

**YEARBOOK**

**OF**

**BALTIMORE YEARLY MEETING**

**OF THE**

**RELIGIOUS SOCIETY OF FRIENDS**

**INCLUDING MINUTES OF THE 341<sup>TH</sup> ANNUAL SESSION**

July 31 — August 5, 2012

**Baltimore Yearly Meeting**

17100 Quaker Lane  
Sandy Spring, MD 20860-1267  
301-774-7663  
301-774-7087 (fax)  
bym@bym-rsf.org  
www.bym-rsf.org

**Elizabeth "Betsy" Meyer, Clerk of Yearly Meeting**

14736 Carona Drive  
Silver Spring, MD 20905  
301-384-5146  
ymclerk@bym-rsf.org

**Margaret "Meg" Meyer, Clerk of Interim Meeting**

2604 Queen Anne Road  
Baltimore, MD 21216  
410-367-6319  
imclerk@bym-rsf.org

**Marion Ballard, Treasurer**

4413 Chalfont Place  
Bethesda, MD 20816  
301-320-3931  
marionballard@comcast.net

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# 2012 YEARBOOK CONTENTS

<b>The Spiritual State of the Meeting</b> .....	1
<b>The Epistles</b>	
Epistle of the Yearly Meeting.....	5
Epistle of Young Adult Friends.....	7
Epistle of Young Friends.....	8
Epistle of Junior Young Friends.....	10
<b>Minutes of Baltimore Yearly Meeting Interim Meeting</b>	
Tenth Month 22, 2011 .....	11
Third Month 17, 2012.....	27
Sixth Month 16, 2012 .....	45
<b>Minutes of Baltimore Yearly Meeting 341st Annual Session</b>	
Tuesday, July 31, 2012 .....	69
Wednesday, August 1, 2012.....	79
Thursday, August 2, 2012 .....	86
Friday, August 3, 2012 .....	91
Saturday, August 4, 2012 .....	96
Sunday, August 5, 2012.....	100
<b>Committee Annual Reports</b>	
Search .....	131
Supervisory.....	131
Advancement and Outreach .....	132
Camping Program.....	133
Camp Property Management.....	135
Development.....	136
Educational Loan.....	138
Faith and Practice Revision.....	139
Indian Affairs.....	140
Manual of Procedure .....	142
Ministry and Pastoral Care .....	144
Nominating .....	146
Peace and Social Concerns.....	146
Program .....	147
Religious Education.....	147
Stewardship and Finance.....	149
Sue Thomas Turner Quaker Education Fund .....	150
Trustees.....	151
Unity with Nature .....	153
Youth Programs.....	154
<i>ad hoc</i> Committee on Intervisitation .....	155

<i>ad hoc</i> Vision Implementation Committee.....	157
Criminal and Restorative Justice Working Group.....	160
Friends in Education Working Group .....	160
Right Sharing of World Resources Working Group .....	160
Spiritual Formation Program Working Group .....	160
Torreon/Star Lake Working Group .....	161
Women's Retreat Working Group .....	161
Working Group on Racism.....	162
Young Adult Friends .....	164

**Reports of Affiliated Organizations**

American Friends Service Committee Corporation .....	165
American Friends Service Committee Corporation, Mid-Atlantic/South Region .....	166
Friends Committee on National Legislation.....	168
Friends General Conference .....	169
Friends House Inc. and Friends House Nursing Home Inc. Trustees .....	171
Friends Meeting School.....	171
Friends Peace Teams .....	171
Friends United Meeting.....	172
Friends Wilderness Center .....	175
Friends World Committee for Consultation .....	175
Miles White Beneficial Society of Baltimore.....	175
National Religious Coalition Against Torture.....	176
Prisoner Visitation and Support.....	178
Quaker Earthcare Witness .....	179
Quaker House .....	179
Quaker United Nations Offices .....	180
Sandy Spring Friends School .....	181
William Penn House.....	181

<b>Meeting Community Statistics</b> .....	184
---	-----

<b>2013 Apportionments</b> .....	186
----------------------------------	-----

2012 Baltimore Yearly Meeting Financial Report.....	189
Budget Notes .....	189
2013 Budget Program Detail .....	190
2013 Committee Details .....	192
2013 Contributions to Outside Organizations Details.....	193
2011 Funds Balances .....	194
Investment Portfolio as of 12/31/2011 .....	196

