yearly Meeting office and residence of the Executive Secretary in Sandy Spring (YM, p7, #40).

1968 General Epistle of the Baltimore Yearly Meeting. “In our 297th annual session, when we are once again a united Yearly Meeting after a separation of 140 years, we experience joyous feeling of unity and fellowship” (YM, #21).

1968 Statement Regarding the Selective Service System (YM, #22).

1969 The Executive Committee and Trustees to proceed with the signing of the building contract and the borrowing of the necessary funds to complete the office-residence with all reasonable speed (YM, p10, #26).

1969 A concern that there is need for a better dissemination of information about Yearly Meeting business and concerns (YM, p14, #37).

1970 “With the moving of the Yearly Meeting office to the new building in Sandy Spring on May 12, the pattern of work for the executive secretary and office secretary has already begun to change” (YM, p43).

1971 300th Annual session of Baltimore Yearly Meeting. A history of Baltimore Yearly Meeting, 1672 - 1972, is being written by Bliss Forbush (YM, p2).

1971 Bethesda was welcomed as a new Monthly Meeting (YM, p3, #5).

1971 Executive Secretary suggested it was time to consider writing new Faith & Practice (YM, p4, #18).

1972 Minute on the People’s Blockade was approved to support members and others who attempt non-violently to prevent shipment of weapons of war (YM, p15, #66).

- 1972** Young Friends minute supporting non-payment of taxes that go for war related purposes (YM, p15, #67).
- 1972** Minute on Racism approved (YM, p17, #72).
- 1973** Welcome to our new Meeting, Gettysburg Monthly Meeting, Pipe Creek and Gunpowder Meetings are part of both FUM and FGC (YM, p1).
- 1973** Minute on Amnesty was approved (YM, p6).
- 1973** Minute on disposition of real property was approved (YM, p12).
- 1973** Minute on membership on Yearly Meeting committees was approved (YM, p14).
- 1973** Minute of concern on espionage was approved to be sent to our Congresspersons (YM, p15).
- 1973** The Meeting approved a minute from Young Friends on Sexuality (YM, pp16-17).
- 1973** Minute on Implications of “Watergate” (YM, pp17-18).
- 1974** Black Creek Meeting House and Parsonage in Sedley, VA, was sold. The proceeds are to be used in the Virginia Quarter area (YM, p3, #9).
- 1974** Non-Friends may serve on a Yearly Meeting Committee if recommended by their Monthly Meeting (YM, p7, #26).
- 1974** Homewood Friends Meeting accepted the Meeting at Columbia, MD, as a preparative Meeting (Executive Committee, p37, #73-46).
- 1975** The deed transferring West Nottingham Meeting House and burial ground to the Cecil County Historical Society has been signed (YM, p2, #9).
- 1975** Centre Monthly Meeting asked to be laid down. They have no property or burial ground. This was approved (YM, p3, #15).
- 1975** Friends approved a minute concerning the long-standing and extensive problem of secret imprisonment and the torture, rape, and severe maltreatment of political prisoners throughout the world (YM, p13, #83).
- 1975** Friends approved a minute deploring the abuse of working men and women, particularly migrant workers (YM, 16, #95).
- 1975** Friends approved a minute opposing the sale of military arms (YM, p17, #100).

- 1976** Executive Committee recommended changing its name to Representative Meeting. This was approved (YM, 4, #13).
- 1976** New worship groups were reported in Washington, VA, Lynchburg, VA, and Reston, VA, and Westminster, MD. A Meeting is held once a month at Brick Meeting House, Calvert, MD (YM, p5, #18).
- 1976** Friends approved changing the Manual of Procedure to use “Clerk” and “Assistant Clerk” instead of “Chairman” and “Vice-Chairman” where appropriate (YM, p12, #77).
- 1976** Friends approved the recommendation of the Ad Hoc Committee on FUM/FGC Sections that they meet only on call as needed (YM, p3, #80).
- 1976** Four minutes brought by the Peace Committee were approved: 1) war and disarmament; 2) Continental Walk; 3) simplicity; and 4) conflict (YM, pp16-17, #92-95).
- 1976** Minute concerning torture brought by the Socio-Economic Coordinating Committee was approved (YM, p19, #98).
- 1976** A minute proposed by the Advancement & Outreach Committee pertaining to Meetings for Worship within penal institutions was approved (YM, p20, #105).
- 1977** Bethel Friends Meeting requested that their membership in Baltimore Yearly Meeting be transferred to North Carolina Yearly Meeting (FUM). They are closer physically to North Carolina Eastern Quarter. Friends approved this request with love and affection (YM, p2, #4).
- 1977** The Peace Committee brought forth a letter to President Carter warmly commending his decision to halt the B-1 bomber and urged him to do the same for the neutron bomb and cruise missile. The letter was approved (YM, p11, #53).
- 1977** A letter from the Peace Committee on the Genocide Treaty was approved. This will be sent to Senators (YM, p11, #54).
- 1978** The Socio-Economic Committee asked Baltimore Yearly Meeting to endorse and support a program entitled “Friends for Creative Conflict Resolution. This was approved and an appeal for funds was sent (YM, p6, #24).
- 1978** The Social Order Committee presented a minute concerning the Olympic Prison to be at the site of the 1980 Olympic games. The Committee opposes not only this prison but the whole prison system in this country. Friends approved the minute (YM, pp10-11, #50).
- 1978** Friends approved a minute brought by the Peace Committee on compulsory national service (YM, 11, #51).

- 1978** Friends approved a minute by the Peace Committee on the United Nations Special Session on disarmament (YM, p11, #53).
- 1978** Minute from Langley Hill Meeting concerning the AFSC affirmative action program was approved (YM, p17, #87).
- 1979** The Peace Committee presented a minute opposing the arms bazaar to be held in Washington. This was approved. (YM, pp7-8, #31).
- 1979** The Meeting approved a minute opposing a Constitutional Amendment that would outlaw abortion (YM, p8, #34) (see p13, #65).
- 1979** A minute on Affirmative Action in Employment was approved (YM, p10, #46).
- 1979** Three minutes from the Peace Committee were approved: 1) against reinstating the draft registration; 2) to defeat part of the SALT II Treaty and ratify other parts; 3) against nuclear fission power plants (YM, pp11-12, #56).
- 1979** Ministry & Counsel Committee set up a Yearly Meeting Counseling Service, allowing Friends to seek counseling at a minimum cost and subsidized by the Yearly Meeting (Report, 31).
- 1979** Supervisory Committee approved a minute stating that a sojourning Friend would be accepted for membership on a committee (RM, p51, #79-7b).
- 1980** Three new worship groups were mentioned: Reston, VA; Patuxent, MD; and Frostburg, MD (YM, p11, #48).
- 1980** There is a new worship group in Frederick MD (YM, p15, #61).
- 1980** A report on Meeting records was given. All records have been sent to the Maryland Hall of Records to be microfilmed and then deposited in the Friends Historical Library at Swarthmore College or the Quaker Collection in the Haverford College Library. They are to be open to all (YM, p16, #64).
- 1981** The Meeting approved a minute on the Law of the Seas Treaty (YM, p12, #42).
- 1981** The Clerk recognized several new Meeting groups: Williamsburg Worship Group, Reston Preparative, Patuxent Allowed, Frederick Worship Group, and Frostburg (YM, p20, #59).
- 1981** A letter to President Ronald Reagan asking him to demonstrate a higher priority for peace and human need in his actions was approved (YM, p24, #70).

- 1981** The Circuit Court in Montgomery County overturned the Maryland Tax Court decision and restored full tax-exempt status for Yearly Meeting property (RM, p44, #81-2).
- 1981** Representatives Meeting approved a minute on our standards of appropriate behavior among Young Friends (RM, p40 in 1982 Yearbook, #82-4).
- 1982** A letter to President Reagan, U.S. and President Brezhnev, U.S.S.R. was sent along with 1000 paper cranes that had been folded at Yearly Meeting, 500 to each (YM, p16, #54).
- 1982** Friends approved a minute on military taxes (YM, p16, #55).
- 1982** Friends approved a minute on draft resistance (YM, p16, #57).
- 1983** There is a new Preparative Meeting in Harrisonburg, VA (YM, p2, #7).
- 1983** The Meeting approved a minute on asylum and refuge for illegal immigrants (YM, pp20-21, #68).
- 1984** The Meeting approved a minute welcoming contributions from Monthly Meetings and individuals for counselor scholarships (YM, p10, #35).
- 1984** One hundred and seventy-five years ago Baltimore Yearly Meeting helped start some Quarterly Meetings in Ohio (RM, p46, #84-27).
- 1985** A minute brought forth by the Stewardship Committee was approved stating the use of the Yearly Meeting mailing list to be used by Monthly Meetings, Quaker organizations, and BYM Committees (YM, pp15-16).
- 1985** The Meeting approved a minute brought forth by the Social Order Committee concerning Apartheid (YM, p18, #52).
- 1985** A revised minute from the Peace Committee was approved (YM, p18, #54).
- 1985** The Spiritual Formation program was set up under the Nurture and Recognition of Ministry (YM, p21, #68).
- 1985** Minute concerning remaining part of Friends United Meeting was read and approved (YM, p22, #73).
- 1986** A minute recommended by Representatives Meeting concerning BYM Young Adults was approved (YM, p2, #6).

- 1986** Friends approved a minute presented by the Peace Committee as the “Draft Registration Minute”, otherwise known as the Solomon Amendment Minute (YM, pp15-16, #59).
- 1986** There was hearty approval of Harrisonburg Preparative Meeting be set off as an independent constituent Monthly Meeting (YM, p20, #74).
- 1986** A Spiritual Friendship oversight committee was formed under the care of the Ministry and Counsel Committee (RM, p44, #85-45).
- 1986** A proposal for establishing a BYM Young Adult “Committee” was presented, consisting of several parts. Representatives Meeting endorsed sections 3 and 4 and asked that travel money be put in the budget (RM, pp48-49, #86-11).
- 1987** The Peace Committee proposed a minute to make the Baltimore Yearly Meeting’s properties a nuclear-free zone. This was approved (YM, p17, #60).
- 1987** The Social Concerns Committee presented a minute on the death penalty. This was approved (YM, p17, #62).
- 1987** Patuxent worship group was approved to be an Allowed Meeting under the care of Annapolis Meeting (YM, p22, #85).
- 1987** Richmond Meeting recommended that Williamsburg become a Monthly Meeting. This was approved (YM, p22, #86).
- 1987** There was approval that Reston become a full Monthly Meeting (YM, p22, #87).
- 1987** Friends approved a minute on Central American refugees brought forth from the Social Concerns Committee (YM, p22, #91).
- 1987** There was approval of a Peace Minute brought forth by the Peace Committee that recorded “profound acceptance of the Peace Testimony of the Religious Society of Friends (RM, p51, # 86-49).
- 1987** Allegheny Preparative Meeting has been formed under the care of Dunnings Creek Meeting (RM, p58, #87-7).
- 1988** The Staff Search Committee recommended Frank Massey to be the new General Secretary of Baltimore Yearly Meeting. This was approved (RM, p23, #88-45).
- 1988** A minute on gun-control was presented by the Social Concerns Committee and approved (YM, p16, #6).
- 1988** The Faith & Practice of Baltimore Yearly Meeting of the Religious Society of Friends was approved (YM, pp20-21, # 8).

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- 1988** The Social Concerns Committee presented a minute concerning the appointment of homosexuals by Friends United Meeting. This was approved (YM, pp21-22, #9).
- 1988** Little Falls Meeting celebrated their 250th Anniversary in September (YM, p23, #19).
- 1988** The Meeting approved a letter from the Indian Affairs Committee to FCNL concerning issues relating to Native Americans (YM, p31, # 11).
- 1988** Warrington Quarter recommended that Carlisle Preparative Meeting become a Monthly Meeting. This was approved (YM, p31, # 13).
- 1989** The Yearly Meeting agreed to support Philadelphia Yearly Meeting in a suit against the Internal Revenue Service concerning not withholding of war tax from employees (RM, pp12-13, #89*16).
- 1989** Representatives Meeting agreed to support the American Friends Service Committee in their challenge to the Immigration Control and Reform Act of 1986 (RM, p13, #89-17).
- 1989** Representatives Meeting approved a minute concerning the Immigration Control and Reform Act (RM, pp14-17, #89- 25).
- 1989** Representatives Meeting approved a minute concerning the war-tax resistance issue (RM, pp17-20, #89-26).
- 1989** The Modesty Skirt for the clerk's table was introduced as a plain piece of material waiting for a square from each Monthly Meeting to be stitched onto it (YM, p45, #10).
- 1989** Approval was given for a minute on the American flag and its meaning and purpose (YM, p48, #5).
- 1990** Maury River, formerly Lexington Preparative Meeting under the care of Charlottesville Meeting, became a Monthly Meeting. There is a worship group in Farmville, VA, that is considering becoming an Indulged Meeting under the care of Richmond Meeting (YM, p35, #29).
- 1990** Friends approved a minute asking Monthly, Quarterly, and Half-Yearly Meetings within Baltimore Yearly Meeting to examine the relationship between the American Friends Service Committee and the wider Religious Society of Friends (YM, p51, #68).
- 1990** A minute on Human Rights in Kenya was approved (YM, p52, #72).
- 1990** Queries, and responses, for Consideration during a Threshing Session on Quarterly Meetings (YM, pp59-62).

- 1991** Friends approved a minute to be sent to Friends Church Southwest Yearly Meeting concerning our inability to unite with their minute on the realignment of Friends (YM, pp60-62, #65).
- 1991** A Peace Committee minute concerning military personnel who want to claim conscientious objector status was approved (YM, p63, #72).
- 1992** The purchase of “The Quaker Camp at Shiloh” was approved (RM, pp6-7, #46).
- 1992** New Meetings in Virginia: Roanoke/Blacksburg became two Monthly Meetings. Floyd Meeting was recognized as a Monthly Meeting. Norfolk Preparative Meeting came under the care of Williamsburg Monthly Meeting (YM, p52, #56).
- 1993** Friends approved a minute brought forth by Baltimore Monthly Meeting, Homewood on concerns of overpopulation. The Yearly Meeting approved this concern along with four queries relating to the minute (RM, pp16-17, #5).
- 1993** A request to set up an Ad-Hoc Committee on Lesbian, Gay, and Bisexual Concerns was approved (YM, 49, #58).
- 1993** The G.O.O.D. (Get Out Of Debt) Committee raised \$17,000 in pledges to reduce the debt of Shiloh during this Annual Session and promises of early payment of \$35,000 have been received (YM, p50, #65).
- 1994** Friends approved a minute against state sponsored gambling (RM, p22, #25).
- 1994** Approval was given for a minute on Family Planning (RM, p22, #25).
- 1994** Friends approved a minute protesting the U.S. Army School of the Americas that trains soldiers from Latin America (YM, p49, #47).
- 1994** The transfer of ownership of Catoctin Quaker Camp to Baltimore Yearly Meeting was approved (YM, pp54-55, #54).
- 1995** The Friends Peace Team Project asked to be taken under the care of Baltimore Yearly Meeting until a permanent home was found. Friends approved (RM, p22, #24).
- 1995** Three new Monthly Meetings were announced: Patuxent with thanks to Annapolis Meeting for their patient support; Quaker Lake Monthly Meeting expressed appreciation for Charlottesville; Midlothian Monthly Meeting thanked Richmond. Frederick is now a Preparative Meeting. Midlothian has under its care Colonial Heights Worship Group.
- 1996** An announcement was made that there is a new Worship Group in Montgomery County, MD. The name has not been finalized, but will probably be Seneca Valley (RM, p18, #30).

- 1996** Friends approved laying down the G.O.O.D. Committee, with many thanks for their hard work (YM, p29, #7).
- 1996** Final approval to have Catoctin Quaker Camp transferred to Baltimore Yearly Meeting (YM, p33, #18 and YM, p44, #4).
- 1996** A F.U.T.U.R.E. (Friends Uniting To Use Resources Effectively) Committee to raise money for many projects was approved (YM, p65,#71).
- 1996** Friends approved a minute opposing the death penalty (YM, p66, #74).
- 1997** Friends had a lengthy discussion concerning not paying the portion of income tax withholding from war tax resisters and the consequences of the officers (RM, pp10-17, #5).
- 1997** It was announced that there is a new Worship Group in Willis Wharf, VA, on the Eastern Shore that is under the care of Williamsburg Meeting (RM, p22,#22).
- 1998** The Program Committee brought forth a minute disallowing use of alcohol or any illegal drugs at Baltimore Yearly Meeting functions and discouraging the use of tobacco (RM, p18, #28).
- 1998** We learned of the revival of Fawn Grove Preparative Meeting under the care of Deer Creek Meeting. Fawn Grove had been dormant for a century.
- 1998** A minute from the Criminal and Restorative Justice Committee urging the elimination of the death penalty was sent to governors and legislatures of the states of Maryland, Virginia, Pennsylvania, and the Mayor and Council of the District of Columbia (YM, p65, #66).
- 1999** It was announced that Deer Creek Meeting has withdrawn from Nottingham Quarterly Meeting (RM, p9, #7).
- 1999** Virginia Half-Year's Meeting presented a minute concerning Equality of Marriage Rights (YM, p28, #23).
- 1999** It was reported that Hopewell and Winchester Center Meetings have merged. They will meet at Hopewell Meeting and will be called Hopewell Centre Meeting (YM, p36, #34).
- 2000** It was reported that there is now a Worship Group in Shepherdstown, West Virginia (RM, p19, #12).
- 2000** The Criminal and Restorative Justice Committee brought forth a minute on the Moratorium 2000 Campaign to be endorsed by Baltimore Yearly Meeting. This was approved (YM, p37, #39).

- 2000** The Peace and Social Concerns Committee presented a minute opposing the Missile Defense System. This was approved (YM, pp47-48, #71).
- 2000** A minute initiated by the American Friends Service Committee and the Fellowship for Reconciliation regarding the U.S. sanctions against Iraq was approved (YM, p48, #71).
- 2001** The Peace and Social Concerns Committee presented a minute concerning the conditions on the West Bank and Gaza. This minute was approved and will be sent to Ramallah Monthly Meeting and to Friends United Meeting (RM, pp17-18, #8).
- 2001** Trustees recommended that the money from the Conservation Easement on the Cactoin property be put into a temporary restricted fund to be used for capital projects (YM, p67, #38).
- 2001** It was announced that as of 2nd day of Seventh Month Patuxent Meeting now owns their own building (YM, p71, #53).
- 2002** Friends accepted a minute from Friends United Meeting (YM, pp42-43, #27).
- 2002** Young Friends presented a minute that they had approved that the Yearly Meeting should embrace same-sex marriages (YM, p44, #29).
- 2002** There was approval that Patapsco Friends Meeting become a full Monthly Meeting (YM, p48, #40).
- 2002** Friends approved a minute brought forth by the Peace and Social Concerns Committee concerning the “Religious Freedom Peace Tax Fund” (YM, pp53-54, #42).
- 2002** A Minute on House Concurrent Resolution #368 that states “that it is the sense of Congress that reinstating the military draft, or any other form of compulsory military service in the U.S. would be detrimental to the long term military interest of the US, violative of individual liberties protected by the Constitution, and inconsistent with the values underlying a free society as expressed in the Declaration of Independence.” This was approved (YM, p54, #42).
- 2002** Friends approved a minute brought forth by the delegates to the Friends United Meeting Triennial held in Kenya in 2002 (YM, pp55-56, #43).
- 2002** A minute on Restorative Justice was approved by Friends (YM, pp58-59, #51).
- 2003** Friends approved a Minute on Reaffirming the Peace Testimony (IM, pp5-6, #38).
- 2003** Peace and Social Concerns Committee brought forth a minute on the current situation in Iraq. This was approved (IM, p6, #39).

- 2004** Friends approved a minute on the Israeli-Palestinian Conflict (YM, pp78-80, #61).
- 2005** Friends heard a report concerning Friendly Adult Presence (FAP) and the safety of our young people (IM, pp13-18, #26).
- 2005** A mission statement for the Intervisitation Program was presented and approved (IM, p35, #3).
- 2005** A Minute against the Federal Marriage Amendment was approved (IM, pp50-51, #14).
- 2005** Friends approved a Minute on Torture and Abuse of Prisoners (YM, pp79-80, #12).
- 2006** Friends approved a Minute for the Religious Freedom Peace Tax Bill (IM, p41, # 12).
- 2006** A Minute to Honor and Continue Tom Fox's Work on Iraqi Detainees was approved (IM, pp42-43, # 13).
- 2006** The Peace and Social Concerns brought forth a "Letter to the President on the Humanitarian Crisis facing the Palestinian People." This was approved (IM, p74, #52).
- 2006** The Criminal and Restorative Justice Committee presented a minute to Friends concerning the "Enemy Combatant Military Commission" (YM, p125, #68).
- 2007** Friends approved listing the Friends Wilderness Center as an organization to which one or more representatives would be named (IM, pp13-14, #62).
- 2007** The Peace and Social Concerns Committee brought forth a minute on Supporting Peace in Sudan. This was approved (IM, p25, #69).
- 2007** BYM representatives to Friends United Meeting reported serious concerns about the current direction of the FUM Board (YM, pp68-73, #21).
- 2007** It was announced that Maury River Meeting has established a new Preparative Meeting, Greenbrier Valley Friends, in Beckley, West Virginia. Also South Mountain Friends Fellowship, under the care of Patapsco Friends Meeting, has been formed in the prison near Hagerstown, MD (YM, p82, #40).
- 2008** A letter from the Peace and Social Concerns Committee concerning the violence in the Middle East. Friends approved this letter (YM, pp104-105, #71).
- 2009** Abingdon Friends Meeting, Abingdon, Virginia, was welcomed into the Baltimore Yearly Meeting community (YM, p84, 13).

- 2009** The Advancement and Outreach Committee proposed that Baltimore Yearly Meeting take the Friends Meeting School under its spiritual care. Friends approved the recommendation (YM, p129, #61).
- 2010** Friends were presented with a Youth Safety Policy document. This has been worked on for quite some time. Friends approved (IM, pp15-16, #47).
- 2010** Dunnings Creek Meeting and Fishertown Meeting are reunited after many decades of separation (IM, p44, #04).
- 2010** A letter from the Peace and Social Concerns Committee protesting the sale of arms to Israel to be sent to President Barrack Obama was approved (YM, pp111-112, #58).
- 2011** Friends approved laying down Quaker Lake Meeting (IM, p13, #43).
- 2011** The Indian Affairs Committee brought forth a minute for the United States to endorse the United Nations Declaration of the Rights of Indigenous Peoples. This was approved (IM, p14, #46).
- 2011** Monongalia Monthly Meeting, Morgantown, West Virginia, and Buckhannon Preparative Meeting, Elkins, West Virginia, transferred their memberships from Lake Erie Yearly Meeting to Baltimore Yearly Meeting, Friends welcomed those present with great joy (YM, p91, #31).
- 2011** Friends have been working on a Visioning Statement for Baltimore Yearly Meeting for some time. The statement was presented and approved. It was also approved to lay down the ad hoc committee (YM, p91, #50).
- 2011** The Miles White Beneficial Society was accepted as a supporting organization of Baltimore Yearly Meeting (YM, p96, #72).
- 2012** The Indian Affairs Committee brought forth a minute repudiating the Doctrine of Discovery. This was approved. (YM, p91, #43).
- 2012** There was approval for replacing the Educational Loan Program with an Educational Grants Program. The Educational Loan Committee was renamed the Educational Grants Committee. (IM, p46, #30).
- 2012** There was approval that Mattaponi Preparative Meeting become a full Monthly Meeting (YM, p74, #10).
- 2012** There was approval that Shepherdstown Preparative Meeting become a full Monthly Meeting (YM, p74, #11).
- 2013** There was approval for creating the Working Group on Israel-Palestine under the care of the Peace and Social Concerns Committee. (IM, p88, #34).