<b>Independent Auditor's Report</b> .....	197
---	-----

**Officers**

Yearly Meeting .....	209
Interim Meeting .....	209
Trustees 209	
Office Staff .....	209

**Local Meeting Representatives to Interim Meeting .....** 211**Calendar of Meetings**

Yearly Meeting .....	213
Interim Meeting .....	213
Quarterly Meetings .....	213
<i>Interchange</i> Deadlines .....	214
<i>Firecircle</i> Deadline.....	214
2013 Apportionment Meeting .....	214

**Committee Membership**

Search Committee of Interim Meeting .....	215
Supervisory .....	215
Advancement and Outreach .....	215
Camp Property Management .....	215
Camping Program .....	215
Development.....	216
Educational Grants .....	216
Faith and Practice Revision .....	216
Indian Affairs.....	216
Manual of Procedure .....	216
Ministry and Pastoral Care .....	216
Nominating .....	217
Peace and Social Concerns .....	217
Program .....	217
Religious Education.....	217
Stewardship & Finance.....	218
Sue Thomas Turner Quaker Education Fund .....	218
Unity with Nature .....	218
Young Friends Executive .....	218
Youth Programs.....	219
<i>ad hoc</i> Committee on Intervisitation .....	219
<i>ad hoc</i> Vision Implementation Committee.....	219
<i>ad hoc</i> Youth Safety Policy Committee .....	219
Criminal & Restorative Justice Working Group .....	220
Friends in Education Working Group .....	220
Right Sharing of World Resources Working Group .....	220
Spiritual Formation Program Working Group .....	220
Women's Retreat Working Group .....	220

Working Group on Racism.....	220
Young Adult Friends .....	220

**Representatives to Organizations Affiliated with the Yearly Meeting**

AFSC Corporation.....	221
Friends Committee on National Legislation, General Committee .....	221
Friends General Conference, Central Committee .....	221
Friends House Inc., and Friends House Nursing Home Inc. Trustees .....	221
Friends Meeting School.....	222
Friends Peace Teams .....	222
Friends United Meeting General Board .....	222
Friends Wilderness Center .....	222
Friends World Committee for Consultation, Section of the Americas .....	222
Miles White Beneficial Society of Baltimore City.....	222
National Religious Coalition Against Torture.....	222
Prisoner Visitation and Support.....	222
Quaker Earthcare Witness .....	222
Quaker House .....	222
Sandy Spring Friends School .....	223
William Penn House Consultative Committee.....	223

**Meetings of the Yearly Meeting**

Abingdon Friends Meeting.....	225
Adelphi Friends Meeting.....	225
Alexandria Friends Meeting.....	226
Annapolis Friends Meeting .....	226
Augusta Worship Group.....	227
Baltimore Monthly Meeting, Stony Run .....	227
Bethesda Friends Meeting .....	228
Blacksburg Friends Meeting.....	229
The Brick Worship Group .....	230
Buckhannon Preparative Meeting .....	230
Carlisle Meeting .....	231
Charlottesville Friends Meeting .....	231
Deer Creek Meeting .....	232
Dunnings Creek Friends Meeting.....	232
Floyd Monthly Meeting.....	233
Frederick Monthly Meeting.....	233
Friends House Worship Group.....	234
Friends Meeting of Washington .....	234
Gettysburg Monthly Meeting .....	235
Goose Creek Friends Meeting .....	236
Gunpowder Friends Meeting.....	236
Herndon Friends Meeting.....	237
Homewood Friends Meeting .....	237
Hopewell Centre Monthly Meeting.....	238

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Langley Hill Friends Meeting .....	238
Little Britain Monthly Meeting .....	239
Little Falls Meeting of Friends .....	240
Lynchburg Indulged Meeting .....	240
Madison County Indulged Meeting .....	241
Mattaponi Friends Meeting .....	241
Maury River Friends Meeting .....	242
Menallen Monthly Meeting .....	242
Midlothian Friends Meeting .....	243
Monongalia Friends Meeting .....	243
Newberry Worship Group .....	244
Norfolk Preparative Meeting .....	244
Nottingham Monthly Meeting .....	244
Patapsco Friends Meeting .....	245
Patuxent Friends Meeting .....	245
Pipe Creek Friends Meeting .....	246
Richmond Friends Meeting .....	246
Roanoke Quaker Meeting .....	247
Sandy Spring Friends Meeting .....	248
Seneca Valley Preparative Meeting .....	248
Shepherdstown Monthly Meeting .....	249
South Mountain Friends Fellowship .....	249
State College Friends Meeting .....	249
Takoma Park Preparative Meeting .....	250
Valley Friends Meeting .....	250
Warrington Monthly Meeting .....	251
West Branch Monthly Meeting .....	251
Williamsburg Friends Meeting .....	251
York Friends Meeting .....	252