- 2013** There was approval for creating the Intervisitation Working Group under the care of the Ministry and Pastoral Care Committee. (IM, p89, #38).
- 2013** There was approval for creating a Youth Safety Policy Working Group under the care of the Trustees of Baltimore Yearly Meeting. (IM, p89, #39).
- 2013** After deep discernment, proposed changes to *Faith and Practice* were not accepted. (YM, p137, #56).
- 2014** The Ministry and Pastoral Care Committee brought forth a minute on inclusion. This was approved. (YM, p98, #42).
- 2014** The Working Group on Racism brought forth a minute on punishment of offenders. This was approved. (YM, p99, #46).
- 2015** There was approval for creating the Camp Diversity Working Group under the care of the Camping Program Committee. (IM, p16, #56).
- 2015** There was approval for creating the Internet Communications Working Group under the care of the Advancement and Outreach Committee. (IM, p55, #3).
- 2015** There was approval for affiliating the Yearly Meeting with the Maryland Alliance for Justice Reform. (IM, p56, #10).
- 2015** There was approval for creating the Working Group on Right Relationship with Animals under the care of the Unity with Nature Committee. (IM, p83, #23).
- 2015** There was approval for creating the ad hoc Healthy Organization and Purposeful Evolution Committee. (IM, p86, #32).
- 2015** There was approval for creating the ad hoc Growing Diverse Leadership Evolution Committee. (YM, p150, #78).



TRAVEL DIRECTIONS

YEARLY MEETING OFFICE

The office address is 17100 Quaker Lane, Sandy Spring, Maryland 20860.

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.

CATOCTIN QUAKER CAMP

The camp street address is 12611 Tower Road, Thurmont, Maryland 21788.

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.

OPEQUON QUAKER CAMP

The camp street address is 2710 Brucetown Road, Clearbrook, Virginia 22624.

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.

SHILOH QUAKER CAMP

The camp street address is 4774 Middle River Road, Stanardsville, Virginia 22973.

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). 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.



Annual Session 2015 photograph by Cy Merriwether-deVries

2015 YEARBOOK INDEX

A

- Abingdon Friends Meeting
 - Apportionment 236
 - Community Statistics 234
 - Meeting Information 279
 - Representative to Interim Meeting 265
- Adelphi Friends Meeting
 - Apportionment 236
 - Community Statistics 234
 - Meeting Information 279
 - Representative to Interim Meeting 265
- Administration Manager 263
 - contact information 372
 - introduction at Annual Session 125
- Advancement and Outreach Committee
 - Annual Report 182
 - Members 267
 - report to Interim Meeting 55
- Alexandria Friends Meeting
 - Apportionment 236
 - Community Statistics 234
 - Meeting Information 280
 - Representative to Interim Meeting 265
- American Friends Service Committee
 - Annual Report 219
 - Yearly Meeting Representatives 275
- Annapolis Friends Meeting
 - Apportionment 236
 - Community Statistics 234
 - Meeting Information 280
 - Representative to Interim Meeting 265
- Annual Session
 - Bookstore Report 154
 - Memorial Meeting for Worship 148, 162
 - Minutes 113
 - Tuesday, August 4, 2015 113
 - Wednesday, August 5, 2015 121
 - Thursday, August 6, 2015 128
 - Friday, August 7, 2015 132
 - Saturday, August 8, 2015 137
 - Sunday, August 9, 2015 148
 - Opening Retreat 114

Plenary Sessions

Peter Brown 138

Deborah Haines 124

Rick Wilson 129

Roll Call of Committee Clerks 149

Roll Call of Meetings 132

Theme

Living into Right Relationship 115

Apportionment

2014 Apportionments 236

2015 Apportionments 236

2016 Apportionments 236

Apportionment Meeting 57, 262

First Reading 131

Second Reading 145

Assistant Treasurer of Baltimore Yearly Meeting 263

Augusta Worship Group

Meeting Information 281

Representative to Interim Meeting 266

B

Baltimore Monthly Meeting, Stony Run

Apportionment 236

Meeting Information 281

Membership Statistics 234

Representative to Interim Meeting 265

Bethesda Friends Meeting

Apportionment 236

Community Statistics 234

Meeting Information 282

Representative to Interim Meeting 265

Blacksburg Friends Meeting

Apportionment 236

Community Statistics 234

Meeting Information 283

Representative to Interim Meeting 265

Bookkeeping Assistant 263

job description 56, 67

Buckhannon Preparative Meeting

Meeting Information 284

Representative to Interim Meeting 265

BYM Diversity Vision 69

C

- Camp Diversity Working Group 57
 - creation 16, 39
 - Members 272
 - report to Interim Meeting 16, 40
- Camping Program Committee
 - Annual Report 183
 - Members 267
 - report to Annual Session 125
- Camp Program Manager 263
 - Annual Report 13, 18
 - contact information 372
 - introduction at Annual Session 125
- Camp Property Management Committee
 - Annual Report 182
 - Members 267
- Camp Property Manager 263
 - Annual Report 14, 24
 - contact information 372
 - introduction at Annual Session 125
- Carey Lecture 138
- Carlisle Meeting
 - Apportionment 236
 - Community Statistics 234
 - Meeting Information 284
 - Representative to Interim Meeting 265
- Catoctin Quaker Camp
 - Travel Directions 321
- Centre Quarterly Meeting
 - Calendar of Meetings 261
- Charlottesville Friends Meeting
 - Apportionment 236
 - Community Statistics 234
 - Meeting Information 285
 - Representative to Interim Meeting 265
- Chesapeake Quarterly Meeting
 - Calendar of Meetings 261
- Clerk of Interim Meeting 263
- Comptroller 263
 - contact information 372
 - introduction at Annual Session 125
- concern about Unaccompanied Immigrant Children 130
- Criminal and Restorative Justice Working Group
 - Annual Report 209

D

- Deer Creek Meeting
 - Apportionment 236
 - Community Statistics 234
 - Meeting Information 285
 - Representative to Interim Meeting 265
- Development Committee
 - Annual Report 186
 - Grants Application and Management Policy 14, 34
 - Members 267
 - report to Interim Meeting 14
- Development Director 263
 - contact information 372
 - introduction at Annual Session 125
 - report to Annual Session 136, 155
 - report to Interim Meeting 14, 31, 57, 73, 84, 93
- Duncan, Alison. *See* Youth Programs Manager
- Dunnings Creek Friends Meeting
 - Apportionment 236
 - Community Statistics 234
 - Meeting Information 286
 - Representative to Interim Meeting 265

E

- Eastland Preparative Meeting
 - Meeting Information 286
- Educational Grants Committee
 - Annual Report 189
 - Members 268
 - report to Interim Meeting 55
- Epistles
 - Junior Young Friends 9, 152
 - Women's Retreat 1, 10, 152
 - Yearly Meeting 5, 148, 152
 - Young Adult Friends 6, 152
 - Young Friends 7, 152
- Epistles Committee
 - Nominations 115

F

- Faith and Practice Revision Committee
 - Annual Report 189
 - Members 268
 - report to Interim Meeting 15, 39, 87
- Family Camp Weekends
 - Schedule 262

-
- Fauquier County Friends Worship Group
 - Meeting Information 287
 - Finances of Baltimore Yearly Meeting. *See also* Stewardship and Finance Committee:
 - budget
 - Apportionment
 - First Reading 131
 - Second Reading 145
 - Budget
 - First Reading 131
 - Second Reading 145
 - Budget Program Detail 240
 - Capital Budget 244
 - First Reading 131
 - Second Reading 146
 - Committee Details 242
 - Contributions to Outside Organizations 243
 - Funds Balances 245
 - Investment Portfolio 246
 - Finegar, Wayne. *See* Administration Manager
 - Firecircle
 - Deadline 262
 - Floyd Friends Meeting
 - Apportionment 236
 - Community Statistics 234
 - Meeting Information 287
 - Representative to Interim Meeting 265
 - Frederick Friends Meeting
 - Apportionment 236
 - Community Statistics 234
 - Meeting Information 288
 - Representative to Interim Meeting 265
 - Friends Committee on National Legislation
 - Annual Report 220
 - Yearly Meeting Representatives 275
 - Friends General Conference
 - Annual Report 222
 - Yearly Meeting Representatives 275
 - Friends House Inc.
 - Annual Report 223
 - Yearly Meeting Representatives 275
 - Friends Meeting of Washington
 - Apportionment 236
 - Community Statistics 234
 - Meeting Information 288
 - Representative to Interim Meeting 265
-

- Friends Meeting School 55
 - Annual Report 224
 - Manual of Procedure description 136
 - relationship to Yearly Meeting 55, 61
 - Yearly Meeting Representatives 275
- Friends Peace Teams
 - Annual Report 225
 - Yearly Meeting Representatives 276
- Friends United Meeting
 - Annual Report 225
 - contingent contribution 240
 - report to Annual Session 138
 - report to Interim Meeting 59, 80, 87, 109
 - Yearly Meeting Representatives 276
- Friends Wilderness Center
 - Annual Report 227
 - Yearly Meeting Representatives 276
- Friends World Committee for Consultation
 - Annual Report 228
 - report to Annual Session 147
 - Section of the Americas
 - Yearly Meeting Representatives 276

G

- General Secretary 263
 - contact information 372
 - introduction at Annual Session 125
 - minute of appreciation 86, 104
 - report to Annual Session 148, 166
 - report to Interim Meeting 14, 32, 55, 60, 85
 - search for next 86, 131
- General Secretary Search Committee, ad hoc 86
- Gettysburg Monthly Meeting
 - Apportionment 236
 - Community Statistics 234
 - Meeting Information 289
 - Representative to Interim Meeting 265
- Goose Creek Friends Meeting
 - Apportionment 236
 - Community Statistics 234
 - Meeting Information 290
 - Representative to Interim Meeting 265
- Grant-funded staff 15
- Growing Diverse Leadership Committee, ad hoc
 - Members 271
 - proposal 84, 98, 150

Gunpowder Friends Meeting
 Apportionment 236
 Community Statistics 234
 Meeting Information 290
 Representative to Interim Meeting 265

H

Healthy Organization and Purposeful Evolution Committee, ad hoc 117
 creation 86, 105
 Members 271

Herndon Friends Meeting
 Apportionment 236
 Community Statistics 234
 Meeting Information 291
 Representative to Interim Meeting 265

Homewood Friends Meeting
 Apportionment 236
 Community Statistics 234
 Meeting Information 292
 Representative to Interim Meeting 265

Hopewell Centre Monthly Meeting
 Apportionment 236
 Community Statistics 234
 Meeting Information 292
 Representative to Interim Meeting 265

Hunter, David. *See* Camp Property Manager

Huntington Worship Group
 Meeting Information 293
 Representative to Interim Meeting 265

I

Important Minutes 307

Independent Auditor's Report 247

Indian Affairs Committee
 Annual Report 189
 Leonard Peltier
 minute of support 84, 91
 Members 268
 report to Interim Meeting 84, 91

Interchange
 Deadlines 262

Interim Meeting
 Clerk 263
 Local Meeting Representatives 265
 report to Annual Session 116, 117
 Sixth Month 2015 83

Sixth Month 2016 261
Tenth Month 2014 13
Tenth Month 2015 261
Tenth Month 2016 261
Third Month 2015 55
Third Month 2016 261

Internet Communications Working Group
creation 55, 61
Members 272

Intervisitation Working Group
Annual Report 209
Members 272
report to Annual Session 137
report to Interim Meeting 58, 85

J

Junior Yearly Meeting
report to Annual Session 133
Junior Young Friends Conferences 262
Junior Young Friends Programs Assistant 126

L

Langley Hill Friends Meeting
Apportionment 236
Community Statistics 234
Meeting Information 293
Representative to Interim Meeting 265

Lehman, Margo. *See* Comptroller

Little Britain Monthly Meeting
Apportionment 236
Community Statistics 234
Meeting Information 294
Representative to Interim Meeting 265

Little Falls Meeting of Friends
Apportionment 236
Community Statistics 235
Meeting Information 294
Representative to Interim Meeting 265

Lynchburg Indulged Meeting
Meeting Information 294
Representative to Interim Meeting 265

M

Madison County Indulged Meeting
Meeting Information 295
Representative to Interim Meeting 265

-
- Manual of Procedure Committee
Annual Report 195
Members 268
report to Annual Session 119, 136
report to Interim Meeting 56, 63, 87, 108
- Maryland Alliance for Justice Reform
affiliation 56
- Mattaponi Friends Meeting
Apportionment 236
Community Statistics 235
Meeting Information 295
Representative to Interim Meeting 265
- Maury River Friends Meeting
Apportionment 236
Community Statistics 235
Meeting Information 296
Representative to Interim Meeting 265
- Meeting Community Statistics 234
- Megginson, Jane. *See* Camp Program Manager
- Menallen Monthly Meeting
Apportionment 236
Community Statistics 235
Meeting Information 296
Representative to Interim Meeting 265
- Midlothian Friends Meeting
Apportionment 236
Community Statistics 235
Meeting Information 297
Representative to Interim Meeting 265
- Miles White Beneficial Society
Annual Report 229
Yearly Meeting Representatives 276
- Miller Center Meeting for Worship
Meeting Information 297
Representative to Interim Meeting 265
- Ministry and Pastoral Care Committee
Annual Report 197
Central American asylees 17, 53
Members 268
report to Annual Session 130
report to Interim Meeting 56
- Monongalia Friends Meeting
Apportionment 236
Community Statistics 235
Meeting Information 298
Representative to Interim Meeting 265
-

N

- Naming Committee
 - appointments 56
 - report to Interim Meeting 15, 56, 86
- National Religious Coalition Against Torture
 - Annual Report 229
 - Yearly Meeting Representatives 276
- Newberry Worship Group
 - Representative to Interim Meeting 265
- Nominating Committee
 - Annual Report 200
 - Members 268
 - report to Annual Session
 - First Reading 132
 - Second Reading 147
 - report to Interim Meeting 15, 56, 86
- Norfolk Preparative Meeting
 - Meeting Information 298
 - Representative to Interim Meeting 266
- Nottingham Monthly Meeting
 - Apportionment 236
 - Community Statistics 235
 - Meeting Information 298
 - Representative to Interim Meeting 265
- Nottingham Quarterly Meeting
 - Calendar of Meetings 261
- Nuts and Bolts
 - Members 269

O

- Opequon Quaker Camp
 - Travel Directions 321
- Outreach and Inclusion Coordinator 116, 263
 - job description 84, 94

P

- Patapsco Friends Meeting
 - Apportionment 236
 - Community Statistics 235
 - Meeting Information 299
 - Representative to Interim Meeting 265
- Patuxent Friends Meeting
 - Apportionment 236
 - Community Statistics 235
 - Meeting Information 299
 - Representative to Interim Meeting 265

-
- Peace and Social Concerns Committee
 - Annual Report 200
 - Members 269
 - Peltier, Leonard
 - minute of support 84, 91
 - Penn Hill Preparative Meeting
 - Meeting Information 300
 - Pipe Creek Friends Meeting
 - Apportionment 237
 - Community Statistics 235
 - Meeting Information 300
 - Representative to Interim Meeting 265
 - Presiding Clerk of Baltimore Yearly Meeting 263
 - Report on Travels Among Friends 46
 - report to Interim Meeting 17, 52, 59, 80, 85, 99
 - Prisoner Visitation and Support
 - Annual Report 229
 - Yearly Meeting Representatives 276
 - Program Committee
 - Annual Report 202
 - Members 269
 - report to Annual Session 115, 154

Q

- Quaker Earthcare Witness
 - Annual Report 230
 - Yearly Meeting Representatives 276
- Quaker House
 - Annual Report 231
 - Yearly Meeting Representatives 276
- Quaker United Nations Offices
 - Annual Report 231

R

- Recording Clerk of Interim Meeting 263
- Recording Clerk of the Yearly Meeting 263
- Religious Education Committee
 - Annual Report 204
 - Members 270
 - proposed staff position 58, 77
 - report to Interim Meeting 58, 77
- Rhudy, Robert "Bob". *See* General Secretary

- Richmond Friends Meeting
 - Apportionment 237
 - Community Statistics 235
 - Meeting Information 301
 - Representative to Interim Meeting 265
- Right Sharing of World Resources
 - Annual Report 231
- Right Sharing of World Resources Working Group
 - Annual Report 214
 - Members 272
- Roanoke Friends Meeting
 - Apportionment 237
 - Community Statistics 235
 - Meeting Information 301
 - Representative to Interim Meeting 265
- Robinson, Robert "Riley". *See* General Secretary

S

- Sandy Spring Friends Meeting
 - Apportionment 237
 - Community Statistics 235
 - Meeting Information 302
 - Representative to Interim Meeting 265
- Sandy Spring Friends School
 - Annual Report 231
 - Yearly Meeting Representatives 277
- Search Committee
 - Annual Report 180
 - Members 270
 - report to Annual Session
 - First Reading 131
 - Second Reading 146
 - report to Interim Meeting 87
- Shepherdstown Friends Meeting
 - Apportionment 237
 - Community Statistics 235
 - Meeting Information 302
 - Representative to Interim Meeting 265
- Shiloh Quaker Camp
 - Travel Directions 322
- Shoemaker grant 57, 116, 152
 - letter from Clerks 75
- South Mountain Friends Fellowship
 - Meeting Information 303
 - Representative to Interim Meeting 265

-
- Spiritual Formation Program Working Group
 - Annual Report 214
 - Members 272
 - Spiritual State of the Yearly Meeting 1, 129
 - Staff of Baltimore Yearly Meeting
 - introductions at Annual Session 125
 - Members 263
 - minute of appreciation 125, 154
 - State College Friends Meeting
 - Apportionment 237
 - Community Statistics 235
 - Meeting Information 303
 - Representative to Interim Meeting 266
 - Stewardship and Finance Committee
 - Annual Report 205
 - apportionment
 - 2014 Apportionments 236
 - Members 270
 - Sue Thomas Turner Quaker Education Fund
 - Annual Report 206
 - Members 270
 - Supervisory Committee
 - Annual Report 180
 - Members 270
 - report to Annual Session 131
 - report to Interim Meeting 56, 65, 86
- T**
- Takoma Park Preparative Meeting
 - Meeting Information 304
 - Representative to Interim Meeting 265
 - Travel Minute 78
 - Treasurer of Baltimore Yearly Meeting 263
 - report to Annual Session 119
 - report to Interim Meeting 17, 42, 57, 70, 87, 106
 - Trustees of Baltimore Yearly Meeting
 - Annual Report 171
 - Members 263
 - report to Annual Session 127
 - report to Interim Meeting 59, 81, 87
 - Vehicle and Driver Safety Policy and Procedures 87, 172
-

- U**
Unity with Nature Committee
Annual Report 206
Members 271
report to Annual Session 136
report to Interim Meeting 15, 38, 83, 90
request for unity with Statement on Climate Change 137, 149, 157

- V**
Valley Friends Meeting
Apportionment 237
Community Statistics 235
Meeting Information 304
Representative to Interim Meeting 266
Vehicle and Driver Safety Policy and Procedures 127
Visiting Support and Services
proposal 85, 99

- W**
Warrington Monthly Meeting
Apportionment 237
Community Statistics 235
Meeting Information 304
Representative to Interim Meeting 266

- Warrington Quarterly Meeting
Calendar of Meetings 262

- West Branch Friends Meeting
Apportionment 237
Community Statistics 235
Meeting Information 305
Representative to Interim Meeting 266

- William Penn House
Annual Report 231
Yearly Meeting Representatives 277

- Williamsburg Friends Meeting
Apportionment 237
Community Statistics 235
Meeting Information 305
Representative to Interim Meeting 266

- Women's Retreat 262

- Women's Retreat Working Group
Annual Report 215
Members 272

- Working Group on Israel-Palestine
Annual Report 215

-
- Working Group on Racism
 - Annual Report 215
 - Members 273
 - report to Annual Session 141
 - proposals to sponsor White Privilege Conference 141, 144
 - proposal to change Vision Statement 141, 144, 160
 - report to Interim Meeting 56
 - Working Group on Right Relationship With Animals
 - creation 83
 - Members 273

 - Y**
 - Yearly Meeting Office
 - Travel Directions 321
 - York Friends Meeting
 - Apportionment 237
 - Community Statistics 235
 - Meeting Information 306
 - Representative to Interim Meeting 266
 - Young Adult Friends
 - Annual Report 217
 - Executive
 - Members 273
 - Young Friends Conferences 262
 - Youth Programs Committee
 - Annual Report 208
 - Members 271
 - report to Annual Session 126
 - report to Interim Meeting 83
 - Youth Programs Manager 263
 - Annual Report 83, 88
 - contact information 372
 - introduction at Annual Session 125
 - minute of appreciation 83, 89
 - Youth Safety Policy Working Group
 - Members 273
-



MANUAL OF PROCEDURE

BALTIMORE YEARLY MEETING OF THE RELIGIOUS SOCIETY OF FRIENDS

UPDATED THROUGH AUGUST 2015

**17100 QUAKER LANE
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THE SPIRITUAL BASIS FOR UNITY

(Adapted from the Report of August 1964)

The Committees appointed by the two Baltimore Yearly Meetings to study together the question of what in our religious experience would justify the union of the Yearly Meetings see that much spiritual basis for unity now exists among us. This is evident in the uniting of a number of local Meetings, so that at present almost half the membership of the two Yearly Meetings is in united Meetings; in our [adult] Young Friends movement; in the joint work of our committees; in our cooperative efforts of many kinds; and in many shared experiences of worship. All these joint activities obviously would not exist without some measure of unity of spirit.

Our Yearly Meeting has a wide, rich, and diverse heritage, chiefly from historic Christianity interpreted by Quakerism. We not only tolerate diversity, we encourage and cherish it. In every local Meeting we struggle, usually patiently, with the problems that arise from our divergent convictions; and we usually find ourselves richer for our differences. In most if not all of our Monthly Meetings will be found, successfully co-existing, persons as far apart in religious vocabulary and practice as there are anywhere in the Yearly Meeting. Yet these Friends worship together every Sunday, and share nourishment for their spiritual life. Such association is beneficial and even necessary.