**Travel Directions**

Yearly Meeting Office .....	253
Catoctin Quaker Camp .....	253
Opequon Quaker Camp .....	253
Shiloh Quaker Camp .....	254

<b>Directory</b> .....	255
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<b>Index</b> .....	287
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*Annual Session photograph by Nony Dutton*

# THE SPIRITUAL STATE OF THE MEETING

## REPORTED TO ANNUAL SESSION

### AT FROSTBURG, MARYLAND

### 8TH MONTH, 2012

Baltimore Yearly Meeting is "... a worshipping community, gathered in the presence of the Divine, affirming that of God in every person... we seek to know 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. (2012 Mission Statement of Baltimore Yearly Meeting.) Yet, we acknowledge the desire to grow and to meet challenges with increasing spiritual maturity and depth. Several Monthly Meetings have had significant difficulties this year, which have brought sorrow and have opened opportunities to work and worship together. We experience ourselves as more than a collective of individuals seeking to live out our faith and testimonies through spiritual disciplines. We see ourselves becoming a spirit-led community, living out our testimonies with numerous outreach activities, shared ventures and the conviction that we can be sustained by the Holy Spirit while engaging in work in the outside world. We realize that our ministry to and care of one another is all the time, not just on first days.

At the core of our faith journey is the Meeting for Worship. It supports and sustains, creating the opportunity for us to develop and grow in seeking the Divine. Enriching silences and increasingly well-grounded vocal ministry enliven us. It is in worship that we listen to what Spirit would have of us and sink down to the blessed seed of Truth. Here, our needed sustenance from the Holy Spirit to engage in work in the outside world is available to us. The practice of Meeting For Worship at mid-week continues to grow, allowing more than one opportunity each week for shared seeking and mutual support.

Our Meetings for Worship are fed in many ways. Individual preparation through reading or attending gatherings of Friends (Baltimore Yearly Meeting Annual Session, Friends General Conference Gathering, workshops, etc.) enriches the entire group. Small groups like Spiritual Formation Groups or Support and Clearness committees offer time for mutual guidance, growth in the Spirit and support of ministries. Committee meetings and Meeting for Worship with Concern for Business present opportunities to put our faith into practice and to engage in seeking for the third way, reaching the path that God would have us take. Small groups (Friendly 8's, themed pot-lucks, picnics, discussion/book groups, Bible study) are precious opportunities to share on a more personal level and to develop understanding of our Quaker roots. We frequently create time at the rise of Meeting to share joys and sorrows so that we may carry these together. They help decrease our sense of aloneness and increase our chance to know one another in that which is eternal, no matter what the size of the group may be. The Meeting for Worship feeds and is fed by all these undertakings.

Sometimes it is in falling short of our desired goal that we experience the opportunity for growth and create space for Spirit to work among us. Where controversy and discord occur, Friends find that listening to and caring about one another, perhaps more than about the is-

sue at hand may allow an unexpected resolution. Even where painful outcomes persist, as they sometimes do, growth in care and caring can still result.

Our *Faith and Practice* Revision Committee is coming to the end of a long process of re-considering our Discipline. They have faithfully gathered new materials and considered the purpose of our *Faith and Practice* for our community. The resulting document has come to the Monthly Meetings in draft form several times during the revision process and we are looking forward to the first reading of the penultimate draft this year with plans for a final reading and approval in 2013.

Our Meetings continue to be challenged by size. Some smaller Meetings feel concern that they are too small to engage in all the activities and undertakings to which they are led. Some larger Meetings continue to be distressed that they do not offer the intimacy of spiritual connection they might wish and realize that they do not know one another as deeply as they would like. In Meetings both large and small, there is a desire to assure that the opportunities for service are well distributed and care for the work of the Meeting shared.

Outreach is a perennial concern for Friends. We seek to be more diverse and more accessible, more welcoming to younger people, more family-friendly, better able to explain ourselves to seekers. We worry that Seekers sometimes come once and do not return. We want to be careful that our physical presence and our spiritual welcome work together to encourage return attenders. The increased use of computers and of the web have helped spread awareness of our presence and improve communication; however, we continue to be challenged by outreach to those who do not use these technologies. And we continue to regret that we are not more racially, ethnically and culturally diverse.