Friends in our Yearly Meeting are clear on certain principles which are so basic and essential that we tend to take them for granted and forget that they are essential, and probably the only essentials. We all are clear that religion is a matter of inward, immediate experience. We all acknowledge the guidance of the Inner Light—the Christ within—God’s direct, continuing revelation. All our insights are subject to testing by the insight of the group, by history and tradition, and by the bible and the whole literature of religion. All the Meetings for Worship of our Monthly Meetings aspire to openness to God’s communication directly with every person. Worship is primarily on the basis of expectant waiting upon the Spirit, a communion with God in which mediators or symbols are not necessary. We are all clear that faith is directly expressed in our daily living. We all seek to move towards goals of human welfare, equality, and peace.

We have a profound, often-tested, durable respect for individuals’ affirmation of their own religious experience which must be judged not only by their words but also by the lives they lead. From the stimulus of dissimilarity new insights often arise. Friends must each, as always, work out their own understanding of religion; and each Monthly Meeting must, as always, fit its practice to its own situation and the needs of its members.

TABLE OF CONTENTS

I. Introduction	1
II. Structure of Baltimore Yearly Meeting of the Religious Society of Friends.....	1
Sessions	1
Functions	1
Officers	2
Trustees	3
III. Interim Meeting	5
Committees of Interim Meeting	6
Search Committee	6
Supervisory Committee.....	7
IV. Staff	8
V. Committees of the Yearly Meeting.....	8
Advancement and Outreach Committee	11
Camp Property Management Committee.....	11
Camping Program Committee.....	12
Development Committee	13
Educational Grants Committee	13
Faith and Practice Revision Committee.....	14
Indian Affairs Committee	14
Manual of Procedure Committee	15
Ministry and Pastoral Care Committee	15
Nominating Committee	16
Peace and Social Concerns Committee.....	16
Program Committee	17
Religious Education Committee	18
Stewardship and Finance Committee.....	18
Sue Thomas Turner Quaker Education Fund Committee.....	19
Unity with Nature Committee.....	19
Youth Programs Committee.....	20
VI. Special Groups and Working Groups.....	20
Young Adult Friends.....	21
VII. Affiliation with Friends General Conference, Friends United Meeting, and Friends World Committee for Consultation	22
Friends General Conference.....	22
Friends United Meeting.....	22
Friends World Committee for Consultation.....	24

VIII. Corporations Affiliated with Baltimore Yearly Meeting	25
Friends House, Inc.	25
Friends Meeting School	25
Friends Nursing Home, Inc.	25
Miles White Beneficial Society.....	26
Sandy Spring Friends School, Inc.	26
IX. Representatives to Other Organizations	26
American Friends Service Committee	26
Friends Committee on National Legislation	27
Friends Wilderness Center	27
National Religious Campaign Against Torture (NRCAT).....	28
Prisoner Visitation and Support	28
Quaker Earthcare Witness.....	28
Quaker House, Fayetteville, N.C.	28
William Penn House	29
X. Changes in <i>Faith and Practice</i>	29
XI. Changes in the Manual of Procedure.....	290
XII. Appendices	30
Appendix A: Articles Of Consolidation	30
Revisions to the Articles of Consolidation.....	32
Revision to the Articles of Consolidation	33
Appendix B: Whistleblower Protection Policy	33
Appendix C: Conflict of Interest Policy	33
Appendix D: Youth Safety Policy	34
Youth Safety Appendix A.....	44
Youth Safety Appendix B	46
Youth Safety Appendix C	50
Youth Safety Appendix D.....	51
Appendix E: Guidelines for Embracing the Ministry of Friends	51

I. INTRODUCTION

The purpose of this Manual is to provide a basis for the good order of the Religious Society of Friends within Baltimore Yearly Meeting by outlining the organizational structure of the Yearly Meeting, its officers and committees, and its relations to other Friends' bodies.

Certain responsibilities have traditionally been vested in Yearly and Quarterly Meetings by the members of the constituent Monthly Meetings. Establishment, laying down, consolidation, or division of Monthly Meetings, though initiated locally, is subject to the approval of the Yearly and Quarterly Meetings, if any, to which such local Meetings report. Friends have granted the Yearly Meeting the power to determine its budget and to make apportionments thereof to the Monthly Meetings, either directly or through the Quarterly Meetings. 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.

II. STRUCTURE OF BALTIMORE YEARLY MEETING OF THE RELIGIOUS SOCIETY OF FRIENDS

Baltimore Yearly Meeting of the Religious Society of Friends is an organization of the members of its constituent Monthly Meetings. The privileges and responsibilities of attendance at and participation in the sessions of Yearly Meeting and of service on its committees are open to all members of the Yearly Meeting.

Intermediate between Monthly Meetings and the Yearly Meeting there have customarily been bodies such as Quarterly Meetings and Half-Yearly Meetings. Throughout this Manual of Procedure the term "Quarterly Meeting(s)" will be used to refer to all such intermediate bodies whether meeting quarterly or in some other pattern.

The Yearly Meeting provides for the appointment of necessary officers as hereinafter outlined and organizes its work through the appointment of committees necessary for the effective carrying out of its concerns. The constitution and duties of the usual committees are provided for in this Manual, but nothing stated below is to be construed as requiring the Yearly Meeting to continue any committee beyond the period of its usefulness or as forbidding the establishment of other organs.

SESSIONS

The Yearly Meeting meets at least once a year, at an appointed time and place and for a stated length of time.

FUNCTIONS

The functions of the Yearly Meeting are:

- to hear reports from Quarterly Meetings, Monthly Meetings, and the organs established by the Yearly Meeting, and to take action upon these as appropriate.
- to consider and to implement as proper the concerns of groups or of individual Friends.

- to nurture an atmosphere within the Society conducive to the strengthening of the spiritual life of Friends and of the Quarterly and Monthly Meetings, and to the wider dissemination of the principles and testimonies of the Religious Society of Friends.
- to receive and to dispatch epistles from and to other groups of Friends, to accept the minutes of visiting Friends, and to prepare or endorse minutes for its members desirous of visiting among Friends outside the Yearly Meeting.
- to make provision for participation in the work of wider Friends' organizations.
- to approve a budget and to make apportionments thereof to the Monthly Meetings.
- to maintain a central file of information concerning the affairs of the Society within the area of the Yearly Meeting for the use of committees or of individuals in the furtherance of the activities of the Yearly Meeting.
- to perform such other functions as from time to time shall appear proper to the carrying out of the activities of the Yearly Meeting.

OFFICERS

The Presiding Clerk of Yearly Meeting, Recording Clerk of Yearly Meeting, Clerk of Interim Meeting, and Recording Clerk of Interim Meeting are selected from members of Baltimore Yearly Meeting. They are appointed by the Yearly Meeting after nomination by the Interim Meeting and take office at the end of the Yearly Meeting Annual Session at which they are appointed, to serve for terms of two years, or until their successors are appointed. No officer should serve more than six consecutive years in a particular office.

Presiding Clerk of Yearly Meeting

The Presiding Clerk serves as Clerk of all business Meetings of the Yearly Meeting and acts as Convener when special sessions are required. The Clerk attends Interim Meeting, and serves as an alternate to the Clerk of Interim Meeting. The Clerk also serves as a member of the Supervisory Committee, the Program Committee, the Trustees, and, in accordance with the provisions of Friends General Conference, is a member of the Central Committee of that body. Annually, the Clerk nominates and the Annual Session approves an ad hoc Epistle Committee to draft a general epistle to other Friends groups for the Yearly Meeting's review and approval. The Clerk reports to each regular session of the Interim Meeting on activities as Clerk during the intervening period.

A retiring Clerk continues to attend Interim Meeting for one year.

The Presiding Clerk and all former Presiding Clerks may be invited by a Quarterly or Monthly Meeting to serve as Listeners to help the Meeting find clearness on a particular concern, use Quaker process more effectively, and make better use of the resources of the Yearly Meeting. Any one or more of the Clerks may be asked to initiate this process.

Clerk of Interim Meeting

The Clerk of Interim Meeting convenes and guides the sessions of that Meeting, serves as an alternate to the Presiding Clerk of Yearly Meeting, serves on the Supervisory Committee, and may clerk that Committee. The Clerk of Interim Meeting receives and expends the funds of the Yearly Meeting as directed whenever neither the Treasurer nor the Assistant Treasurer is able to do so.

Recording Clerks

The Recording Clerk of Yearly Meeting provides for the orderly recording of the proceedings of the sessions of the Yearly Meeting and serves as an alternate to the Recording Clerk of Interim Meeting.

The Recording Clerk of Interim Meeting provides for the orderly recording of the proceedings of that Meeting and shares the work of recording the proceedings of Yearly Meeting sessions. Reading Clerks are appointed by the Presiding Clerk as needed at Yearly Meeting sessions.

Assistants to these officers may be appointed when deemed necessary.

Treasurers

The Treasurer and Assistant Treasurer are selected from among the members of Baltimore Yearly Meeting. They are nominated to the Yearly Meeting by the Interim Meeting and, when appointed by the Yearly Meeting in session, serve beginning January 1 (the beginning of the Yearly Meeting's fiscal year) following the close of the Annual Session at which appointed, for terms of two years, or until their successors are appointed and qualified. As with other officers, it is preferred that the Treasurer and Assistant Treasurer serve no more than six consecutive years in a particular office. The Treasurer and Assistant Treasurer serve ex-officio as members of the Stewardship and Finance Committee.

The Treasurer monitors and expends the funds of the Yearly Meeting as directed, and maintains financial records and books as directed by the Stewardship and Finance Committee, setting forth the financial conditions and resources of the Yearly Meeting. The Treasurer attends Interim Meeting, and serves as a member of the Trustees and the Supervisory Committee.

The Assistant Treasurer is expected to become familiar with the procedures of the Treasurer, assist the Treasurer and, whenever the Treasurer is unable to serve, serve as Treasurer. The Assistant Treasurer attends Interim Meeting.

TRUSTEES

The Trustees, like other committees of the Meeting, are selected by the Meeting and are expected to act for the whole Meeting in carrying out their responsibilities under the law. Thus, while Trustees must be conscious of their fiduciary obligation to preserve the assets of the Meeting, they must also be continuously sensitive to the spirit of the Meeting and its wish to fulfill the social testimonies of the Society of Friends. The Meeting, in turn, should be sensitive to the legal responsibilities of trustees which can, in certain circumstances, make them personally liable for actions taken in the name of the Meeting.

Faith and Practice, 1988, III B, 4b

Trustees and other financial officers should seek to be as responsive as possible, within the limits of legally imposed restrictions, to the considered judgment of the whole Meeting on matters of policy.

Faith and Practice, 1988, Appendix I, 2b

The Yearly Meeting appoints generally nine (but no fewer than four) Trustees in accordance with its corporate charter. Each Trustee shall be a member of a constituent Monthly Meeting. These are at present nine in number: the current Presiding Clerk and Treasurer of the Yearly Meeting plus seven persons nominated by the Nominating Committee and appointed by the Yearly Meeting to serve for terms of three years, with the possibility of re-appointment for a second three-year term. A Trustee's term begins at the close of the Yearly Meeting or Interim Meeting Session at which they are appointed and ends at the close of the Annual Session during which their term ends. Normally one of these seven is from each Quarterly Meeting within the Yearly Meeting. The Trustees may not co-opt additional members.

The Trustees are the body authorized to act as the governing body of the Yearly Meeting with respect to legal matters. Either the Clerk of Trustees or Treasurer signs for the Yearly Meeting on forms, such as tax returns, to be filed with governmental entities. Trustees are responsible for obtaining and holding the title to real property owned by the Yearly Meeting, such as burying grounds and camps. Trustees arrange for investing the funds of the Yearly Meeting and, following the policy outlined in *Faith and Practice*, 1988, Appendix I, 3, Trustees ensure restricted funds are managed in accordance with intentions of the original donors. The Trustees arrange for a certified public accountant to audit the Yearly Meeting's book and records in accordance with Yearly Meeting policy and receive and review the auditor's report (currently, an audit is done every three years and more often when the person in the position of Treasurer or General Secretary changes). To accomplish this, the Trustees meet at least annually and report annually to the Yearly Meeting.

Baltimore Yearly Meeting has adopted policies that govern the Trustees. These policies include the Whistle Blower (Appendix B), Conflict of Interest (Appendix C), and Youth Safety Policies (Appendix D to this Manual). Trustee review reinforces the Yearly Meeting's intention that all committee members and corporate practices uphold these policies.

It is the policy of Baltimore Yearly Meeting that the Trustees will keep contemporaneous minutes of all meetings. These minutes are to be sent to the Yearly Meeting Office in a timely fashion for retention.

The Youth Safety Policy Working Group (YSPWG) is under the care of the Trustees. YSPWG includes the following: General Secretary, Youth Programs Manager, Camp Program Manager, Presiding Clerk, Clerk of Supervisory Committee, Clerk of Trustees (or a designated member of Trustees), Clerk of Youth Programs Committee (or a designated member of that Committee), Clerk of Camping Program Committee (or a designated member of that Committee), Clerk of Religious Education Committee (or a designated member of that Committee), Clerk of Junior Yearly Meeting Staff (or a designated member of JYM staff), and others as needed. YSPWG meets at least once per year to review the current Youth Safety Policy, and to discuss any youth safety concerns that may have arisen. The Presiding Clerk ensures that the YSPWG is convened. Throughout the year, the General Secretary keeps the members of YSPWG informed about best practices for youth safety, as information becomes available. YSPWG stands ready to address, in a timely manner, any youth safety policy issues that may arise.

The Clerk, or another designated Trustee, serves as a member of the Camp Property Management Committee. The Clerk, or another designated Trustee, serves as a member of the Development Committee.

III. INTERIM MEETING

All members of Baltimore Yearly Meeting are members of Interim Meeting and are welcome to attend its meetings. Interim Meeting acts for the Yearly Meeting in the intervals between its sessions. It meets at least three times a year and on call as necessary.

In order to assure wide participation in Interim Meeting, each Monthly Meeting in the Yearly Meeting is requested to appoint one person to attend Interim Meetings. Ordinarily, no one serves consecutively as Monthly Meeting appointee for more than six years.

Others expected to participate in Interim Meeting are:

- the officers of the Yearly Meeting: the Presiding Clerk, the retiring Presiding Clerk (for one year following retirement), the Recording Clerk, the Treasurer and the Assistant Treasurer. The Presiding Clerk of Yearly Meeting serves as an alternate to the Clerk of Interim Meeting and the Recording Clerk of Yearly Meeting serves as an alternate to the Recording Clerk of Interim Meeting.
- the Clerk and the Recording Clerk of Interim Meeting.
- the clerks selected by each of the standing administrative and functional committees of the Yearly Meeting including the clerk of Trustees and the Clerks of Baltimore Yearly Meeting Young Friends Executive Committee and Young Adult Friends.
- Friends selected to serve on the Search Committee of Interim Meeting and on the Supervisory Committee.

The functions of Interim Meeting are:

- to act for the Yearly Meeting when necessary in the intervals between sessions.
- to define staffing needs, set staff compensation policies, and be the employer of record. Interim Meeting selects, employs, and defines the responsibilities of the General Secretary.
- to nominate for approval of Yearly Meeting in session persons to serve as Presiding Clerk, Recording Clerk, Clerk of Interim Meeting, Recording Clerk of Interim Meeting, Treasurer, Assistant Treasurer, members of the Supervisory Committee, and members of the Nominating Committee.
- On Spring Yearly Meeting Day, Interim Meeting appoints from the floor a Naming Committee of two Friends to nominate Friends for appointment to fill the vacancies on the Search Committee. This Committee serves for one year or until a new Committee is appointed. The Naming Committee usually presents its recommendations to Interim Meeting on Summer Yearly Meeting Day. At any time the Naming Committee may present to Interim Meeting nominations to fill vacancies on the Search Committee that occur during the year.

- to fill vacancies among Yearly Meeting or Interim Meeting officers, or on the Supervisory Committee or the Nominating Committee, when such occur between sessions of the Yearly Meeting.
- to conduct necessary correspondence in the name of the Yearly Meeting between sessions.
- to make sure that adjustments are made in the number of trustees of any corporation to comply with legal requirements.
- to re-examine the function and structure of any Yearly Meeting committee when necessary and make appropriate recommendations to the Yearly Meeting to enable the committee to carry out the concerns placed upon it.
- to consider proposed changes in the Manual of Procedure, report on its actions to those who initiated the proposal, and forward changes to the Yearly Meeting as approved.
- to carry out such other responsibilities as the Yearly Meeting may refer to it.

COMMITTEES OF INTERIM MEETING

SEARCH COMMITTEE

The Search Committee is composed of six persons nominated by an ad hoc Naming Committee and appointed by Interim Meeting, two appointed each year to serve a term of three years. These persons attend Interim Meeting. No person may serve for more than six consecutive years. The Committee may not co-opt additional members.

The Search Committee nominates persons to serve as Presiding Clerk, Recording Clerk, Clerk of Interim Meeting, Recording Clerk of Interim Meeting, Treasurer, Assistant Treasurer, members of the Supervisory Committee, and members of the Nominating Committee. These nominations are proposed to Interim Meeting and, if approved, are forwarded to the Yearly Meeting. The Search Committee usually presents these nominations on behalf of Interim Meeting at the Yearly Meeting sessions.

The Search Committee usually reports to Interim Meeting on Summer Yearly Meeting Day. If the Search Committee is able to fill any remaining vacancies after Summer Yearly Meeting Day, it may bring these nominations directly to the Yearly Meeting sessions. At any time the Committee may present to Interim Meeting nominations to fill vacancies which occur during the year.

On Spring Yearly Meeting Day, Interim Meeting appoints from the floor a Naming Committee of two Friends to nominate Friends for appointment to fill the vacancies on the Search Committee. This Committee serves for one year or until a new Committee is appointed. The Committee usually presents its recommendations to Interim Meeting on Summer Yearly Meeting Day. At any time the Committee may present to Interim Meeting nominations to fill vacancies on the Search Committee which occur during the year.

As with other nominating bodies, the Search Committee normally does not nominate any of its own members for other responsibility.

SUPERVISORY COMMITTEE

The Supervisory Committee is composed of the Clerk of Interim Meeting, the Presiding Clerk, the Treasurer of the Yearly Meeting, and four additional members of the Yearly Meeting nominated by the Interim Meeting for appointment by the Yearly Meeting. The Committee may not co-opt additional members. The Supervisory Committee is clerked by the Clerk of Interim Meeting or one of the four appointed members.

The four persons appointed by the Yearly Meeting also attend Interim Meeting. Two of these members are appointed annually for terms of two years. Generally, none of the members may serve on the Supervisory Committee for more than six consecutive years. An individual may again be appointed after a one-year break in service. Terms begin at the end of the Yearly Meeting sessions at which the appointment is made.

The General Secretary is responsible to this committee, specifically to its Clerk. The Committee as a whole guides and supports the work of the General Secretary. The Supervisory Committee writes a position description for the General Secretary to be approved by the Interim Meeting. The Supervisory Committee also ensures the support and nourishment of the staff.

The Supervisory Committee creates, reviews and updates written personnel policies. Supervisory Committee approves written position descriptions of all office staff. The Committee may delegate writing position descriptions to the General Secretary who will consult with appropriate committees and Supervisory Committee. Position descriptions changes that would affect the Yearly Meeting Budget need the approval of the Interim Meeting.

The Supervisory Committee recommends staff compensation policies to Interim Meeting, annually sets specific compensation levels for individual staff, annually reports compensation totals in aggregate form to Interim Meeting, and provides guidance to the General Secretary in the employment of staff.

The Committee will review and remain familiar with the content of the Youth Safety Policy (Appendix D) in order to ensure that the practices of the Committee reflect the guidelines adopted to promote the safety of our youth and youth workers. The Committee will provide any necessary staff and volunteer training and will ensure that programs and events are carried out in compliance with policy guidelines.

The Supervisory Committee also oversees the maintenance of the office-residence property and grounds and the acquisition and maintenance of office equipment and any other fixed assets. Authority for the expenditure of funds for normal maintenance up to a stated dollar amount may be delegated to the General Secretary.

The Supervisory Committee annually provides budget recommendations to the Stewardship and Finance Committee for office staff salaries and benefits and for the maintenance of building, equipment and grounds. As appropriate, the Supervisory Committee will inform the Stewardship and Finance Committee of needed adjustments to the budget.

In addition, this Committee carries out such duties as the Interim Meeting specifically assigns to it, and, between meetings of the Interim Meeting, may act upon urgent matters not involving policy nor of such importance as to justify a special session of the Interim Meeting. All such actions are to be reported to the Interim Meeting at its next session.

IV. STAFF

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

Other Committees of the Yearly Meeting desiring staff need to develop a proposal and present it to Interim Meeting for approval. The proposal must include at least the following: 1) job description; 2) the Committee to which the staff is to report; 3) budget and compensation.

After approval of the proposal, the Committee interviews candidates and makes a recommendation to the General Secretary, who employs and directs the staff in accord with the proposal and general Yearly Meeting Personnel Policy. Interim Meeting may require Committees employing or directing staff to coordinate personnel policies.

V. COMMITTEES OF THE YEARLY MEETING

The Yearly Meeting establishes committees for the carrying out of its purposes. All committees are expected to meet at least once annually, either in person or using other modern technology, such as voice- or video-teleconferencing and are expected to report annually. Each committee reports both on its activities and on those matters that are seen as needing attention, with some analysis of the health of the committee. If a committee sees no way in which it can carry out the concerns placed upon it, its members should request the Interim Meeting to re-examine the function and structure of the committee and make appropriate recommendations to the Yearly Meeting. Failure of a committee to report is also an indication that a review process is needed.

Baltimore Yearly Meeting has adopted policies that govern all committees. These policies include Whistle Blower (Appendix B), Conflict of Interest (Appendix C), and Youth Safety Policies (Appendix D to this Manual). Committee review reinforces the Yearly Meeting's intention that all committee members and corporate practices uphold these policies.

It is the policy of Baltimore Yearly Meeting that all committees acting on its behalf, including standing and ad hoc committees, will keep contemporaneous minutes of all committee meetings. These minutes are expected to be sent to the Yearly Meeting Office in a timely fashion for retention.

Concerned individuals desiring to establish a new committee or ad hoc committee take their idea to Interim Meeting, either themselves directly, through their Monthly Meeting(s), or through an appropriate committee if one already exists. If, after due consideration, there

is approval, Interim Meeting recommends to the Yearly Meeting that such a committee or ad hoc committee be established. If the Yearly Meeting approves, the committee or ad hoc committee is established.

Any report, action, or statement of a committee is to be approved in the manner of Friends at a meeting of the committee of which all the members of the committee were given reasonable notice.

Unless otherwise provided, nominations of persons to serve on the committees of the Yearly Meeting are made by the Nominating Committee. Nominations of persons to serve on the Nominating Committee, however, are made by the Interim Meeting. In general, Friends are expected attempt to serve the Yearly Meeting on no more than one standing Committee at a time. However, the nomination of a particularly well qualified Friend as a representative to an outside body or as a member of an ad hoc Committee, after the Nominating Committee has given due consideration to other qualified Friends is permitted. Nothing in this Manual is to be interpreted as barring any Friend from serving in a specific capacity when special circumstances warrant.

All appointments to committees are made by the Yearly Meeting in session, except that Interim Meeting may make appointments to fill vacancies or to meet other requirements arising between Yearly Meeting sessions.

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

Unless other terms are set, approximately one-third of the membership of each committee is appointed annually for terms of three years, such terms to begin at the end of the Yearly Meeting sessions at which the appointments are made. Generally, no one may serve on the same committee for more than six consecutive years, nor is it customary that Friends serve the Yearly Meeting on more than one standing committee at a time. An individual may again be appointed after a one-year break in service.

Any committee, except the Nominating Committee, may co-opt a limited number of Friends for membership for a period not extending beyond the following sessions of Yearly Meeting. Committees may invite other persons, Friends or non-Friends, to serve in a consultative capacity without becoming members of the committee.

Unless otherwise provided, each committee selects its own clerk. Committee clerks are selected from the members of Baltimore Yearly Meeting. Committees are encouraged to make careful provision for their ongoing work by selecting clerks in good time. Committee clerks usually take office at the close of Yearly Meeting's Annual Session, to serve for the coming year. Since it is usually desirable that a clerk have some experience with the particular committee before becoming its clerk, committees may, prior to Yearly Meeting sessions, provide for selecting a prospective clerk from among their continuing members. Committees report the names of their clerks while the Yearly Meeting is still in session. Committee clerks attend Interim Meeting.

Meetings of all Yearly Meeting committees, except the Nominating Committee, are open to all Friends. However, any committee reviewing sensitive matters may hold an executive session.

Yearly Meeting committees are empowered to raise or accept monies only with the prior approval of the Interim Meeting or the Yearly Meeting in session.

All administrative Committees report their recommendations to the Yearly Meeting or to the Interim Meeting for approval, unless authority has previously been given such committees to act on their own proposals.

Functional Committees may act and issue statements on behalf of the Yearly Meeting:

- when such actions or statements have the prior approval of the Yearly Meeting or the Interim Meeting.
- when such actions or statements are clearly in accord with the policy of the Yearly Meeting as enunciated in its minutes or adopted statements.

Other actions or statements not meeting these qualifications will be clearly identified as being the actions or statements of the committee issuing them and not of the Yearly Meeting.

It is the duty of the functional committees from time to time, as the occasion demands, and with the approval of the committee members, to prepare position papers on matters of current interest and concern within their fields of interest and to present these position papers before the Yearly Meeting or the Interim Meeting for approval. If possible, these papers will be distributed to members of the Yearly Meeting along with Yearly Meeting committee reports prior to Yearly Meeting sessions at which they will be considered. These papers, as adopted by the Yearly Meeting, will then form the main part of the background of policy on the basis of which the functional committee may act on behalf of the Yearly Meeting.

The scope of authority possessed by an ad hoc committee is to be included in the charge to the committee; if not included, the committee is governed by the above provisions depending upon whether it is primarily of an administrative or functional character.

As a general practice, the Nominating Committee does not nominate members of an ad hoc committee; the members select themselves. The names of members and the dates of establishment of ad hoc committees and working groups are listed in the 2012 Yearbook on page 143-144.

When an ad hoc committee is established, a time limit is set for its duration. At the end of that time, a decision is made by the Yearly Meeting as to whether the ad hoc committee is to be continued for another specified period of time, made a standing committee, or laid down. If no decision is made by the Yearly Meeting, the ad hoc committee automatically is laid down when the time limit expires.

Any other groups recognized by the Yearly Meeting which are not standing committees or ad hoc committees are either special groups or working groups. As provided in Section VI below, the former groups report to the Yearly Meeting, the latter to a sponsoring committee of the Yearly Meeting.

The Committees of Baltimore Yearly Meeting are:

Administrative Committees:

- Camp Property Management Committee
- Faith and Practice Revision Committee
- Manual of Procedure Committee
- Nominating Committee
- Program Committee
- Stewardship and Finance Committee

Functional Committees:

- Advancement and Outreach Committee
- Camping Program Committee
- Development Committee
- Educational Grants Committee
- Indian Affairs Committee
- Ministry and Pastoral Care
- Peace and Social Concerns Committee
- Religious Education Committee
- Sue Thomas Turner Quaker Education Fund Committee
- Unity with Nature Committee
- Youth Programs Committee

ADVANCEMENT AND OUTREACH COMMITTEE

The Advancement and Outreach Committee consists of approximately nine members nominated by the Nominating Committee and appointed by the Yearly Meeting with care to name Friends who are familiar with Monthly Meetings throughout the Yearly Meeting.

This Committee provides tools and resources to local Meetings looking for outreach ideas, for help starting new meetings and for ways to help those new to Friends learn about the Religious Society of Friends. The Committee is responsible for the dissemination of useful information about Baltimore Yearly Meeting, its local Meetings, and the Religious Society of Friends. This information is available from the Yearly Meeting website and other Yearly Meeting publications.”

The Committee names one of its members to serve on the Sue Thomas Turner Quaker Education Fund Committee for a two-year term.

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, Stewardship and Finance Committee, and the Camp Property Manager are ex officio members. The Commit-

tee 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.

The Committee will review and remain familiar with the content of the Youth Safety Policy (Appendix D) in order to ensure that the practices of the Committee reflect the guidelines adopted to promote the safety of our youth and youth workers. The Committee will provide any necessary staff and volunteer training and will insure that programs and events are carried off in compliance with policy guidelines.

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 Program Manager, *ex officio*.

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

The Committee will review and remain familiar with the content of the Youth Safety Policy (Appendix D) in order to ensure that the practices of the Committee reflect the guidelines adopted to promote the safety of our youth and youth workers. The Committee will provide any necessary staff and volunteer training and will insure that programs and events are carried off in compliance with policy guidelines.

The Camping Program Committee advises the General Secretary on employment of camp directors and the Camp Program Manager. The Committee nurtures and supports the direc-

tors 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.

DEVELOPMENT COMMITTEE

The Development Committee consists of five or more members nominated by the Nominating Committee and appointed by the Yearly Meeting. In addition, either the Clerk or another member of the Trustees and one member of Stewardship and Finance Committee are ex-officio members. Development Committee prepares, guides, and assists in the implementation of fundraising plans. It is charged with the creation and subsequent oversight of a comprehensive development plan for Baltimore Yearly Meeting that clarifies the role of Monthly Meeting apportionment; an annual giving program; development policies that address the acceptance and handling of both restricted and unrestricted contributions; and the appropriate uses of Yearly Meeting and Monthly Meeting communication avenues.

The Committee also reviews requests for exceptional, one-time release of the Yearly Meeting mailing list for purposes of financial solicitation and, if it approves, forwards such requests to the next Interim Meeting or Annual Session for final consideration. (Excepted from the Yearly Meeting's policy restricting such use of the mailing list, and thus from Development Committee review, are the affiliated Quaker organizations Friends General Conference, Friends United Meeting, and Friends World Committee for Consultation).

The Committee guides, supports, and assists the Development Director in the following ways: researching for the Yearly Meeting potential sources of financial support, including individuals and Monthly Meetings; cultivating and requesting support from major donors, including individuals, foundations, and other organizations; establishing regular contact with individuals and Monthly Meetings to promote increased giving to Yearly Meeting; creating curricula for supporting Monthly Meetings in their own fundraising efforts; and promoting efforts to secure bequests and other deferred gifts. The Committee maintains appropriate consultation with the General Secretary and Supervisory Committee about shared supervision and personnel matters. If there is no Development Director, the Committee undertakes these duties, and others ascribed to that position, as needed.

The Development Committee has oversight of fundraising efforts that other Yearly Meeting committees may initiate. It assists in the planning and implementation of such efforts and ensures that any fundraising effort is consistent with the overall development plan. The Committee consults with Stewardship and Finance, Camping Program, Camp Property Management, and Youth Programs Committees on a regular basis to discuss the budgetary process and to promote giving. The Development Committee consults with Trustees for guidance on legal and Yearly Meeting policy issues.

EDUCATIONAL GRANTS COMMITTEE

The Educational Grants Committee is composed of at least six members nominated by the Nominating Committee and appointed by the Yearly Meeting. The purpose of this committee is to help Friends pursue education by providing grants, which may be applied

to undergraduate attendance at accredited post-secondary educational institutions such as universities, colleges, professional, and vocational schools, either full or part-time. Monies and income from the Educational Fund, the Education Endowment Income Fund, and the Fair Hill/Greist Fund, and such other funds as the Yearly Meeting deems appropriate are used to provide post-secondary grants.

Grants are awarded on the basis of financial need and the Committee's assessment of an applicant's statement of purpose, including consistency with Friends testimonies. The application process is expected to include comments on the applicant's involvement in the Monthly Meeting and any information that would be helpful in making a decision.

The Committee performs its work according to a policy statement approved by the Yearly Meeting.

Baltimore Yearly Meeting does not make loans to students.

The Committee meets in April to evaluate applications and award grants, and on other mutually convenient dates to discuss other business. The Educational Grants Committee reports to the Yearly Meeting at least once a year on the state of the funds, grants made, and any other business conducted.

FAITH AND PRACTICE REVISION COMMITTEE

The Faith and Practice Revision Committee consists of at least three persons nominated by the Nominating Committee and appointed by the Yearly Meeting. These persons are appointed only when proposed revisions have been presented in writing to the Yearly Meeting. The same provisions regarding rotation of members and term limits apply as for other standing committees. When no revisions are before the Committee and the Committee has completed all its responsibilities, the Yearly Meeting releases these persons from their appointment to this Committee.

The Committee receives proposed changes and circulates proposed revisions to all the Monthly and Quarterly Meetings in Baltimore Yearly Meeting with sufficient time that Monthly Meetings may prepare comments for a Quarterly Meeting session before Yearly Meeting. The Committee may help prepare proposed changes to ensure clarity and consistency with other sections of *Faith and Practice*. It is responsible for ensuring that changes approved by the Yearly Meeting are incorporated into *Faith and Practice*. Printing and distribution of *Faith and Practice* or of its revised sections are to be coordinated with the Supervisory Committee.

INDIAN AFFAIRS COMMITTEE

The Indian Affairs Committee consists of approximately 12 members nominated by the Nominating Committee and appointed by the Yearly Meeting.

This Committee stimulates interest in and activity concerning American Indians. It cooperates with other Yearly Meetings and other Friends organizations in projects for the benefit of American Indians. It concerns itself with legislation on local, regional, and national levels involving Native American issues.

The ongoing work of the 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, the Indian Affairs Committee distributes the interest income from this endowment to organizations which assist and advocate for American Indians.

MANUAL OF PROCEDURE COMMITTEE

The Manual of Procedure Committee, composed of not fewer than three persons nominated by the Nominating Committee and appointed by the Yearly Meeting, is responsible for continually updating the Manual by incorporating all changes in procedure adopted by the Yearly Meeting. The Committee may recommend changes in procedure deemed useful to the Yearly Meeting. Such changes are to be recommended in writing to the Interim Meeting for consideration and forwarded to the Yearly Meeting if approved. In the interest of accuracy and clarity, the Manual of Procedure Committee may copy edit the *Manual of Procedure*.

MINISTRY AND PASTORAL CARE COMMITTEE

The Committee is concerned with deepening the spiritual life of Baltimore Yearly Meeting and of its constituent Monthly Meetings. The Committee carries an active concern for calling forth and nurturing the gifts of the Spirit in the Yearly Meeting. The Committee encourages and supports Monthly Meetings as they recognize, publicly affirm, and practically support those individuals who exercise their gifts in faithful ministry and service.

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

The Committee advises Monthly Meetings on the preparation of the Annual Report of the Spiritual State of the Monthly Meeting in accordance with the guidelines in our *Faith and Practice*. The Committee receives the approved reports and incorporates them, with concerns and information about events in the Yearly Meeting, into a Spiritual State of the Yearly Meeting Report to be presented for consideration and acceptance at Annual Session.

The Committee considers requests for Yearly Meeting endorsements of minutes of support for members traveling in the ministry outside our Yearly Meeting. Such minutes usually are prepared by the Monthly Meeting in which the Friends holds membership and then endorsed by the Yearly Meeting (See *Faith and Practice*, Part III, Section B, Sub-section 5,b Minutes for Spiritual Service and, c Endorsements). If there is clearness to proceed, the Committee brings a recommendation to the Yearly Meeting or Interim Meeting for this minute. Minutes endorsed by the Yearly Meeting are expected to be returned to the Yearly Meeting. Ordinarily, the endorsement is for one year.

The Committee maintains the Guidelines for Embracing the Ministry of Friends and supports Monthly Meeting Committee of Oversight for these Friends. The Committee maintains a current list of all recorded ministers within the Yearly Meeting.

NOMINATING COMMITTEE

The Nominating Committee is composed of 12 persons, with at least one from each Quarterly Meeting. One-third of the Committee is nominated each year by the Interim Meeting for appointment by the Yearly Meeting. Quarterly Meetings may suggest the names of suitable persons from their membership to serve on the Nominating Committee.

The Committee recommends to the Yearly Meeting in session the names of persons to serve on committees and in other offices for which no other means of nomination has been herein provided. Unless otherwise specified, a three-year term is suggested for all committee members, one-third of the membership of a committee being appointed each year to serve from the close of the Yearly Meeting session at which they were appointed. Persons may be appointed to an office or committee for no more than six consecutive years, unless longer terms are specified.

Nominations may arise in the Nominating Committee, or may be suggested to the Committee by Quarterly or Monthly Meetings, by clerks or members of established committees, or by any member of the Yearly Meeting. Normally, persons eligible for nomination are members of Baltimore Yearly Meeting. However, the Nominating Committee may nominate Friends from other Yearly Meetings who are sojourning among us. On the recommendation of a Monthly Meeting, the Committee may nominate an active attender, except that appointments to other Friends organizations must be limited to members of the Society of Friends if the applicable bylaws so specify.

In general, committees charged with a nominating function do not nominate any of their own members; Friends serve the Yearly Meeting on no more than one standing committee at a time. However, the nomination of a particularly well qualified Friend as a representative to an outside body or as a member of an ad hoc committee, after the Nominating Committee has given due consideration to other qualified Friends is permitted. Nothing in this Manual is to be interpreted as barring any Friend from serving in a specific capacity when special circumstances warrant.

Friends appointed to the Nominating Committee may complete a term already being served on another Committee; and a Nominating Committee member may be nominated for service on another committee immediately on rotation off the Nominating Committee.

In order for the business and concerns of the Yearly Meeting to be effectively carried forward, it is desirable for committees to be representative of various age groups and interests and for Friends to become acquainted with various aspects of Yearly Meeting affairs. It is the duty of the Nominating Committee to evaluate the qualifications of Friends for committee service and to endeavor to be informed about the functioning of Yearly Meeting Committees, in order to ascertain at what point a committee assignment or a change of assignment might benefit a Friend, the Yearly Meeting, or both.

PEACE AND SOCIAL CONCERNS COMMITTEE

The Peace and Social Concerns Committee consists of approximately 12 members nominated by the Nominating Committee and appointed by the Yearly Meeting.

The Committee recognizes that an enduring peace requires social justice, and that the two are inextricably bound together. Friends' concerns for nonviolence in international affairs and in the alleviation of situations of tension in society are translated into education and action programs of the Yearly Meeting. The Committee stimulates and coordinates activities of Monthly Meeting Peace and Social Concerns Committees regarding those issues that affect the fabric of society and on which Quaker testimonies can be brought to bear. It serves as a resource to Baltimore Yearly Meeting and its constituent Meetings, gathering and disseminating information.

The Committee also works with Monthly Meetings to address these concerns. It may also bring to the attention of the Yearly Meeting other international and domestic concerns that affect relationships between the economically developed and less-developed countries or the relationship between people with greatly different economic means wherever they may live.

The Right Sharing of World Resources Working Group (RSWRWG) is under the care of the Peace and Social Concerns Committee. It seeks to challenge the Yearly Meeting and other Quaker groups to simplify our lives and work for a more equitable distribution of global resources.

Friends are encouraged to record their personal statements of pacifism by sending signed and dated statements to their Monthly Meetings and to the Yearly Meeting. The names of all persons filing such statements are to be listed in the Yearbook published following receipt of the documents.

The Peace and Social Concerns Committee acts as the conscience of the Yearly Meeting in issues relating to prison concerns and the death penalty. As appropriate, the Committee recommends to the Nominating one person for a three-year, once renewable appointment by the Yearly Meeting to serve on the Board of Directors of Prisoner Visitation and Support, which meets in Philadelphia two or three times a year.

As appropriate, Peace and Social Concerns recommends to Nominating one person for a three-year, once renewable appointment by the Yearly Meeting, to serve on the Board of Directors of Quaker House, which meets five times a year in Fayetteville, North Carolina.

As appropriate, Peace and Social Concerns recommends to Nominating one person for a three-year, once renewable, appointment by the Yearly Meeting, to serve as a representative to the Participating Members Council of the National Religious Campaign Against Torture.

PROGRAM COMMITTEE

The Program Committee consists of nine persons nominated by the Nominating Committee and appointed by the Yearly Meeting, plus the following, *ex officio*: the Presiding Clerk of the Yearly Meeting, the Clerk of Ministry and Pastoral Care Committee, the General Secretary and Youth Programs Manger of the Yearly Meeting, the Young Friends Annual Session Planners, the clerk of Junior Yearly Meeting staff, and a registrar appointed by the Committee.

The Program Committee has oversight of all program plans for Yearly Meeting sessions. This oversight includes negotiating each year a suitable site for the following year's Annual Session, Junior Yearly Meeting, the planning of the time schedule in detail, assigning places for all meetings, selecting guest speakers and special program events or delegating the selection to appropriate groups, and caring for the book room.

The Committee will review and remain familiar with the content of the Youth Safety Policy (Appendix D) in order to ensure that the practices of the Committee reflect the guidelines adopted to promote the safety of our youth and youth workers. The Committee will provide any necessary staff and volunteer training and will ensure that programs and events are carried off in compliance with policy guidelines.

RELIGIOUS EDUCATION COMMITTEE

The Religious Education Committee consists of approximately 12 persons nominated by the Nominating Committee and appointed by the Yearly Meeting, and the Clerks of the Religious Education Committees of all Monthly Meetings. The Committee is an avenue through which the Yearly Meeting exercises its responsibility for the spiritual nurture of its young people and adults.

The Committee supports Monthly Meeting Religious Education Committees and First Day School teachers in their work with all age groups. This is done through curriculum planning, resource information, and consultation with committee members, as well as through workshops, teacher preparation programs, and retreats.

The Committee names one of its members to serve on the Sue Thomas Turner Quaker Education Fund Committee for a two-year term.

STEWARDSHIP AND FINANCE COMMITTEE

The Stewardship and Finance Committee consists of 14 members nominated by the Nominating Committee and appointed by the Yearly Meeting, with careful attention to the special need of this Committee to be knowledgeable about the situation of all Monthly Meetings. Ideally, each Quarterly Meeting is represented. In addition, the Treasurer and Assistant Treasurer are ex officio members of this Committee, and either the Treasurer or the Clerk of the Stewardship and Finance Committee from each local Meeting is a corresponding member.

Each year, the Committee prepares for Yearly Meeting consideration a budget and a plan of apportionment of the budget to the Monthly Meetings. It has oversight of the accounting methods used and the adequacy of the financial reports given by the Treasurer, and it makes adequate provision for preservation of all assets of the Yearly Meeting not specifically managed by the Trustees.

This Committee is also expected to keep all Monthly Meetings informed of the financial needs of the Yearly Meeting and aware of their responsibility to support adequately the activities of the Religious Society of Friends, including any special appeals from Friends General Conference and Friends United Meeting.

The Clerk or another member of the Stewardship and Finance Committee serves as a member of the Camp Property Management Committee. The Clerk or another member of the Stewardship and Finance Committee serves as a member of the Development Committee.

SUE THOMAS TURNER QUAKER EDUCATION FUND COMMITTEE

The Sue Thomas Turner Quaker Education Fund Committee consists of one member appointed by the Advancement and Outreach Committee and one appointed by the Religious Education Committee. Such appointments are for two-year terms. Members may not serve for more than six consecutive years. Other members may be co-opted as appropriate. In addition, Rosalind Turner Zuses will serve as convener without a term limit until such time as she is unable or unwilling to continue.

The Fund was established in Baltimore Yearly Meeting in 1996 by Howard and Rosalind Turner Zuses in recognition of Sue Thomas Turner's long support of Quaker education and Quaker values in public education. Its purpose is to support the understanding and practice of Quaker faith in schools and to support the growth of a life lived in the Spirit by members of the school communities. School community members include students, faculty, staff, administration, trustees, and parents. The Fund is targeted for, but not limited to, Friends schools under the care of a Friends Meeting.

The Fund is intended to be used for materials, lectures and consultants, workshops and retreats, and programs and activities which help to explain Quaker faith and practice to members of the school communities, to be brought into the schools for individuals or groups from the school communities to attend workshops, classes or retreats on Quaker faith and practice and spiritual development, and for the creation and distribution of materials related to these issues by members of the school communities. The Fund would be limited to uses which are in addition to those already funded by a school or committee budget, or to augment funds to enable a use which exceeds ordinary funding.

Applications from schools, meetings, committees, Friends agencies, or individuals for a specific project must be received by March 1. In general, the Committee meets once a year, usually at Spring Interim Meeting Day. The amount of money distributed is a percentage, adjusted as the Committee determines is appropriate, of the value of the Fund at the time of distribution.

UNITY WITH NATURE COMMITTEE

The Unity with Nature Committee consists of approximately 12 persons nominated by the Nominating Committee and appointed by the Yearly Meeting. Monthly Meetings not represented on the Committee are invited to select representatives to the Committee.

Recognizing that the entire world is an interconnected manifestation of God, the Unity with Nature Committee seeks to work into the beliefs and practices of the Yearly Meeting the twin principles that God's Creation is to be respected, protected, and held in reverence, and that human aspirations for peace and justice depend upon restoring the Earth's ecological integrity. The Committee promotes these principles by example, by communication,

and by providing spiritual and material support to those engaged in transforming our relationship with the Earth. It serves as a resource for Unity with Nature concerns and activities of individuals and of Monthly Meetings.