Nevertheless, we acknowledge that we are known in our communities for our works at a level that transcends our size. Pre-school programs, work with the migrant worker community; sponsoring historic tours (historic Meeting Houses; Underground Railroad); worship groups, care of historic Meeting Houses and burial grounds, fundraising dinners for Heifer International, support of students at Summer Peace building Institute, and participation in interdenominational work are just some of the efforts to increase our visibility and the impact of our works. Meetings are taking steps to strengthen and increase the sense of community within the Meeting and drawing in the community as well. Education programs on weeknights (some open to the community) and in second and “zero” hours attract members, attenders, and newcomers as well as those who may share our convictions if not our faith journey. We hope that we are listening and able to act in ways to help the world heal and live peacefully among all varieties of people.

There is a renewed emphasis on the nurturing of new people. Just as we tend to outreach in many ways, we also look to improve our “in-reach” to members and attenders. Here again, the rising use of technology has been useful though it is not universally available. Simple lunch, potlucks, picnics, Friendly 8’s, movie nights and discussion groups of various kinds continue to involve a wonderfully diverse population in learning, conversation and socializing. Meetings are improving their web presence and enhancing internal communication as well.

We celebrate our children and youth even as we seek ways to be more available to young families. In some Meetings, Young Friends are active and engaged in the intergenerational flow of the life of the Meeting. Other Meetings wish they had a more consistent and larger group in and graduating from their First Day Schools.

We wish for more Adult and Young Adult Friends able to devote time to the religious education of younger friends. Yet, overall, the energy and spiritual depth of younger Friends is enriching to the spiritual vitality of our Meeting.

We face challenges of different kinds. Limited financial resources create concern and stress; some choices must be made when there is not enough money to do everything. Old Meeting Houses need repair and refurbishment. Alterations sometimes are required in order to make our Meeting Houses more accessible physically. It is difficult to find financial support for individual leadings. We are not always as generous with one another as we see our testimonies suggest. We do not always find the “third way”. The busy-ness of our world prevents people from being able to devote time to the Meeting and its needs. It is a particular challenge to find Friends who can commit the needed time to leadership as clerks for our Meetings and committees.

The financial challenges so evident in our Monthly Meetings have provided the Yearly Meeting as a whole with challenges. We find that as a body, we are successful, indeed enthusiastic, in our support for projects directly focused on our camps and the camping program. We successfully raised funds to dig a pond at Shiloh and continue strong support for youth programs in general; we believe that our programs for youth and our camps are important for nurturing the present, providing outreach to others and building a strong foundation for the future of Baltimore Yearly Meeting. However, we have had to dramatically reduce our contributions to other organizations. We are thankful that staff members are excellent stewards of our available resources.

Several ministries have brought opportunity for drawing the Monthly Meetings closer together. The culmination of the visioning process and adoption of a new vision statement for the Yearly Meeting has allowed us to feel more sure of our shared identity. The *Faith and Practice* revision provides a shared foundation on which our individual Meetings build communities of faith. Our Yearly Meeting Clerk has brought welcomed visits to all of our Monthly Meetings during her tenure, serving to draw the community closer together through her ministry. Concomitantly, Monthly Meetings have been reaching out to Yearly Meeting committees more than in the past for assistance and council. Meetings are also seeking new ways to connect with one another. Where proximity makes it possible, there are some successful shared programs for religious education and fellowship. Spirit is nurtured through intervisitation and mutual support, which draws us into deeper community. “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 strive to be open and to learn from one another, - young and old, new and seasoned. We seek to use our resources to preserve, honor and learn from the past in order to live our faith in the present and build the future.



*Annual Session photograph by Nony Dutton*

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# THE EPISTLES

## REPORTED TO ANNUAL SESSION AT FROSTBURG, MD

### 8TH MONTH 5TH DAY, 2012

To Dear Friends Everywhere,

As athletes from all over the world gather in community in London at The Olympic games—an event celebrated by our Young Friends in an exuberant “coffee house” on Saturday night—we think of Friends around the world. Baltimore Yearly Meeting gathered in Frostburg, Maryland, for our 341st Annual Session, with 340 Friends of all ages present, including many first-time attenders. Our worship sharing, Bible studies, workshops and plenaries wove around our theme of “Spirit-led Social Action,” as we sought to discern the difference between political or secular social action and Spirit-led social action. How do we recognize the difference between the two in ourselves, in our Meetings, and then in the world? How can we keep our actions centered in the Spirit, which is the best community builder and community organizer of all?