As appropriate, the Unity with Nature Committee recommends one person as a representative and one person as an alternative representative to the Nominating Committee for a three-year, once renewable appointment by the Yearly Meeting to the Steering Committee of Quaker Earthcare Witness. Unity with Nature recommends to Nominating one person for a three-year, once renewable appointment by the Yearly Meeting, to serve on the Board of Directors of the Friends Wilderness Center.

YOUTH PROGRAMS COMMITTEE

The Youth Program Committee consists of 16 adults nominated by the Nominating Committee and appointed by the Yearly Meeting, as well as the Youth Programs Manager, the Young Friends Clerks, and Young Friends appointed by the Young Friends Business Meeting.

The Committee will review and remain familiar with the content of the Youth Safety Policy (Appendix D) in order to ensure that the practices of the Committee reflect the guidelines adopted to promote the safety of our youth and youth workers. The Committee will provide any necessary staff and volunteer training and will ensure that programs and events are carried off in compliance with policy guidelines.

The Youth Programs Committee oversees and coordinates all Yearly Meeting youth programs—for junior high/middle school and high school youth, with the exception of the Camping Program and Junior Yearly Meeting. It provides advice and support for the Youth Programs Manager. To this end the Committee does the following: provides a Designated Friendly Adult Presence (FAP) for every Young Friends and Junior Young Friends conference; recruits, trains, evaluates, and mentors adults in the Yearly Meeting who have a leading to work with our programs; supports the Youth Programs Manager in coordinating and communicating with Junior Yearly Meeting and other Yearly Meeting committees involved in youth programs; provides the Yearly Meeting with access to the approved Junior Young Friends Handbook and Young Friends Handbook and ensures that Yearly Meeting is notified of major revisions.

The Young Friends Yearly Meeting Planners serve on the Program Committee. The Young Friends Executive Committee is nominated and appointed by the Young Friends Business Meeting. To encourage youth to take an active part in the affairs of the Yearly Meeting, the Young Friends Executive Committee Clerk is expected to participate in Interim Meeting. Details of the procedures of the Young Friends Executive Committee and Young Friends Conferences can be found in the Young Friends Handbook, available from Baltimore Yearly Meeting.

VI. SPECIAL GROUPS AND WORKING GROUPS

Special Groups

Concerned individuals desiring to establish a new Special Group bring their idea to Interim Meeting, either themselves directly, or through a Monthly Meeting, or through a standing

committee of the Yearly Meeting. If, after due consideration, there is general support and approval, Interim Meeting recommends to the Yearly Meeting that such a Special Group be established. If the Yearly Meeting approves, the group is established.

Some groups organize themselves while some others consist of ex officio members. The description of each group explains its concerns, organization, and membership. Unless otherwise provided, each group selects its own clerk.

Each group is expected to report annually to the Yearly Meeting. Any report, action, or statement of a special group is expected to be approved in the manner of Friends at a meeting of the group of which all the members of the group were given reasonable notice. Special groups are empowered to raise or accept monies only with the prior approval of the Interim Meeting or the Yearly Meeting in session.

Working Groups

Any standing committee or the Trustees, with the concurrence of Interim Meeting, may establish a Working Group. The Working Group need not have members of the sponsoring committee among its members, but reports to and through that committee. Unless otherwise provided, each Working Group selects its own clerk. Each Working Group is expected to report in writing annually to the Yearly Meeting. Any report, action, or statement of a Working Group is expected to be approved in the manner of Friends at a meeting of the Group of which all members of the Group were given reasonable notice. Working Groups are empowered to raise or accept monies only with the prior approval of the Interim Meeting and in coordination with the Development Committee. The minute establishing the Working Group specifies whether a member of the Working Group or the clerk of the sponsoring committee will authorize disbursements. When the Working Group's activities are complete or it is no longer active, the sponsoring committee or Interim Meeting lays it down.

One Special Group is currently active within Baltimore Yearly Meeting:

YOUNG ADULT FRIENDS

Baltimore Yearly Meeting Young Adult Friends, constituted in 1986, is a group of women and men aged approximately 18 to 40 years. It is open to other adults who may be interested in the group's activities. It chooses its own officers, term lengths, meeting times, and goals. Its Clerk attends Interim Meeting.

The general purpose of the group is to let young adult Quakers and attenders share their spiritual journeys with others. It provides fellowship for people from widely scattered Meetings and includes those who may feel isolated because there are few of their age in their Meetings.

The group meets at Yearly Meeting and reports to Yearly Meeting. The group holds several retreats a year. These include worship, meetings for business, workshops, service projects, cooking and cleaning together, and social time. Young Adult Friends suggests names each year to the Nominating Committee for appointment by the Yearly Meeting of a young adult

representative to Young Friends of North America's regional meetings and annual conference. Travel support for this representative is included in the Yearly Meeting budget.

VII. AFFILIATION WITH FRIENDS GENERAL CONFERENCE, FRIENDS UNITED MEETING, AND FRIENDS WORLD COMMITTEE FOR CONSULTATION

Baltimore Yearly Meeting is affiliated with three larger bodies of Friends: Friends General Conference, Friends United Meeting and Friends World Committee for Consultation. Any member of Baltimore Yearly Meeting may be considered for appointment to the various agencies of each of these organizations. Appointments of the appropriate number of persons are made annually to serve three-year terms as members of the Central Committee of Friends General Conference and as representatives to Friends World Committee for Consultation, Section of the Americas. Appointments of the appropriate number of representatives and alternates to Friends United Meeting are made every three years at the Yearly Meeting sessions immediately preceding the Friends United Meeting Triennial sessions. Appointments to such responsibilities are made by the Yearly Meeting, upon nomination by the Nominating Committee, in accordance with the procedures and requests of the respective bodies.

FRIENDS GENERAL CONFERENCE

Friends General Conference, established in 1900, is an association of 15 Yearly Meetings and 12 Monthly Meetings as of 2015. Its coordinating body is its Central Committee, to which member groups make appointments in proportion to the number of persons in their fellowship.

Central Committee members are expected to participate in one long weekend annually, and to serve on one of the program or administrative committees. This may involve several other meetings annually. In addition they are expected to communicate to Friends General Conference the needs and hopes of their parent bodies, and to interpret to their own groups the needs and programs of Friends General Conference.

All Friends are encouraged to attend the annual week-long Friends General Conference Gathering of Friends each summer. Information about FGC resources may be found on their web site, www.FGCQuaker.org. Details of the procedures of Friends General Conference can be found in the Friends General Conference Organizational Blue Book available from Friends General Conference, 1216 Arch Street, 2B, Philadelphia Pennsylvania 19107.

FRIENDS UNITED MEETING

Friends United Meeting was formed in 1902 as the Five Years Meeting of Friends, changing its name to Friends United Meeting in 1960. As of 2015, it is composed of 12 North American Yearly Meetings, and 22 Yearly Meetings from the Caribbean, East Africa, and the Middle East. It meets triennially and publishes a complete record of its proceedings. It has jurisdiction over matters delegated to it by the constituent Yearly Meetings. Friends United Meeting may provide Yearly Meetings with advice and counsel.

Each Yearly Meeting in Friends United Meeting is entitled to appoint five representatives to the Triennial Sessions, plus one additional representative for each 1,000 members or major fraction thereof. (According to FUM procedures, if an appointed representative does not attend the Triennial, those representatives present may select a replacement representative from those members of Baltimore Yearly Meeting attending the Triennial. This is to be reported to the Yearly Meeting in session.) Representatives form the Representative Body. Major matters and proposals are considered by the Representative Body and the plenary sessions. Routine procedural matters may be acted upon by the Representative Body and reported to the Plenary Session which reserves the right to approve, disapprove, or reconsider.

At the time representatives are nominated, each Yearly Meeting names one of its representatives to serve on the Triennial Nominating Committee and another to serve on the Triennial New Business Committee. Baltimore Yearly Meeting's representatives, including those persons named to the General Board, serve also for the three years following the Triennial sessions to which they were appointed as a support group for the relationship between Baltimore Yearly Meeting and Friends United Meeting.

Between Triennial Sessions, the General Board is the responsible body and legal representative of Friends United Meeting. Each Yearly Meeting makes appointments to the General Board during the year preceding the Triennial Sessions. The formula for determining the number of appointments is: membership of 3,000 or less, maximum of 2 appointees; 3,001 to 10,000, maximum of 3 appointees; 10,001 and over, maximum of 4 appointees. One of the General Board members is designated to serve on the General Board Nominating Committee.

The General Board has four regular administrative Committees: Executive Committee, Finance Committee, Nominating Committee, and Program Coordinating and Priorities Committee. The Nominating Committee of the General Board includes one appointee from each Yearly Meeting, designated by the Yearly Meeting, from among those who are its General Board representatives. The General Board also appoints from its members such program committees as are necessary to give continuity and support to the work of Friends United Meeting. Every member of the General Board serves on at least one of its committees.

Practice has been for each Yearly Meeting to name one representative to the Triennial Planning Committee for the upcoming Triennial.

Yearly Meetings contribute to a travel pool, administered by the General Board, to cover expenses of the designated number of representatives traveling to and from the Triennial sessions.

All Friends are encouraged to attend the Friends United Meeting Triennial sessions. Information about Friends United Meeting resources may be found on their web site, www.fum.org.

Details of the procedures of Friends United Meeting can be found in the pamphlet, Friends United Meeting Organization and Procedure, 1996, available from Friends United Meeting, 101 Quaker Hill Drive, Richmond Indiana 47374.

FRIENDS WORLD COMMITTEE FOR CONSULTATION

Friends World Committee for Consultation (FWCC), formed in 1937, is a worldwide association of Yearly Meetings and affiliated groups. It is a consultative body whose purpose is to provide links between Friends who may be separated by geography, culture, or practices that emphasize different aspects of Quakerism. It aims to facilitate loving understanding of diversity among Friends; to discover together, with God's help, our common spiritual ground; and to facilitate full expression of Friends' testimonies in the world.

All Yearly Meetings and groups affiliated with FWCC worldwide meet together once every three years. In an effort to keep these gatherings to a workable size, attendance is restricted to Yearly Meeting representatives and other appointed delegates and observers. Representation of Yearly Meetings at the triennial sessions is based on a formula of two persons for any Yearly Meeting or group, three persons for Yearly Meetings with between 1001 and 3000 members, four representatives for Yearly Meetings with between 3001 and 5000 members, and one additional representative for each additional 5000 members or fraction thereof. The Yearly Meeting's representatives are selected by the Interim Meeting from among the representatives to the Section of the Americas. Those attending the FWCC triennial sessions are encouraged to report to as many groups within the Yearly Meeting as possible.

Friends World Committee for Consultation is organized into four geographical sections. Baltimore Yearly Meeting is in the Section of the Americas, which covers the entire western hemisphere. The Section, in turn, is divided into smaller geographical regions, of which Baltimore Yearly Meeting is in the Southeastern region. Some activities of the Section of the Americas are the Quaker Youth Pilgrimage (in collaboration with the Europe and Middle East Section), Wider Quaker Fellowship, and Comité de los Amigos Latin-americanos (Committee of Latin American Friends). The principal function of the regions within the Section is to provide opportunities for as many Friends as possible within a particular geographical region to come to know Friends outside of their own Yearly Meeting.

Each Yearly Meeting in the Section appoints representatives to the Section based on a formula of four persons for the first 1000 members of the Yearly Meeting and one for each additional 2500 members or fraction thereof. Baltimore Yearly Meeting representatives are nominated by the Nominating Committee and appointed by the Yearly Meeting for terms of three years, not all representatives being appointed in the same year. As with other Yearly Meeting appointments, service as a representative will generally not exceed six consecutive years. The representatives are expected to be committed to openness and learning from Friends representing other traditions of worship, theology, and culture.

These representatives attend Sectional and regional meetings (usually an annual meeting for each) and are eligible to serve on the various committees of the Section. All Friends are welcome at Sectional and regional meetings. The representatives help keep the Yearly Meeting informed about the activities of the organization.

VIII. CORPORATIONS AFFILIATED WITH BALTIMORE YEARLY MEETING FRIENDS HOUSE, INC.

Friends House, Inc., established in 1966, is governed by a Board of Trustees consisting of 12 members nominated by the Nominating Committee and appointed by the Yearly Meeting, four each year for three-year terms, plus seven members nominated by the Board of Trustees of Friends House, Inc. and also appointed by the Yearly Meeting for three-year terms, two each year in two years and three the following year. An appointment begins with the next meeting of the Board of Trustees after the Yearly Meeting Session that made the appointment. A person may serve no more than two consecutive terms. All trustees are selected from the members of the Religious Society of Friends.

Trustees attend meetings, conduct business, and help keep the Yearly Meeting informed of the work of the Board in operating a retirement home near Sandy Spring, Maryland.

FRIENDS MEETING SCHOOL

Friends Meeting School, Inc., established in 1997, is governed by a Board of Trustees consisting of between 4 and 21 persons: two named by the Yearly Meeting for approval by the Friends Meeting School Board of Trustees, the remainder by the Board itself. The School is located in Ijamsville (Frederick County), Maryland. Trustees must be at least 21 years of age. Terms normally begin on July 1 and run for three years. No Trustee may serve more than three consecutive terms.

The Board of Trustees meets once a month, normally on Sunday afternoon. Each member of the Board is expected to participate on a Board committee. Representatives of Baltimore Yearly Meeting serving on the Board are expected to keep Baltimore Yearly Meeting informed about the programs and spiritual condition of the school, including submitting an annual written report.

Friends Meeting School was formerly under the spiritual care of Seneca Valley Preparative Meeting and in 2009 also came under the spiritual care of Baltimore Yearly Meeting. Seneca Valley Preparative Meeting was laid down in 2013. The “spiritual care of Friends Meeting School” involves everyone associated with the school—including all of Baltimore Yearly Meeting, the teachers, staff, parents, alumni, and even the students themselves—caring for the school in the same manner as Isaac Pennington defined a Friends community nearly 350 years ago: “our life is love, and peace, and tenderness; and bearing one with another, and forgiving one another, and not laying accusations one against another; but praying one for another, and helping one another up with a tender hand” (1667).

FRIENDS NURSING HOME, INC.

Friends Nursing Home, Inc., established in 1968, has the same 19 persons as their Trustees with the same conditions of appointment and of service as the members of the Board of Trustees of Friends House, Inc.

The Trustees operate Friends Nursing Home and keep the Yearly Meeting informed of its progress.

MILES WHITE BENEFICIAL SOCIETY

The Miles White Beneficial Society of Baltimore City was founded and incorporated in 1874 to administer a trust established under the will of Miles White, a member of the Eutaw Street Meeting, the predecessor of Baltimore Monthly Meeting, Homewood. Upon the consolidation of Baltimore Yearly Meeting in 1968, oversight of this trust passed to the Yearly Meeting. The Articles of Incorporation state: "The objects of this Corporation shall be to promote piety and Christianity (especially by the dissemination of books and tracts); to extend aid to the young in their religious, moral, and intellectual training and education; and to relieve the deserving poor."

The trust is administered by the trustees of the Society who "shall annually make a written statement of its operations, and of the disposition and condition of its finances for the preceding year, and submit the same to the Baltimore Yearly Meeting of Friends." There are eight to ten trustees, nominated by the Nominating Committee and appointed by the Yearly Meeting during its Annual Session to serve a three-year term which commences after the Miles White Beneficial Society's annual meeting in October. Appointees serve no more than two consecutive terms. Trustees meet monthly, as needed.

SANDY SPRING FRIENDS SCHOOL, INC.

Sandy Spring Friends School, Inc., established in 1959, is governed by a Board of Trustees consisting of between 20 and 30 persons, normally 24: four appointed by the Yearly Meeting, eight by Sandy Spring Monthly Meeting, and the remainder by the Board itself. Ordinarily each year the Yearly Meeting appoints one trustee to serve a four-year term commencing with the September meeting of the Board following appointment. Appointees serve no more than two consecutive terms.

The appointees attend meetings of the Board of Trustees, participate in the directions of the programs of the corporation, and keep the Yearly Meeting informed of such programs. Sandy Spring Friends School reports annually to the Yearly Meeting.

IX. REPRESENTATIVES TO OTHER ORGANIZATIONS

Representatives to organizations not part of the Yearly Meeting but to which the Yearly Meeting regularly nominates, appoints, or sends representatives, are nominated by the Nominating Committee and appointed by the Yearly Meeting in accordance with the procedures of the organizations to which they are named.

AMERICAN FRIENDS SERVICE COMMITTEE

The American Friends Service Committee carries out service, development, social justice, and peace programs throughout the world. Founded by Quakers in 1917 to provide conscientious objectors with an opportunity to aid civilian war victims. Attracting the support and partnership of people of many races, religions, and cultures, AFSC's work is based on the Quaker belief in the worth of every person and faith in the power of love to overcome violence and injustice.

AFSC is directed by the American Friends Service Committee Corporation, through a Board of Directors elected by the Corporation from among its members. Corporation members all must be members of the Religious Society of Friends.

Baltimore Yearly Meeting may appoint five persons to the Corporation. These persons, nominated by the Nominating Committee and appointed by the Yearly Meeting, in staggered three-year terms are expected to participate in the annual meeting of the Corporation, usually held in Philadelphia.

These representatives are selected from those interested in projects of the American Friends Service Committee. They attempt to interest other persons in contributing to, working for, and being concerned about the American Friends Service Committee.

FRIENDS COMMITTEE ON NATIONAL LEGISLATION

The Friends Committee on National Legislation (FCNL) is a public interest lobby founded in 1943 by members of the Religious Society of Friends. FCNL seeks to bring the concerns, experiences, and testimonies of Friends to bear on policy decisions in the nation's capital. People of many religious backgrounds participate in this work. FCNL's staff and volunteers work with a nationwide network of thousands to advocate social and economic justice, peace, and good government.

FCNL is governed by a General Committee of 240 Friends, two-thirds of whom are appointed by 26 of the U.S. Yearly Meetings and seven national Friends organizations; the other third is appointed by the General Committee itself. All members of the General Committee must be members of the Religious Society of Friends and U. S. citizens. The General Committee meets each November to conduct business that includes establishing legislative policy and priorities. Between these Annual Meetings an Executive Committee and several other Committees guide the program and administration of FCNL. Further information is available at the FCNL web site.

The six Baltimore Yearly Meeting representatives to the FCNL are nominated by the Nominating Committee and appointed by the Yearly Meeting, two each year for three-year terms.

These representatives are selected from those interested in the work of the Friends Committee on National Legislation and are expected to participate in its meetings. They attempt to educate other persons concerning the purposes of the Friends Committee on National Legislation in the area of civic action in matters of concern to Friends, and to interest others in contributing to, and working for, this organization.

FRIENDS WILDERNESS CENTER

The Friends Wilderness Center provides a place for meditation and spiritual nourishment in a rustic environment within Rolling Ridge Foundation property in Jefferson County, West Virginia. Its mission includes preserving this natural sanctuary and hosting a variety of events. The Board of Directors consists of six to fifteen members, a majority of whom

must be members of the Society of Friends. Unity with Nature recommends to Nominating one person for a three-year, once renewable, appointment by the Yearly Meeting, to serve on the Board of Directors.

NATIONAL RELIGIOUS CAMPAIGN AGAINST TORTURE (NRCAT)

The National Religious Campaign Against Torture (NRCAT) was launched during the conference "Theology, International Law and Torture: A Conference on Human Rights and Religious Commitment," which was held January 13-16, 2006 at Princeton Theological Seminary. Brought together by staff people of various national faith groups and those in the religious community who were already working on the issue, participants discussed the possibility of developing an ongoing national religious anti-torture campaign.

In 2009, the Board of Directors of NRCAT voted to continue its efforts to end U.S.-sponsored torture forever and to expand into two new areas of work: ending torture in U.S. prisons and advocating for U.S. policies and practices that help end torture by other governments. Baltimore Yearly Meeting and several of its constituent Monthly Meetings are Participating and Endorsing Members of NRCAT. As appropriate, Peace and Social Concerns Committee recommends one person to Nominating for a three-year, once renewable, appointment by the Yearly Meeting, to serve as a representative to the Participating Members Council of NRCAT.

PRISONER VISITATION AND SUPPORT

Prisoner Visitation and Support is an incorporated organization sponsored by more than 30 national religious bodies and socially-concerned agencies. It seeks to meet the needs of prisoners in the United States federal and military prison systems through an alternative ministry that is separate from official prison structures.

The Peace and Social Concerns Committee recommends to the Nominating Committee, as appropriate, one person for a three-year, once renewable, appointment by the Yearly Meeting to serve on the Board of Directors of Prisoner Visitation and Support, which meets in Philadelphia two or three times a year.

QUAKER EARTHCARE WITNESS

The Quaker Earthcare Witness is an organization of North American Quakers seeking ways to integrate their concern for 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.

The Unity with Nature Committee suggests names, as appropriate, to the Nominating Committee for appointment by the Yearly Meeting of a representative and an alternate representative for a three-year, once renewable appointment to the Steering Committee of Quaker Earthcare Witness.

QUAKER HOUSE, FAYETTEVILLE, N.C.

Established in 1969, Quaker House is an incorporated organization with representatives appointed by three yearly meetings and other socially-concerned agencies. It provides as-

sistance to military personnel, their families, and those contemplating military service. Quaker House offers counseling in the areas of conscientious objection, delayed enlistment claims, and Absent Without Leave and Unauthorized Absence issues. As appropriate, Peace and Social Concerns Committee recommends to Nominating one person for a three-year, once renewable, appointment by the Yearly Meeting, to serve on the Board of Directors of Quaker House, which meets five times a year in Fayetteville, North Carolina.

WILLIAM PENN HOUSE

William Penn House is a Quaker seminar and hospitality center in Washington, District of Columbia. Established in 1966 as a project of Friends Meeting of Washington, it was incorporated as an independent, nonprofit entity in November 1993. Its structure includes a National Consultative Committee of representatives from 20 Friends organizations and Yearly Meetings.

Baltimore Yearly Meeting may appoint one person as representative and one alternate to the National Consultative Committee for a term of three years. Nominations are made by the Nominating Committee and approved by the Yearly Meeting in session.

X. CHANGES IN *FAITH AND PRACTICE*

Revisions to Faith and Practice are initiated by one or more Monthly or Quarterly Meetings or committees of the Yearly Meeting and are presented in writing to the Yearly Meeting. The Yearly Meeting then appoints at least three persons, nominated by the Nominating Committee, to serve on the Faith and Practice Revision Committee.

The Committee may help prepare proposed changes to ensure clarity and consistency with other sections of *Faith and Practice*. It circulates proposed revisions to all the Monthly and Quarterly Meetings in Baltimore Yearly Meeting with sufficient time that Monthly Meetings may prepare comments for a Quarterly Meeting session before Yearly Meeting. It is responsible for ensuring that changes approved by the Yearly Meeting are incorporated into *Faith and Practice*. For “Important Minutes” from prior years, please see the Draft 2013 *Faith & Practice*, pages 241-55 at <http://www.bym-rsf.org/publications/fandp/>.

XI. CHANGES IN THE MANUAL OF PROCEDURE

Changes in the Manual of Procedure may be initiated by Interim Meeting or by any member or any committee of the Yearly Meeting. Ideally, the proposal is first presented in writing to the Interim Meeting. The Interim Meeting will consider the proposal at its next meeting. If considered appropriate as presented or revised, the proposal will be forwarded to the Yearly Meeting at its next session, except that changes presented by the Manual of Procedure Committee implementing a policy adopted at the last Annual Session do not have to be forwarded. Where substantive changes have been made (that is, changes that alter the meaning of the Manual, for example, adding a new committee or laying down an existing one), the changes are forwarded. The Yearly Meeting in session receives proposed changes and may approve, reject, postpone, or return the proposed change to the Interim Meeting for further consideration. In any case, a written report of the action of the Interim Meeting is to be sent to those initiating the item, who may then, if so led, take the matter directly to a Yearly Meeting session.

The Manual of Procedure Committee incorporates into the Manual changes in procedure adopted by the Yearly Meeting and recommends changes in procedure deemed useful to the Yearly Meeting. When proposing changes, Yearly Meeting members or committees may find it helpful to work with the Manual of Procedure Committee. In the interest of accuracy and clarity, the Manual of Procedure Committee may copy-edit the *Manual of Procedure*.

XII. APPENDICES

APPENDIX A

ARTICLES OF CONSOLIDATION

Baltimore Yearly Meeting of Friends, Stony Run

Baltimore Yearly Meeting of Friends (Orthodox)

First: Baltimore Yearly Meeting of Friends, Stony Run, and Baltimore Yearly Meeting of Friends (Orthodox) agree that such corporations shall consolidate and thereby form a new corporation. The terms and conditions of the consolidation and the mode of carrying the same into effect are hereby set forth in these Articles of Consolidation.

Second: The new corporation shall be formed under the laws of the State of Maryland.

Third: The consolidating corporations are Baltimore Yearly Meeting of Friends, Stony Run, and Baltimore Yearly Meeting of Friends (Orthodox) both of which are corporations organized and existing under the laws of the State of Maryland.

Fourth: The matters and facts required to be stated in Articles of Incorporation other than provisions with respect to incorporators are:

1. The name of the corporation is: Baltimore Yearly Meeting of the Religious Society of Friends.

2. Baltimore Yearly Meeting of the Religious Society of Friends is composed of the members of Monthly Meetings formerly affiliated with Baltimore Yearly Meeting of Friends, Stony Run, and Baltimore Yearly Meeting (Orthodox) (sometimes through intermediate bodies such as Quarterly Meetings) together with all those persons who may hereafter become members thereof, located in Maryland, Pennsylvania, Virginia, the District of Columbia and other adjacent areas.

3. The purposes for which the corporation is formed are:

(A) To continue without interruption the work of Baltimore Yearly Meeting of Friends, Stony Run, and Baltimore Yearly Meeting of Friends (Orthodox) and to have all their powers, duties, and obligations.

(B) To promote the religious interests and welfare of its members and its constituent Monthly Meetings, together with the boards, committees, institutions and instrumentalities affiliated with the Religious Society of Friends, as well as to maintain relations with other religious fellowships to the end that mutual understanding and cooperation may be advanced.

(C) To acquire by purchase, gift, devise, bequest, or otherwise, and to own, invest, reinvest, or dispose of property, both real and personal, for such religious, educational, philanthropic and other related work as the Yearly Meeting may undertake; to purchase, own, receive, sell, assign, care for, rent, lease, mortgage, or otherwise

encumber, sell, assign, transfer and convey such property for the general purposes of the Yearly Meeting; to receive and hold in trust both real and personal property for Monthly or Quarterly Meetings, boards, institutions and instrumentalities of the Religious Society of Friends, or agencies affiliated with the Religious Society of Friends and to invest and reinvest the same; and to make any contracts for promoting the objects and purposes of the Yearly Meeting.

(D) In general to exercise any, all and every power which has heretofore been exercised by Baltimore Yearly Meeting of Friends, Stony Run, and by Baltimore Yearly Meeting of Friends (Orthodox) and which any non-profit religious and charitable corporation can be authorized to exercise, but no other power.

4. The post office address of the principal office of the corporation in Maryland is 5116 North Charles Street, Baltimore, Maryland 21210. The name of the Resident Agent of the corporation in Maryland is Theodore H. Mattheiss and the post office address of the Resident Agent is 5116 North Charles Street, Baltimore, Maryland 21210. Said Resident Agent is a citizen of the State of Maryland and actually resides therein.

5. The membership of the corporation entitled to participate in its activities and meetings shall consist of the members of the Monthly Meeting congregations affiliated with the Yearly Meeting.

6. The number of the Trustees of the corporation shall be nine (9), which number may be increased or decreased pursuant to a "Manual of Procedure for Baltimore Yearly Meeting of the Religious Society of Friends," but shall never be less than four (4). The names of the Trustees who shall act initially until their successors are chosen and qualify are: James D. Peacock, William J. Evans, F. Hooper Bond.

7. The Yearly Meeting shall not be authorized to issue capital stock.

8. The duration of the corporation shall be perpetual.

Fifth: (A) The principal offices of Baltimore Yearly Meeting of Friends, Stony Run, and Baltimore Yearly Meeting of Friends (Orthodox) are both located in the City of Baltimore, State of Maryland.

(B) Baltimore Yearly Meeting of Friends, Stony Run, owns real property in Frederick County and Cecil County in the State of Maryland, the title to which could be affected by the recording of an instrument among the land record.

(C) Baltimore Yearly Meeting of Friends (Orthodox) owns no real property in the State of Maryland, title to which could be affected by the recording of an instrument among the land records.

Sixth: These Articles of Consolidation were advised by the Executive Committee of Baltimore Yearly Meeting of Friends, Stony Run, and by the Executive Council of Baltimore Yearly Meeting of Friends (Orthodox) on April 1, 1967 by the adoption of a Minute declaring that the proposed consolidation provided herein was advisable substantially upon the terms and provisions set forth in these Articles of Consolidation and directing that the proposed Articles of Consolidation be submitted for action thereon at the regular annual sessions of the respective Yearly Meetings. Thereafter these Articles of Consolidation were approved by the respective regular annual sessions of the Baltimore Yearly Meeting of Friends, Stony Run, and Baltimore Yearly Meeting of Friends (Orthodox) according to the manner of Friends, without dissent, at said sessions both of which were held on Saturday, August 5th, at 2:00 P.M. as provided by the Laws of Maryland and the Charters of the respective corporations.

Seventh: Both Baltimore Yearly Meeting of Friends, Stony Run, and Baltimore Yearly Meeting of Friends (Orthodox) agree to execute, deliver and file any and all instruments or documents necessary or appropriate to accomplish the objective above stated.

IN WITNESS WHEREOF, Baltimore Yearly Meeting of Friends, Stony Run, and Baltimore Yearly Meeting of Friends (Orthodox) have caused these Articles of Consolidation to be signed in their respective corporate names and on their behalf by their respective officers and their respective corporate seals to be hereunto affixed and attested as of this fifth day of August, 1967.
Attest: BALTIMORE YEARLY MEETING OF FRIENDS, STONY RUN

Mary S. Farquhar
Recording Clerk

Harry S. Scott, Jr.
Presiding Clerk

Attest: BALTIMORE YEARLY MEETING OF FRIENDS (ORTHODOX)

Lucy G. Wellons
Recording Clerk

Alfred H. Mikesell
Acting Alternate Presiding Clerk

REVISIONS TO THE ARTICLES OF CONSOLIDATION

Approved by Baltimore Yearly Meeting Representative Meeting, October 28, 1995 (R95-57)

Recorded: Department of Assessments and Taxation of the State of Maryland, December 4, 1995

Fourth:

2. “Baltimore Yearly Meeting of the Religious Society of Friends is composed of the members of Monthly Meetings located in Maryland, Pennsylvania, Virginia, the District of Columbia and other adjacent areas formerly affiliated with Baltimore Yearly Meeting of Friends, Stony Run, and Baltimore Yearly Meeting (Orthodox), together with all those persons who may hereafter become members of existing or newly created Monthly Meetings.”

3. (B) First sentence. “The corporation is organized exclusively to promote the religious, charitable, and educational interests of its members and its constituent Monthly Meetings, together with the boards, committees, institutions and instrumentalities affiliated with the Religious Society of Friends.”

Sentence added: “For the above purposes the corporation may make distributions to organizations under Section 501(c)(3) of the Internal Revenue Code (or the corresponding section of any future Federal tax code.)”

(C) First sentence. “To acquire by purchase, gift, devise, bequest, or otherwise, and to own, invest, reinvest, or dispose of property, both real and personal, for religious, charitable and educational purposes and other related work as the Yearly Meeting may undertake:...”

(D) Second sentence added. “Notwithstanding any other provision of these articles, the corporation shall not carry on any activity not permitted to be carried on (a) by a corporation exempt from Federal income tax under Section 501 (c)(3) of the Internal Revenue Code (or corresponding section of any future Federal tax code) or by a corporation, contributions to which are deductible under Section 170(c)(2) of the Internal Revenue Code (or corresponding section of any future Federal tax code).”

4. First and second sentences. “The post office address of the principal office of the corporation in Maryland is 17100 Quaker Lane, Sandy Spring, Maryland 20860. The name of the Resident Agent of the corporation in Maryland is Frank Massey and the post office address of the Resident Agent is 17100 Quaker Lane, Sandy Spring, Maryland 20860.” [NOTE: The present Resident Agent is Karen A. Treber and the post office address of the Resident Agent is 240 Armstrong Avenue, Frostburg, Maryland 21532.]

6. Third and fourth sentences added. "Each Trustee shall be a member of a Monthly Meeting which is constituent of the Baltimore Yearly Meeting. The trustee shall be appointed at the annual meeting of the Baltimore Yearly Meeting, usually held in August of each year, for a term as designated in the Manual of Procedure of the Baltimore Yearly Meeting."

8. Second sentence added. "However, should the corporation be dissolved the assets shall be distributed for one or more exempt purposes within the meaning of Section 501(c) (3) of the Internal Revenue Code, or corresponding section of any future tax code, or shall be distributed to the Federal government, or to a state or local government for a public purpose."

9. New paragraph added. "9. No part of the net earnings of the corporation shall inure to the benefit of, or be distributable to its members, trustees, directors, officers or other private persons, except that the corporation shall be authorized and empowered to pay reasonable compensation for services rendered and to make payments and distributions in furtherance of Section 501(c)(3) purposes. No substantial part of the activities of the corporation shall be the carrying on of propaganda, or otherwise attempting to influence legislation, and the corporation shall not participate in, or intervene in (including the publishing and issuing of statements) any political campaign on behalf of, or in opposition to, any candidate for public office."

REVISION TO THE ARTICLES OF CONSOLIDATION

Recorded with the State of Maryland: September 5, 1996

Fourth: 1. "The name of the Corporation is: Baltimore Yearly Meeting of the Religious Society of Friends, Inc."

APPENDIX B

WHISTLEBLOWER PROTECTION POLICY

Baltimore Yearly Meeting is committed to the highest ethical and legal standards. In line with this commitment and BYM's commitment to open communication, this policy provides an avenue for members of BYM to raise concerns with reassurance that they will be protected from reprisals or victimization for reporting improper conduct such as incorrect financial reporting, unlawful activity, activities that violate BYM's policies, or other serious improper conduct.

Any BYM member (or attender of a BYM monthly meeting) who learns of unethical or wrongful conduct within Baltimore Yearly Meeting is encouraged to report this to any of the following people for further action: the General Secretary, the Clerk of Interim Meeting, the Clerk of the Yearly Meeting, or the Clerk of Trustees.

No person will be penalized, formally or informally, or retaliated against for any such report. Harassment or victimization for reporting concerns under this policy will not be tolerated.

Every effort will be made to treat the complainant's identity with appropriate regard for confidentiality. We encourage Friends to put their names to allegations because appropriate follow-up questions and investigation may not be possible unless the complainant is identified. Concerns expressed anonymously will be explored appropriately, but consideration will be given to the seriousness of the issue raised, the credibility of the concern, and the likelihood of confirming the allegation from attributable sources.

APPENDIX C

CONFLICT OF INTEREST POLICY

All Baltimore Yearly Meeting members, or attenders of BYM monthly meetings ("Friends")

are expected to avoid actual or potential conflicts of interest in dealings with BYM. Further, all Friends are expected to act in the best interest of Baltimore Yearly Meeting when fulfilling their duties as staff members or as volunteers.

An actual or potential conflict of interest occurs when a Friend is in a position to influence a decision that may result in a personal gain for that Friend, an entity associated with that Friend, or for a relative as a result of BYM's business dealings. For the purposes of this policy, a relative is any person who is related by blood, adoption, marriage or committed partnership, or whose relationship with the employee is similar to that of persons who are related by blood, adoption, marriage or committed partnership.

Any Friend who has any influence on transactions involving purchases, contracts, or leases that might result in personal gain for the Friend, associated entity, or a relative must disclose, as soon as possible, to the General Secretary or the Clerk of Trustees the existence of any actual or potential conflict of interest so that safeguards can be established to protect all parties.

Any Friend serving on a BYM Committee that contracts for goods or services on behalf of BYM must not take part in any committee decision involving a contract with a business in which the Friend or a relative of the Friend holds any significant beneficial interest. The nature and extent of such a beneficial interest must be disclosed to the members of the committee making the decision.

Personal gain may result not only in cases in which a Friend, associated entity, or relative has a significant ownership in a firm with which BYM does business, but also when a Friend, associated business, or relative receives any kickback, bribe, substantial gift, or special consideration as a result of any transaction or business dealings involving BYM.

The intent of this policy is to uphold the high standards of transparency and integrity that BYM always has expected of Friends. Nevertheless, the policy should be interpreted with a standard of reasonableness. Thus, failure to disclose conflicts involving very small amounts of money or failure to make formal disclosure of relationships that are well known to all parties involved will not be deemed to be violations of this policy.

APPENDIX D

YOUTH SAFETY POLICY

Originally Approved October 17, 2009

Updated June 15, 2013

Purpose Statement

Baltimore Yearly Meeting (BYM) seeks to provide a safe and secure environment for the children and youth who participate in our programs and activities. We strive to provide an atmosphere of openness and trust among children, among adults, and between children and adults. We seek Divine guidance in all aspects of our programming, operations and staffing. We affirm that the adults in our programs have the responsibility for the safety and care of all, but especially the children in our programs. Beyond written policies, we recognize that careful attention and vigilance needs to be maintained to nurture this atmosphere and provide individuals the opportunity to experience safety in our community.

All of our youth programs honor that of God in every person. After research, thought, discussion, and prayer, we have created this policy and procedures to promote the safety of all within the Yearly Meeting community while respecting the Light within each of us. The policy set forth in this document acknowledges that each of our youth programs is unique and has different operating norms. Therefore, this document strives to provide overarching policies and guidelines which allow each program the flexibility needed to operate. These procedures focus on preventing harm, responding in a timely and appropriate way to suspicions or incidents of child abuse, and offering support, clarity and allowing room for healing. By implementing the following practices, our goal is to maintain high-quality care and protection of the children and youth of Baltimore Yearly Meeting. The Yearly Meeting also seeks to protect from false accusations all who work with and support any of the Yearly Meeting's programs.

Definitions

For purposes of this policy, the terms “child,” “children,” “youth,” or “minors” include all persons under the age of eighteen (18) years. “Youth Worker” refers to someone who is working within Yearly Meeting programs for youth, including paid staff, work-grant recipients and volunteers. “Applicant” refers to anyone who is applying to be a youth worker. “Participant” is any individual, regardless of age, who is not working, but participating in a Youth Program.

Support workers are those who assist in various youth programs by doing jobs necessary to such programs, but who are not involved in directly ministering to youth. By way of example, these workers include, but are not limited to, kitchen staff, grounds keepers and bus drivers. For purposes of this policy, these staff and volunteers shall be referred to as “Support Workers.”

Within BYM programs – which include, but are not limited to, the Junior Yearly Meeting program, the BYM Youth Programs, and the BYM Camping programs – some “youths” may indeed be “Youth Workers,” while some people over the age of 18 may be “participants.” Youth Workers who are under the age of 18 shall be referred to in this Policy as “Minor Youth Workers.”

Those in charge of those programs shall be referred to in this Policy as “Program Managers.”

Preventive Measures

BYM seeks to prevent the occurrence of child abuse within its programs. Prevention occurs in various ways that include: carefully screening applicants, checking references, conducting criminal background checks, and regularly re-checking criminal records. It also includes training on the signs and symptoms of possible child abuse, regular monitoring of staff during youth activities, ensuring this Policy is disseminated to all who work with youth, training on this Youth Safety Policy, and creating procedures appropriate for each youth program, and monitoring compliance with those procedures, especially those designed to limit situations of one youth meeting with one adult in a closed room that might give rise to the opportunity of child abuse.

Selection of Workers for Positions Supervising Youth

Year-round staff members involved with youth are hired by the General Secretary of BYM using a process that involves but is not limited to a written application, interview, reference checks and criminal background check. These year-round staff members oversee the various BYM programs for youth.

People who oversee the BYM programs serving youth are charged with the responsibility of discerning the suitability of staff and volunteers to work with our youth. All BYM employees and any persons who desire to work directly with the children participating in our programs and activities will be screened using the procedures below:

a. Written application:

All applicants for any Youth Worker position must complete an application. The applications for various BYM youth programs may differ slightly depending upon individual program needs. However, each application will request basic information from the applicant, and will inquire into such matters as previous experience with children and religious affiliation. It will require at least two references, employment information and disclosure of any criminal convictions. (See **Youth Safety Appendix A** for a copy of the application for use with all youth staff and camp staff, BYM staff, and JYM volunteers) Applicants with experience in one or more Quaker programs are encouraged to obtain one of their references from someone associated with that program, or from their Monthly Meeting. This shall not be a requirement.

Access to the completed application forms will be available to those reviewing the application, and to relevant BYM staff and committee clerks.

b. Applicant Interview:

Upon review of the applications, a personal interview will be conducted with all selected applicants to consider their suitability. The Camp Directors conduct interviews for the camp staff; the Junior Yearly Meeting committee clerks interview possible volunteer staff for JYM; and the Friendly Adult Presence (FAP) subcommittee interviews possible staff for BYM Young Friends and Junior Young Friends programs. Procedures for conducting and documenting the interview or training process will be determined by the particular youth program. Any concerns raised during the interview process are to be noted in writing on or with the application, and signed and dated by the noting interviewer.

c. Reference Checks:

Before an applicant is permitted to work with children and youth in any BYM program, at least two of the applicant's personal references will be checked. Individuals familiar with the applicant but not identified by that applicant as a reference also may be contacted for input.

d. Six-Month Association Rule:

In an effort to ensure that we know the individuals who will help our youth develop and be asked to serve as role models, no unpaid worker will be considered for any positions involving supervisory contact with minors until she or he has been known to a Quaker community for a minimum of the previous six (6) months before applying for a position in a BYM youth program. Quaker communities may include Friends schools, Friends camps, Monthly Meetings or other Quaker organizations.

e. Exceptions to the selection process:

We recognize that there are some categories of workers which are not vetted using the above detailed application process, such as occasional workshop leaders and non-program-affiliated bus drivers. Notwithstanding, all such workers are still required to undergo a criminal background check unless program staff will be present at all times during the occasional person's direct contact with youth.

f. Criminal Background Check:

A state/district and national criminal background check covering the jurisdiction in which the worker resides is required for all Youth Workers and Support Workers within BYM youth programs, excepting Minor Youth Workers. Until the background check is complete, no adult applicant will be allowed to volunteer or be employed in any of the youth programs. Periodic re-checks will occur, based on the specific youth program's need, but rechecks will occur no less frequently than every three years.

Before a background check is run, a prospective worker will be asked to complete and sign an authorization and release form as well as an information form allowing BYM to access this information and share it with appropriate personnel. (See **Youth Safety Appendix A** for Authorization & Release and Information forms.) A failure to disclose a criminal conviction on the background authorization form and/or declining to sign the authorization form will be a basis for prohibiting the individual from working with children or acting in a support capacity in our youth programs. An applicant will be provided with the opportunity to explain any extenuating circumstances regarding criminal convictions on the application.

Conviction of a crime does not mean that someone could not work with children nor does it mean that he or she does not have gifts to offer the BYM community. But in order to protect the safety of our youth, individuals convicted of any of the following types of crimes will not be employed nor serve as volunteers in our youth programs:

Any crimes involving children such as, but not limited to, child abuse, sexual abuse, child neglect, child pornography, and human trafficking.

Additionally, applicants convicted of "barrier crimes", as defined by Virginia law, will not be placed in positions working with youth in any BYM programs located in Virginia. All other convictions will be assessed based on the type of crime, numbers of convictions and date(s) of convictions to ascertain whether the individual is suited to working with youth at all, or at the time of the application.

The background check authorization form and results will be maintained in confidence in a locked file at the BYM office. Should the criminal background check indicate any convictions that would ban or limit the involvement of an applicant, the Yearly Meeting staff will communicate with the applicant and notify him or her of the reason s/he is not eligible to work with youth in BYM programs. The applicant has the right to review the report. If the applicant believes that the criminal background report is incorrect, s/he may go through the appropriate legal channels to correct it and then reapply. BYM staff will notify the person responsible for the appropriate program that the applicant is not currently eligible to work with youth. In these instances, the General Secretary, Program Manager and the appropriate program committee clerk will be consulted. The Yearly Meeting Presiding Clerk may substitute for the General Secretary, as needed.

Minor Youth Workers:

Because of the difference in legal status between youths and those over 18, the selection process for Minor Youth Workers is somewhat different. We recognize that there may be times when it is necessary or desirable for workers (paid or volunteer) who are under age 18 to assist in caring for children during programs or activities. The following guidelines apply to such workers:

- Minor Youth Workers must be at least age 14; Note, the minimum age may be higher for some BYM youth programs based on the program, job description, location of where the program is conducted and the regulations in that jurisdiction.
- An age gap of at least two years or two grade levels between Minor Youth Workers and the children under their care is expected. Some programs may require a wider age gap.
- Minor Youth Workers must provide at least two references, with one preferably from their Monthly Meeting or another BYM program, or from a person in a position of responsibility concerning such experience at another Quaker or religious institution or other group. References are to include information about the applicant's prior experience working with children.
- All Minor Youth Workers must have the express permission of a parent or guardian to engage in this ministry.
- Minor Youth Workers must be under the supervision of an adult at all times.
- Note: Criminal background checks are not available for minors.

Worker-to-Youth Ratios:

Given that our Yearly Meeting youth programs serve children from infancy through early adulthood, each youth program will develop guidelines for its programs and events that identify the maximum number of participants that one worker may be responsible for supervising, in accordance with applicable laws. Programs employing workers under the age of eighteen (18) years will include in their guidelines the discernment as to the ages of children a Minor Youth Worker may care for, and the number of participants a Minor Youth Worker may reasonably be expected to work with.

Two-Adult Guideline

For the protection of all, where possible, at least two adult workers will be in attendance at all times when minors are being supervised during our programs and activities. One-on-one (adult-child) interactions behind closed doors or in a secluded area are prohibited, except as may be required for medical or similar purposes. Transportation of youth or support workers are expected to conform to this guideline where possible.

We encourage any private conversations to be held in public view.

Workers must ensure that they are not alone with only one unrelated youth. Classroom doors are to remain open if there is no uncovered window that provides a clear view into the room. Workers are never to be alone with a child in a private bathroom/ or bathroom stall with the door closed.

During times when there are not two adults present with a group of youth, another appropriate adult will be assigned to make periodic unannounced site checks to such group.

Note: The BYM Camping program adheres to state-specific regulations regarding youth-to-staff ratios, which may differ at times with this guideline.

Open Door Guideline

When a program involving youth uses a classroom or other meeting room, the door to the room is to always remain open unless there is an uncovered window in the door or a side window

beside it that provides a clear view into the room. Doors are never to be locked while youth are inside the room.

Check-in/Check-out Procedure

All programs which serve youth within BYM will have clear check-in and check-out procedures which ensure that the staff/volunteers can account for the number, identity and whereabouts of the youth under their care from arrival to departure. Each program will provide the particular procedures for these safeguards. Each such procedure will be submitted for approval to the Program Manager, or the person in charge.

Discipline Policy

BYM strives to create a safe and nurturing environment where youth of all ages can experience the community of Friends. Our program leaders and staff work hard to use conflict resolution familiar to Friends when the need arises. Physical discipline such as spanking, grabbing, or hitting children is unacceptable under any circumstance. Workers should consult with the program director or committee clerk if assistance is needed with disciplinary issues.

Responding to Allegations of Child Abuse

BYM operates in Maryland, Pennsylvania, Virginia, West Virginia and the District of Columbia, and the terms “child abuse,” “child neglect” and “child sexual abuse” have different definitions in each such jurisdiction, as well as different reporting requirements. (See **Youth Safety Appendix B** for pertinent laws regarding child abuse for each of these jurisdictions.) Notwithstanding these various definitions, child abuse, neglect or sexual abuse generally include, but are not limited to the following:

- Any treatment, action or behavior or lack thereof to a child by any adult or other child that is not accidental, and that causes physical, sexual or emotional harm or injury to that child. This includes actions or behaviors that are direct as well as indirect through writing, phone calls, texting, instant messaging, via any form of social media or other form of communication or interaction.
- Any act that involves sexual molestation or exploitation of a child by a parent or other person who has permanent or temporary care or responsibility for supervision of a child, or by any household or family member. These acts include incest, rape, sodomy, sexual offense, and unnatural or perverted sexual practices. [These acts by other adults would be defined as sexual crimes and be described in another part of the law.] This includes actions or behaviors that are direct as well as indirect through writing, phone calls, texting, instant messaging, via any form of social media or any other form of communication or interaction.
- Any action or failure to act that deprives a child of essential needs, such as adequate food, water, shelter, or medical care, by a caregiver who bears responsibility for providing such.

If an individual suspects abuse or neglect of a child participating in any BYM program, whether the abuse is suspected to have occurred in the youth program or elsewhere, s/he will immediately notify 1) the Yearly Meeting Program Manager or 2) the appropriate committee clerk for further action, AND make an oral report to the civil authorities, and follow that by a written report to the civil authorities within 24-48 hours, as mandated by state law. (See **Youth Safety Appendix C** for Important Contact Information.) The Program Manager or committee clerk who receives the initial report shall notify the General Secretary as soon as possible.

Any sexual activity between any Youth Worker (including Minor Youth Workers) and a youth participant of a BYM program in which the Youth Worker is involved, is contrary to BYM policy.

Steps in Handling Suspected or Actual Abuse

While our youth programs strive to foster communities of caring and respect for all, we recognize that the possibility exists for abuse or neglect of children during participation in a youth program, as well as the possibility of discovering, during a youth event, evidence of abuse of a child participant that has occurred elsewhere.

In the event that a suspicion of child abuse or neglect is raised at a BYM program event or activity, regardless of where the abuse is alleged to have occurred, the following procedure shall be followed:

1. All youth workers shall comply with state requirements regarding reporting of any suspected child abuse, whether or not the statute includes the youth worker as a mandatory reporter. In Maryland, the duty to report is triggered as follows: “An individual shall immediately report suspected child abuse or neglect to the local department of social services, or report the suspected incident to a local law enforcement agency.”
 - a. Report the suspicion or incident to the Program Manager or committee clerk as soon as possible, AND
 - b. Make an oral report of the suspicion or incident to the local Department of Social Services or Police. (See **Appendix C** for Important Contact Information).
 - c. The youth worker shall follow up by making a written report to the civil authority within 24-48 hours of the oral report. (See **Youth Safety Appendix B** for required forms or list of information to provide if no form required).
2. Immediate steps will be taken by the Program Director or person in charge (PIC) to ensure that all other children and youth in the youth program are safe, as applicable.
3. If applicable, the employee or volunteer alleged to be the perpetrator of the abuse or misconduct will immediately be placed on leave from working with children and will not be permitted to participate in any activities involving children or youth, pending an investigation.
4. The parent or guardian of the youth will be notified by the person in charge as soon as possible, excepting circumstances in which such parent or guardian is the alleged abuser. (If there are multiple people in charge, those people will meet to be informed about the incident as soon as possible and to designate a point person to contact the parent or guardian and report to the authorities.) Information on the suspicion or incident will be provided to the parent or guardian including the requirement that youth workers must report such suspicions or incidents to the Program Manager, parents, and to the authorities.
5. In situations where the parent or guardian is available and not the alleged abuser, the Program Manager will assist as requested by the parent or guardian to care for the needs of the child. If the parent or guardian is not immediately available or is the alleged abuser, the Program Manager will ensure that the child, the alleged victim, receives immediate medical attention, if and as appropriate.

6. Investigation of the suspicion or incident is the responsibility of the civil authorities who are trained for this purpose. BYM officials and all involved are expected to cooperate fully with any investigation. During the course of any investigation, all involved are reminded that confidentiality is important to the alleged victim as well as the alleged perpetrator. Any person ultimately found guilty of abuse by the authorities will be permanently removed from his or her position with children or youth, and will not be permitted to participate in any activities involving children and youth in Yearly Meeting.
7. The General Secretary of the Yearly Meeting or his or her designee will ensure that all required reports to the civil authorities are made and that internal written records are kept regarding the suspicion or incident. The internal records will include, in detail, all steps taken by BYM in compliance with this policy and state law, as well as all actions to foster the healing of everyone involved. These will be kept in a locked file.
8. The Presiding Clerk of the Yearly Meeting and the Yearly Meeting's insurance carrier will be notified by BYM's General Secretary or his or her designee. If the insurer of the local venue is not the same as BYM's carrier, staff will advise the contact person for that venue that an incident has occurred, and that while BYM carries insurance, it is also appropriate for a representative of that venue to contact its insurer.
9. After consultation with BYM's legal counsel, the Presiding Clerk of the Yearly Meeting or his or her designee will determine whether, to what extent and by whom internal announcements or reports will be made within BYM to Friends.
10. After consultation with BYM's legal counsel, the Presiding Clerk of Yearly Meeting or his or her designee will be our spokesperson to the media, if that is deemed necessary, concerning incidents of abuse or neglect. However, if that person is alleged to be involved, the Interim Meeting Clerk or his or her designee will be the spokesperson. All others are to refrain from speaking to the media.
11. The Clerk of the Committee charged with supervision of the Program (or Supervisory Committee for staff), the General Secretary, the Presiding Clerk of Yearly Meeting, the appropriate program manager, the Camp Director (where appropriate) and BYM's legal counsel will together determine what information might need to be communicated to help the program community recover. This group will make decisions about communicating information and facilitating healing, and will assist in carrying these out.
12. The point person among those in charge will contact the parent or guardian and the victim to inform them of steps that were taken so as to close the feedback loop.
13. At the conclusion of the investigation, if it is determined by the civil authorities that they do not have enough information to move forward, or if the suspicion is unsubstantiated, the Program Manager of person in charge will meet with the appropriate persons to determine whether any further internal steps need to be taken.
14. Throughout the process, the confidentiality of both the youth and the accused is very important, as is the healing of the community. All are asked to keep this in mind as decisions are made and related actions occur.

Non-Reportable Behavior that Raises Concern

Behavior that raises concern is recognized as something that is very difficult to define, and will vary from program to program depending on the developmental stage of the participants. For example, while it may be appropriate for an adult worker to hold a baby or one-year-old in his/her lap and cuddle it, it is not appropriate for an adult worker to hold a sixteen-year-old in his/her lap and cuddle. That said, appropriate behavior is generally related to interpersonal boundaries and feelings of safety on an individual and community level.

A. Behaviors Occurring Internally

We recognize that some situations, actions or behaviors of Youth Workers that are not reportable as suspicious of child abuse may still concern us. Situations involving disconcerting behaviors are to be handled in the following manner:

1) The disconcerting behavior will be brought to the attention of the person in charge (PIC), i.e. Camp Director, Youth Secretary, Designated Friendly Adult Presence (DFAP), or Program Manager by the individual(s) observing or receiving a report about the behavior. The PIC will work with all the individuals involved to attempt to bring clarity to the situation.

2) If the disconcerting behavior appears to be of a serious, but still non-reportable, nature, the PIC will note the concern in writing and notify the program staff person or the program committee clerk of the concern as soon as possible. The General Secretary or designee must be consulted as soon as possible and is to be kept informed throughout the entire process.

3) If, after this, the behavior is deemed serious by the PIC or the General Secretary, the individual in question will be notified in writing that he/she is being put on inactive status and cannot participate in any Baltimore Yearly Meeting youth program until the matter is cleared up. At this point, an inquiry will be initiated by the program staff person, in concurrence with the General Secretary, to determine the following:

1. The complaint has a basis for further investigation. If so, conduct an internal inquiry and,
 - i. If deemed reportable, take reporting steps as indicated previously.
 - ii. If non-reportable but the behavior indicates
 - a. a lack of good judgment, or
 - b. an insufficient level of maturity for the position of Youth Worker, or
 - c. an inappropriate sense of boundaries, then
2. The PIC and/or the General Secretary shall determine a course of action appropriate to the circumstances. Actions may include, but are not limited to the following:
 - i. provide additional training,
 - ii. provide closer supervision,
 - iii. offer a clearness committee,
 - iv. temporarily restrict participation in Youth Programs pending additional maturity, and/or
 - v. bar permanently from youth work.

If the internal inquiry indicates that the individual should be barred from the youth program, the program staff person may contact the clerk of individual's Monthly Meeting to convey the general outline of the situation and to request that the Monthly Meeting attend to the spiritual and emotional needs of the individual.

Information about the situation will be shared only on an as-needed basis, and, only to the limited extent necessary. Any written documents will be kept locked in a confidential file in the Baltimore Yearly Meeting office.

B. Behavior Outside of BYM that Raises Concerns

An individual may question the appropriateness of a Youth Worker's involvement with youth based upon that worker's behavior outside Yearly Meeting activities. When such a concern is brought to the attention of a BYM youth program leader, care needs to be taken to discern the appropriate response. The response shall be determined by the Program Manager, program committee clerk and the General Secretary and may include any of the steps listed above. At all times respect and concern needs to be held for all involved, and information about the situation will be shared only on a limited, need-to-know basis.

Training

BYM youth programs will require and provide training on this Policy for all Youth Workers. (See **Youth Safety Appendix D** for Acknowledgement form for Youth Workers to sign and submit upon receipt and/or training on this Policy.) Additionally, BYM will strive to provide opportunities for additional training classes or events on a regular basis. All persons working with youth are expected to attend training regarding youth safety.

Policy Revisions

The Youth Safety Policy Working Group will meet at least once per year to review this Youth Safety Policy and will bring proposed revisions of this Policy to Interim Meeting or Annual Session as needed.

YOUTH SAFETY APPENDIX A
Baltimore Yearly Meeting of the Religious Society of Friends
CRIMINAL RECORDS & REFERENCE CHECKS
Authorization & Release

Baltimore Yearly Meeting (BYM) requires a criminal records check as well as employer and personal reference checks for those who wish to work with youth or in a support capacity with youth pursuant to BYM's Youth Safety Policy and State law.

- I authorize BYM and its affiliates to perform a criminal background check on me.
- I authorize the release information from my current and former employers as needed in response to reference checks by BYM.
- I understand and authorize BYM to release the results of my criminal background check and employment and personal reference checks to appropriate leadership on an as-needed basis. Note that this may include an applicant's Monthly Meeting Clerk, though the position applied for is not conducted by the applicant's Monthly Meeting.
- I understand and authorize BYM to conduct subsequent periodic criminal background checks so long as I continue to be involved with youth as a volunteer or employee, in any capacity.
- I understand that, by law, I have the right to review the results of the criminal records check and I have the right to contest those results with the appropriate civil authorities.
- I understand that the results of the criminal background check will be utilized for determining my eligibility for working with youth or in a support capacity with youth.
- I understand that it is BYM's policy to disallow anyone with convictions for child abuse or sexual crimes to work with or near youth.
- I hereby affirm that I have never been convicted of child abuse or sexual offenses.
- I hereby affirm that I have never been accused of being sexually, physically or emotionally abusive of a child.

By my signature below, I for myself, my heirs, executors and administrators, do forever release and discharge and agree to indemnify Baltimore Yearly Meeting and its officers, employees and agents to be harmless from and against any and all causes of actions, suits, liabilities, costs, demands and claims and related expenses including attorneys' fees and court costs and any other expenses resulting from the investigation into my background in connection with my application to take or continue in a position as an employee, friendly adult presence or volunteer of Baltimore Yearly Meeting.

Print Name: _____ Date: _____

Sign Name: _____

Signed in the presence of: _____ (Witness signature)

YOUTH SAFETY APPENDIX B

Pertinent Laws Regarding Child Abuse

for

Maryland, Virginia, West Virginia, Pennsylvania, and the District of Columbia

Maryland Child Abuse and Related Laws

Child Abuse: In Maryland Code, child abuse laws can be found both in the Family Law Article at Sections 5-701ff as well as in many places throughout the Criminal Law Article such as at Sections 3-601-602, 3-301ff and 11-207ff. You will find that when child abuse is discussed it is generally in reference to the laws found in the Family Law Article. In this section, child abuse is generally defined as injury to a child in which the child's health or welfare is harmed or put at substantial risk of being harmed, physically, emotionally, sexually or via neglect by the actions or failures to act of a parent or person with temporary or permanent responsibility for the child. Individuals who cause similar harms to a child with no legal responsibility for the child would be charged under the criminal statutes.

Reporters: Maryland law identifies those who are legally required to report suspected child abuse and neglect. These mandatory reporters are: health practitioner, police officer, educator, human services worker. Recently Maryland passed a new law which states that "a report is required when a person has reason to believe that a child has been subjected to abuse or neglect." There is an exception for ministers of an established church of any denomination who are not required to report if the disclosure was made under circumstances in which the minister is bound to maintain confidentiality. While this new law broadens the arena of who shall report suspected child abuse and neglect, the mandatory reporter sections in this law were maintained. Only time will tell how and to what extent Maryland will enforce this new provision.

When & Where to Report: A report must be made when a mandatory reporter or other individual has reason to believe that a child has been subjected to abuse or neglect. A report shall be made orally as soon as possible, and followed up with a written report within 48 hours thereafter. Reports will be made to the local department of social services in the location in which the abuse alleged occurred or to the local police. Maryland State provides a form to use for the written report as attached.

Past Abuse: The mandatory reporting requirements do not change if the abuse was alleged to have taken place some time ago, even years ago, and without regard for whether the alleged victim is now an adult or the alleged abuser is no longer living.

Immunity: Under Maryland law, reporters are immune to prosecution for making the report so long as the report was made in good faith.

West Virginia Child Abuse and Related Laws

Child Abuse: West Virginia defines child abuse and neglect as non-accidental harms or threats of harm to a child's physical, mental or emotional wellbeing by a parent, guardian or anyone responsible for the child's well-being. Additionally, West Virginia specifically includes the following within the definition of child abuse: attempted sale of a child, battered child syndrome, harms or threats of harm via domestic violence, and physical injury as a result of

excessive corporal punishment. West Virginia's child abuse laws can be found in West Virginia Code §49-6A-2 and the pertinent domestic violence laws at §49-1-3(a)(4), (c).

Reporters: Mandated reporters, as they are termed in West Virginia, include mental, dental or medical professionals; Christian Science practitioners and healers; teachers or other school personnel; social service, child care or foster care workers; emergency medical services personnel; peace officers, law enforcement officials or humane officers; clergy; circuit court judges, family court judges, employees of the Division of Juvenile Services or magistrates; youth camp administrators, counselors, employees, coaches or volunteers of entities that provide organized activities for children; and commercial firm or photographic print processors. Note the specific inclusion of clergy, youth camps and organized activities for children.

The law also states that any person who has reasonable cause to suspect a child is abused or neglected *may* report. However, any person over the age of 18 who receives a disclosure from a credible witness or who observes any sexual abuse or sexual assault of a child *shall immediately* report, no more than 48 hours after receiving the disclosure or making the observation to the Department of Health and Human Services or the State Police or any other law enforcement agency with jurisdiction.

With the exception of the attorney-client privilege, the legal privileges that can be asserted to prevent forced testimony for some professionals such as by physician regarding his or her patients are suspended regarding suspected or known child abuse. Additionally, the husband-wife privilege cannot be invoked in situations involving suspected or known child abuse.

When & Where to Report: A report must be made by a mandatory reporter upon reasonable cause to suspect a child is being neglected or abused. The reporting process is to first make a verbal report to the State Police or any law enforcement agency. If requested, a reporter must make a follow-up written report within 48 hours.

Immunity: Persons, officials and any institution participating in good faith in any act required by the reporting laws shall be immune from any civil or criminal liability as a result.

Virginia Child Abuse and Related Laws

Child Abuse: In the Commonwealth of Virginia, laws regarding child abuse are found in that state's Code at §63.2-100. Child abuse is defined as the actions or failures to act of a parent, guardian or another responsible for the child who creates, inflicts, or threatens to inflict or allows another to inflict physical, mental injury or sexual abuse or exploitation on a person under the age of 18. This specifically includes having a child in the presence of the manufacture of certain controlled substances, during the sale of such substances, as well as knowingly leaving a child alone in the same dwelling with another unrelated individual who has been convicted of an offense against a minor for which registration as a sexual offender is required.

Reporters: Mandatory reporters in Virginia are as follows: all persons licensed to practice medicine or any of the healing arts; hospital residents, interns and all nurses; social workers and probation officers; teachers & other employees at public or private schools, kindergartens and nursery schools; persons providing child care for pay on a regular basis;

mental health professionals; law enforcement officers, animal control officers and mediators; professional staff of private or state-run hospitals, institutions or facilities to which children have been placed for treatment or care; adults associated with or employed by any public or private organization responsible for the care, custody or control of children; court-appointed special advocates; adults trained by Social Services to recognize and report child abuse and neglect; persons employed by local departments who determine eligibility for public assistance; emergency medical services personnel; persons employed by public or private institutions of higher learning; athletic coaches, directors or adults employed by or volunteering with private sports organizations or teams; and administrators or adult employees of public or private day camps, youth centers and youth recreation programs. Take special note of these last few mentioned mandatory reporters – youth recreation programs and camps.

Any person who suspects that a child is abused or neglected may report.

In Virginia, clergy are exempted as mandatory reporters if the following conditions are met: The clergy is a regular minister, priest, rabbi, imam or duly accredited practitioner of any religious organization or denomination usually referred to as a church as it relates to (i) information required by the doctrine of the religious organization or denomination to be kept in a confidential manner, or (ii) information that would be subject to a privilege in the context of testimony in court. Exemptions to reporting are not allowed due to husband-wife privilege or doctor-patient privilege.

When & Where to Report: Reporting is required when a mandatory reporter acting in his or her professional capacity believes there is reason to suspect a child is being abused or neglected. This includes finding controlled substances in a newborn or the finding of a newborn with an illness, disease or condition that to a reasonable degree of medical certainty is attributable to the *in utero* exposure of a controlled substance not legally prescribed.

Exceptions include children who in good faith are under treatment solely by spiritual means through prayer, in accordance with the tenets and practices of that religion.

The reporting process is to immediately report to the local department of social services in the geographic area in which the abuse is alleged to have occurred or to use the state hotline. If the alleged abuser is an employee of that department of social services, the report shall be made to the court for that area. The local department is responsible for the report to be reduced to writing on the prescribed form.

Immunity: Not directly addressed.

Pennsylvania Child Abuse and Related Laws

Child Abuse: Pennsylvania State laws on child abuse are located in the state statutes at Cons. Tit. 23, §630 3. This state's child abuse definition is inclusive of the acts of not only a child's legally responsible care-givers but also abuse by all others. Child abuse is non-accidental actions or inactions that cause serious physical or mental injury to a child or creates an imminent risk of serious physical or mental harm to a child. Serious physical harm includes bodily injury that causes severe pain or significantly impairs a child's physical functioning, either temporarily or permanently. Serious mental injury is defined as something that renders the child chronically and severely anxious, agitated, depressed, socially withdrawn,

psychotic or in reasonable fear that his or her life or safety is threatened. Sexual abuse and child neglect are also covered under these laws.

Reporters: Mandatory reporters include: licensed physicians, osteopaths, medical examiners, coroners, funeral directors, dentists, optometrists, chiropractors, podiatrists, interns, nurses or hospital personnel; Christian Scientist practitioners and members of the clergy; school administrators, teachers, school nurses, social services workers, day care workers, foster care workers; mental health professionals; and peace officers or law enforcement officials.

Any person who has reason to suspect that a child is abused or neglected may report.

A report is required when a person who in the course of employment, occupation or practice of a profession, comes into contact with children, has reasonable cause to suspect, on the basis of medical, professional, or other training and experience, that a child is a victim of child abuse.

Exceptions to the reporting requirement are made for attorney-client privilege and members of the clergy that are specially protected under Pennsylvania law regarding confidential communications. Other privileges such as doctor-patient are suspended as regards suspected child abuse.

When & Where to Report: The reporting process includes an initial immediate oral report followed by a written report within 48 hours. Reports are to be made to the Department of Public Welfare. Pennsylvania provides a form that is to be used for the follow-up written report, as attached.

Immunity: A person, institution or agency that participates in good faith in making a report whether required to or not shall have immunity from civil and criminal liability.

District of Columbia Child Abuse and Related Laws

Child Abuse: Child abuse laws for the District of Columbia are found in D C's Code at §16-2301. DC's definition of child abuse includes infliction of mental or physical injury, sexual abuse and exploitation as well as negligent treatment or maltreatment by a person responsible for the child's wellbeing.

Reporters: A report is required by a mandatory reporter when a person knows or has reasonable cause to suspect that a child has been or is in immediate danger or being mentally or physically abused or neglected.

Mandatory reporters in DC include: Child and Family Services Agency employees, agents and contractors; physicians, psychologists, medical examiners, dentists, chiropractors, registered nurses, licensed practical nurses or persons involved in the care and treatment of patients; law enforcement officers, humane officers; school officials, teachers or athletic coaches; Department of Parks and Recreation employees, public housing resident managers, social service workers or daycare workers; human trafficking counselors; domestic violence counselors or mental health professionals.

Exceptions include attorneys exercising the attorney-client privilege due to active representation of a client and in which the basis for the suspicion arises solely in the course of that representation. However, neither the doctor-patient nor the husband-wife privilege is permitted as regards suspected child abuse.

Any other person who knows or has reason to suspect that a child is being abused or neglected may report.

When & Where to Report: A report is to be made when the reporter knows or has reasonable cause to suspect that a child know to him or her in his or her professional official capacity has been or is in immediate danger of being a mentally or physically abused or neglected child. The reporting procedures include making an immediate oral report to the police department or Child and Family Services Agency. A follow-up written report is to be made only upon request by the agency or police or if the abuse involves drug-related activity.

Immunity: Those making reports of suspected child abuse in good faith shall have immunity from civil and criminal liability.

YOUTH SAFETY APPENDIX C

Important Contact Information

BYM Office of General Secretary
301-774-7663

Hotlines to Report Child Abuse: Maryland 800-332-6347
Virginia 800-552-7096
West Virginia 800-352-65143
Pennsylvania 800-932-0313
District of Columbia 202-671-7233

**Contact the state in which the abuse occurred.*

**All of these hotlines are available 24/7.*

Law Enforcement: You may also contact the local law enforcement agency for the jurisdiction in which the abuse took place.

BYM Attorney: Erika E. Cole, Esq.,
The Law Offices of Erika E. Cole, LLC,
9433 Common Brook Road, Suite 208
Owings Mills, MD 21117
(phone) 410-654-4300
(fax) 410-654-4301

BYM Insurance Company:

YOUTH SAFETY APPENDIX D

Acknowledgement Form

ACKNOWLEDGEMENT

- I have received a copy of Baltimore Yearly Meeting’s Youth Safety Policy.
- I have read and understand the contents of this Policy.
- I have participated or will participate in training regarding this policy.
- I understand that it is Baltimore Yearly Meeting’s policy that if I have a suspicion of child abuse, I will immediately do the following:
 - Inform the Program Manager for the program which I am involved in at the time my suspicion arises; AND
 - Report the suspected abuse verbally to the department of social services or the police for the geographic location in which the suspected abuse occurred; AND
 - Follow up with a written report to the civil authorities within 24 – 48 hours of the verbal report.

- I agree to comply with the policies set forth in this Youth Safety Policy.

Signature

Date

Printed Name

APPENDIX E

GUIDELINES FOR EMBRACING THE MINISTRY OF FRIENDS

Approved October 19, 2013

Background

These guidelines offer information to Friends who may ask to have a ministry embraced by their Monthly Meeting and/or Baltimore Yearly Meeting (BYM). A summary of the steps to be followed appears on pages ____.

The term “embracing” is defined as “taking or receiving gladly or eagerly.” In these guidelines “embraced” and/or “embracing” mean affirmation and support provided by BYM to Friends; and, as a “minister” is defined as a “servant,” “ministry” may be defined as “service.”

The Committee on Nurture and Recognition of Ministry (CNRM) chose the term “embraced” at the March 1999 Representative Meeting, and was reaffirmed in a retreat for members of CNRM and the BYM Ministry and Counsel Committee, who met on May 20, 2000 to revise these guidelines.

“Embraced” was selected for its positive connotations. The Committees also felt the term “embraced” is less likely to be misinterpreted, as such terms as “affirmed,” “recorded,” and “recognized” that have a history of use by Friends in other contexts might be. Beyond the immediate condition of having one’s specific ministry embraced for a specific period, the term “embraced ministry” confers no special or lasting status.

In 2001, the Committee on Nurture and Recognition of Ministry was merged with the Ministry and Counsel Committee to form the Ministry and Pastoral Care Committee (M&PC). In October 2011, M&PC affirmed this understanding of embraced ministry. In 2013 these guidelines were updated.

Key role of Monthly Meetings

Friends seeking to have their ministry embraced should begin with individual discernment, by asking their Monthly Meetings for assistance in describing and understanding their ministry.

Some Monthly Meetings have undertaken to release Friends for particular ministries by providing financial and other support for that ministry. “Released” has traditionally meant, “to be released from external concerns to concentrate on the specifics of the work of the ministry.” Examples of support may include providing housing, transportation, or funds to release a Friend from the need to earn all or part of their support while undertaking a ministry.

Embraced ministry

Friends may seek to have their ministry embraced by BYM. Being so embraced means BYM, at its Annual Session or Interim Meeting:

- 1) Has prayerfully studied and considered the ministry.
- 2) Unites with the ministry and feels that it is led by the Spirit.
- 3) Undertakes to provide care and spiritual accountability through M&PC.
- 4) Undertakes to endorse travel minutes, if needed.
- 5) Undertakes to facilitate awareness of the embraced ministry by making known the Yearly Meeting’s affirmation of the ministry as Spirit-guided work.

BYM’s act of embracing a particular ministry carries with it no expectation the ministry will be supported financially by BYM. However, if the ministry is embraced, it will be considered a program of BYM, under the care of a standing committee (either M&PC or its designated Sponsoring Committee).

Monthly Meetings may have their own guidelines for embracing the ministry of Friends or for releasing Friends to follow a leading. The guidelines and process expressed here specifically addresses ministries seeking to be embraced by BYM.

Nature of the ministry to be embraced

Ministries can involve gifts of speaking, teaching, discerning God’s word, or service, such as healing or peacemaking. If rightly led and ordered, these gifts have as their wellspring God’s Spirit. The test for an embraced ministry is whether a Monthly Meeting and/or BYM concur it is rightly ordered and can unite with it.

The Religious Society of Friends has been described as a “priesthood of all believers” from which the laity, not the ministers, have been eliminated. Among Friends, each and every Friend is called to exercise appropriate ministry. Friends have a long history of discerning and supporting individuals’ ministries.

These guidelines speak to a covenant made with God, and clarified through individual and corporate discernment. At the heart of the covenant is the experience of being called forth to perform God's service, and responding to this call with faith, love, and truth. Prayerful consideration, including both individual and corporate discernment, is required to test whether an individual is rightly led.

Discerning and embracing a ministry—overview

The process of discerning, seasoning, and embracing a ministry may be considered as a sequence of distinct steps. The process includes:

- 1) Individual discernment.
- 2) Corporate discernment: the clearness process.
- 3) The role of BYM and its committees.
- 4) Sponsoring Committee.
- 5) Working Support Committee.

Individual discernment

A Friend's ministry begins with a leading. Friends are urged to study examples of leadings and how they have been tested, from the writings of Friends such as John Woolman and Lucretia Mott. A Friend must seek the still, quiet center and see what the Spirit teaches, and then assess whether and how these actions are in accord with Scripture and the testimonies of Friends.

If the sense of being led to a ministry persists, a Friend may further test the leading through corporate discernment.

Corporate discernment: the clearness process

Corporate discernment regarding a leading or ministry begins when a Friend asks for a Clearness Committee from his or her Monthly Meeting.

The Clearness Committee explores with the Friend what he or she feels called to do, probing to ascertain the spiritual roots of the leading, its depth and clarity, and whether there are considerations that might weigh against pursuing it. Clearness Committee questions might focus on:

- 1) The nature of the Friend's gift.
- 2) The Friend's understanding of what he or she is called to do.
- 3) How the leading fits with Friends testimonies, values, and practices.
- 4) Resources available to the Friend.
- 5) Resources needed to carry out the leading.
- 6) The amount of support likely to be available from the Monthly Meeting, other organizations, host communities, and/or interested individuals.

Historically, the clearness process has often taken years. It is important to take all the time necessary to discern clearly whether the Friend is ready to move forward with the proposed ministry, or whether further seasoning is needed.

If the Clearness Committee feels that the ministry merits the support of the Monthly Meet-

ing, the Committee should bring its recommendation to a meeting for worship with concern for business and ask the Monthly Meeting to embrace the Friend's ministry and to minute its support of it.

If the Clearness Committee and the Monthly Meeting discern that the ministry will involve the interests of BYM, or is important enough to merit consideration by BYM, the Monthly Meeting should forward this minute of support to BYM, asking the ministry be embraced by BYM.

Whether the ministry is supported within the Monthly Meeting, or embraced by BYM, the Monthly Meeting will take responsibility for receiving donations and disbursing funds needed to support the embraced ministry financially. This responsibility may be delegated to another organization, as appropriate.

If a ministry is embraced by BYM, all fundraising activity within BYM must be coordinated with BYM's Development Committee. The Monthly Meeting should prayerfully consider whether it has the capacity to manage the administration of these financial matters.

The role of BYM and its committees

When a Monthly Meeting asks BYM to embrace the ministry of a particular Friend, BYM should take the following steps:

- 1) Refer the Monthly Meeting's request to M&PC.
- 2) M&PC should ascertain how the proposed ministry expresses Quaker values, practices, or beliefs, and how it relates to the work of BYM.
- 3) M&PC should determine whether the scope and nature of the ministry's work truly justify embracing the ministry at the Yearly Meeting level.
- 4) M&PC should decide whether to take responsibility for supporting the embraced ministry or to ask another BYM standing committee to do so.
- 5) The appropriate BYM committee presents a minute to BYM asking it to embrace the ministry.
- 6) If the minute is approved, either M&PC or another BYM committee will convene (nominate) two committees to support the embraced ministry:
 - a) a Sponsoring Committee and
 - b) a Working Support Committee.

Sponsoring Committee

M&PC will normally serve as the Sponsoring Committee, given its primary responsibility for ministry. When deemed appropriate, however, another BYM committee may serve as the Sponsoring Committee. To assure accountability to BYM the Sponsoring Committee will bring a minute to Annual Session or Interim Meeting asking BYM to embrace the proposed ministry. If the minute is approved, the Sponsoring Committee will also:

- 1) Ensure the ministry is carried out in good order, in accord with Friends testimonies and practices.
- 2) Assure compliance with general standards of satisfactory financial management, including relevant insurance and tax matters.
- 3) Verify the resources supporting the ministry are well-used and accounted for.

- 4) Review and present travel minutes to BYM for endorsement.
- 5) Meet with the Friend and members of the Working Support Committee often enough to maintain good communication.
- 6) Receive and review periodic reports submitted by the Working Support Committee.
- 7) Bring recommendations for major changes in the ministry to BYM for approval.

Working Support Committee

The Sponsoring Committee names three to six Friends to a Working Support Committee, whose purpose is to assist an embraced Friend in carrying forward their ministry. These Friends ought to have relevant experience, spiritual depth, and a leading to support the proposed ministry. Members of the Working Support Committee customarily serve three-year terms. During their term of service they will:

- 1) Encourage the embraced Friend to maintain a daily spiritual practice.
- 2) Help the Friend with discernment and use of his or her leading, skills, and judgment.
- 3) Work to develop needed resources, including identifying possible contributors, helping with mailings and letter writing, and making personal solicitations, consistent with Friends' testimonies and practices.
- 4) Engage with other organizations, host communities, or individuals to explore their understanding and expectations about the work being undertaken, recognizing that in some cases the embraced ministry of Friends will place them within other accountability structures that will of necessity take supervisory precedence.
- 5) Help the Friend in handling adversity.
- 6) Serve as traveling companions to the embraced Friend whenever possible.
- 7) Identify others with similar leadings.
- 8) Report annually or more frequently on program progress. Reports should be forwarded to the Sponsoring committee and the Monthly Meeting.
- 9) Discern when it may be appropriate to lay down the embraced ministry, or discontinue BYM's embrace of it, and discuss with the Sponsoring Committee.

The Working Support Committee may call on the Sponsoring Committee for counsel and assistance in the face of any difficulty experienced with the program.

Steps to be taken by BYM Friends considering an "embraced ministry."

- 1) Pray for greater clarity regarding your ministry.
- 2) Read and prayerfully consider the resources available to you.
- 3) If your Monthly Meeting is unsure how to proceed, ask for assistance from BYM's M&PC.
- 4) Ask your Monthly Meeting to convene a Clearness Committee to help in the discernment of your ministry and its spiritual foundation.
- 5) Meet with your Clearness Committee to explore your ministry and consider the resources it might require.
- 6) If your Clearness Committee unites with your ministry, it should bring a recommendation to its meeting for business asking that the Monthly Meeting:

- a) Minute its support of your ministry, including in the minute a description of the work you are led to do.
 - b) Appoint a support committee to help you plan and do the work.
 - c) If your ministry involves travel among Friends, provide you with a travel minute describing your relationship to the meeting and the nature of your ministry.
- 7) If the Monthly Meeting agrees to take these steps, explore with your support committee the organizational and financial requirements of the work you are led to do.
 - 8) If necessary, with the help of your support committee, reach out to individuals and organizations outside the Monthly Meeting whose help is needed to undertake the work you are led to do. Make sure they understand your ministry, as well as the testimonies and practices of Friends.
 - 9) With the help of your support committee assess realistically the resources needed to carry out your ministry and resources available from your meeting. Identify and access additional resources as needed.
 - 10) If your ministry or its impact extends well beyond the boundaries of your Monthly Meeting, your support committee may recommend to the Monthly Meeting that it ask BYM to embrace the ministry.
 - 11) If the Monthly Meeting agrees BYM should be asked to embrace your ministry, it will send a request to BYM and the request will be referred to BYM's M&PC.
 - 12) M&PC will explore whether it would be appropriate for BYM to embrace your ministry. M&PC may ask you to provide a full explanation of your ministry, the names of other persons or groups who may participate in it, cost estimates, and a copy of any of your travel minutes.
 - 13) If it decides to recommend BYM embrace your ministry, M&PC Committee will decide which BYM committee will serve as a Sponsoring Committee for it.
 - 14) The Sponsoring Committee is responsible for recommending to BYM that your ministry be embraced by BYM. 15) The Sponsoring Committee confers with you and your Monthly Meeting to identify Friends to serve on a Working Support Committee.
 - 16) Meet frequently with the Working Support Committee and provide an annual report to the Sponsoring Committee.
 - 17) Continue your spiritual practices and prayerful discernment.
 - 18) As you may feel led, be prepared to discuss with your Working Support Committee when it would be appropriate to transform or lay down the ministry.
 - 19) Share the fruits of your experience with your ministry with other Friends.

2015 MANUAL OF PROCEDURE INDEX

A

- Administrative Committees. *See* Committees of the Yearly Meeting: Administrative Committees
- Advancement and Outreach Committee 11, 19
- American Friends Service Committee
Representatives to, 26
- Annual Session 2, 6, 9, 14, 15, 16, 18, 21.
See also Program Committee
- Apportionment 1, 2
- Articles Of Consolidation 30
Revision 32, 33
- Assistant Treasurer. *See* Officers: Assistant Treasurer

B

- Baltimore Yearly Meeting of Friends (Orthodox) 30
- Baltimore Yearly Meeting of Friends, Stony Run 30

C

- Camping Program Committee 8, 11, 12, 13.
See also Staff of Baltimore Yearly Meeting: Camp Directors;
See also Staff of Baltimore Yearly Meeting: Camp Program Manager
- Camp Property Management Committee 5, 11, 13, 19. *See also* Staff of Baltimore Yearly Meeting: Camp Property Manager
- Clerk of Interim Meeting. *See* Officers: Clerk of Interim Meeting
- Committees of the Yearly Meeting 8.
See also individual committee by name
- ad hoc Committees 8, 10
Duration 10
Members 10
- Administrative Committees 10
Listing 11
- Co-opted Committee Members 9
- Creating New Committees 8
- Functional Committees 10
Listing 11
- Length of Term 9
- Special Groups. *See* Special Groups
- Working Groups 11, 21
- Compensation Policies. *See* Policies of Baltimore Yearly Meeting: Compensation Policies
- Conflict of Interest Policy. *See* Policies of Baltimore Yearly Meeting: Conflict of Interest

D

- Development Committee 5, 11, 13, 19, 21. *See also* Mailing List of Baltimore Yearly Meeting; *See also* Staff of Baltimore Yearly Meeting: Development Director

E

- Educational Grants Committee 11, 13
- Epistles 2
 - Epistle Committee 2

F

- Faith and Practice 14.
 - See also* Faith and Practice Revision Committee
 - Changes to, 29
- Faith and Practice Revision Committee 11, 14, 29
- Friends Committee on National Legislation
 - Representatives to, 27
- Friends General Conference 2, 18, 22
 - Affiliation with, 22
 - Central Committee 2, 22
- Friends House, Inc. 25
 - Affiliation with, 25
- Friends Meeting School 25
- Friends Nursing Home, Inc.
 - Affiliation with, 25
- Friends United Meeting 18, 22
 - Affiliation with, 22
 - General Board 23
- Friends Wilderness Center 20.
 - See also* Unity with Nature Committee
 - Representatives to, 27
- Friends World Committee for Consultation 24
 - Affiliation with, 22
 - Section of the Americas 24
- Functional Committees. *See* Committees of the Yearly Meeting: Functional Committees
- Functions of Baltimore Yearly Meeting 1

G

- Guidelines for Embracing the Ministry of Friends 15, 51

H

- Half-Yearly Meeting. *See* Quarterly Meeting

I

- Indian Affairs Committee 11, 14
- Interim Meeting 5
 - Committees of Interim Meeting
 - Naming Committee 5, 6
 - Search Committee. *See* Search Committee
 - Supervisory Committee. *See* Supervisory Committee
 - Functions 5

-
- Local Meeting Representative 5
 - Members of Interim Meeting 5
 - Sixth Month Interim Meeting 5, 6
 - Third Month Interim Meeting 5, 6, 19

Introduction 1

J

K

L

Local Meeting 1. *See also* Monthly Meeting

M

- Mailing List of Baltimore Yearly Meeting 13
 - Friends General Conference 13
 - Friends United Meeting 13
 - Friends World Committee for Consultation 13

Manual of Procedure.

See also Manual of Procedure Committee

Changes 6, 15, 29

Manual of Procedure Committee 11, 15, 30

Miles White Beneficial Society

Affiliation with, 26

Ministry and Pastoral Care Committee 11, 15, 17

Minutes. *See* Policies of Baltimore Yearly Meeting: Minutes Policy

Monthly Meeting 1

N

National Religious Campaign Against Torture 17.

See also Peace and Social Concerns Committee

Representatives to, 28

Nominating Committee 4, 5, 6, 9, 10, 11, 16

O

Officers 1, 2

Assistant Treasurer 2, 3, 5, 6, 18

Clerk of Interim Meeting 2, 5, 6, 7

Presiding Clerk of Yearly Meeting 2, 4, 5, 6, 7, 17

Recording Clerk of Interim Meeting 2, 3, 5

Recording Clerk of Yearly Meeting 2, 3, 5, 6

Treasurer 2, 3, 4, 5, 6, 7, 18

Other Organizations

Representatives to,. *See* individual organization by name

P

- Peace and Social Concerns Committee 11, 16, 28, 29
 - Statements of Pacifism 17
- Personnel Policies. *See* Policies of Baltimore Yearly Meeting: Personnel Policies
- Policies of Baltimore Yearly Meeting 4
 - Compensation Policies 7, 8
 - Conflict of Interest 4, 8, 33
 - Minutes Policy 4, 8
 - Personnel Policies 7, 8
 - Whistle Blower 4, 8, 33
 - Youth Safety Policy 4, 7, 8, 12, 18, 20, 34
- Presiding Clerk of Yearly Meeting. *See* Officers: Presiding Clerk of Yearly Meeting
- Prisoner Visitation and Support 17.
 - See also* Peace and Social Concerns Committee
 - Representatives to, 28
- Program Committee 2, 11, 15, 17, 20
- Registrar 17

Q

- Quaker Earthcare Witness 20.
 - See also* Unity with Nature Committee
 - Representatives to, 28
- Quaker House 17, 28.
 - See also* Peace and Social Concerns Committee
 - Representatives to, 29
- Quarterly Meeting 1, 2, 4, 14, 16

R

- Recorded Ministers of Baltimore Yearly Meeting 15
- Recording Clerks. *See* Officers: Recording Clerk of Interim Meeting; *See* Officers: Recording Clerk of Yearly Meeting
- Religious Education Committee 11, 18, 19
 - Monthly Meeting Representatives 18
- Right Sharing of World Resources, Inc..
 - See also* Right Sharing of World Resources Working Group
- Right Sharing of World Resources Working Group 17.
 - See also* Peace and Social Concerns Committee

S

- Sandy Spring Friends School, Inc.
 - Affiliation with, 26
- Search Committee 5, 6
- Sessions of the Yearly Meeting 1
- Special Groups 11, 20
 - Creating New Special Groups 20

-
- Spiritual State of the Meeting Reports 15
 - Meetings 15
 - Yearly Meeting Report 15
 - Staff of Baltimore Yearly Meeting 7, 8
 - Camp Directors 8, 12
 - Camp Program Manager 12
 - Camp Property Manager 11
 - Compensation Policies. *See* Policies of Baltimore Yearly Meeting: Compensation Policies
 - Development Director 13
 - General Secretary 5, 7, 8, 12, 13, 17
 - Youth Programs Manager 17, 20
 - Stewardship and Finance Committee 3, 7, 11, 13, 18
 - Corresponding Members 18
 - Structure of Baltimore Yearly Meeting 1
 - Sue Thomas Turner Quaker Education Fund Committee 11, 18, 19
 - Supervisory Committee 2, 3, 5, 6, 7, 8, 13

T

- Treasurer. *See* Officers: Treasurer
- Trustees 2, 3, 11, 12, 13

U

- Unity with Nature Committee 11, 19, 28

V**W**

- Whistle Blower Policy. *See* Policies of Baltimore Yearly Meeting: Whistle Blower
- William Penn House 29
 - Representatives to, 29
- Working Groups. *See* Committees of the Yearly Meeting: Working Groups

X**Y**

- Young Adult Friends 5, 21
- Young Friends Executive Committee 5, 20
- Youth Programs Committee 11, 13, 20.
 - See also* Staff of Baltimore Yearly Meeting: Youth Programs Manager
 - Friendly Adult Presence 20
 - Junior Young Friends Handbook 20
 - Young Friends Handbook 20
- Youth Safety Policy. *See* Policies of Baltimore Yearly Meeting: Youth Safety Policy

Z

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Friends Historical Library at Swarthmore College, 500 College Avenue, Swarthmore, PA 19081; 610-328-8496

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