During the pre-session retreat, Clinton Pettus of the American Friends Service Committee asked us to consider what it means to be Spirit-led, and helped us explore our own experiences of Quaker social action. True Quaker social action, he told us, doesn’t take on easy problems, doesn’t ask us to choose sides, and always holds out the hope of reconciliation. He challenged us to see those we serve as powerful in their own right, only awaiting the chance to speak their truth and find their own way forward.

In plenaries, reports, and worship sharing we heard from Friends who have felt led into social action guided by spirit. Jolee Robinson spoke of living in the segregated South when she was a child, and feeling that African American people shouldn’t have to step off the sidewalk to let her pass. When she was eleven, she stepped off the sidewalk herself, her first witness for social justice, and the beginning of a lifetime of witness. Even as children, she told us, we can know what is truthful, kind and just. Micah Bales reminded us that a group of activists not grounded in Spirit can easily turn into a mob. He spoke of how he and others worked to bring Quaker practice to the Occupy DC movement, answering a real hunger for the sense of grounding and purpose that comes from Spirit-guided witness. He reminded us that God has a call for each of us; God has a call for Baltimore Yearly Meeting. He expressed his hope that we will be blessed in listening this week.

We heard how our camping program contributes to the spiritual and personal growth of campers and staff, and helps build the vitality of our Yearly Meeting. The co-directors of Camp Catoctin reported that in seeking to promote diversity they are working with the query: How can we become a community made up of very different people, not just a community that welcomes different people in? The camps help children discover their spiritual life, their capacity for friendship, and their inner strength. During our afternoon intergenerational program, Linda Garretson shared with us camp stories and songs, capturing the love, joy, and spirit of the BYM camping program. She engaged us in a game that sent 200 people of all

ages scurrying around in search of their comfort, stretch and panic zones. We saw how different we are, and how much the same. As an old union song—now a camp song—says: “Drops of water turn the mill...singly none, singly none.” We are profoundly grateful for the energy and spirit of the 68 youth through high school age who enriched our sessions this year.

Throughout the week we have been made aware of many injustices that demand our attention. Not far from these beautiful hills, there are nonviolent activists being jailed and beaten for protesting against mountaintop removal. We were invited to visit an art exhibit drawing attention to the destructive impact of fracking on the Dunkards Creek watershed. During our all-ages celebration on Thursday evening, our Junior Yearly Meeting dramatized the need for prisoner visitation and support, as well as engaging us in games, creativity, and ice cream.

Diane Randall, Executive Secretary of Friends Committee on National Legislation, spoke out of the silence to present the Carey Memorial lecture. She spoke of her conviction that “a Spirit-led life leaves us no choice but social action.” She reminded us that we are charged to love God and love our neighbors. We need to relate to everyone: the neighbors who irritate us and disagree with us as well as our family and friends, and also our legislators and their staff. God’s love is always there. All we need to do is relax into it, to find the strength we need. On Saturday we heard that our Peace and Social Concerns Committee has committed to visiting local meetings during the coming year, to engage in a corporate search for Spirit-guided ways to address the conflict between Israel and Palestine. We are grateful for this challenge and opportunity.

We have struggled this week to discern how to use our resources wisely, and in a manner consistent with conscience. We have received with joy the “first reading” of our new *Faith and Practice*, which is being sent to all our Meetings for their discernment over the coming year. We have been challenged to offer ourselves in self-giving love, to practice a ministry of presence, to listen deeply, and to risk vulnerability. We heard from our General Secretary, Riley Robinson, stories about people who helped him see himself as part of a community when he felt like someone who didn’t belong. He urged us to be more inclusive, and to welcome and care for those who may feel like outsiders among us. He reminded us that we may be able to give someone else just what they need and receive from them just what we need. We often receive gifts of the Spirit where we least expect them. As our Clerk of Trustees reminded us: “If you don’t have doubtful accounts, you haven’t been extending yourself far enough.”

We have heard afresh George Fox’s challenge:

Be patterns, 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 everyone; whereby in them you may be a blessing, and make the witness of God in them to bless you.

(George Fox, 1656)

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

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## EPISTLE OF YOUNG ADULT FRIENDS

### ACCEPTED 8TH MONTH 5TH DAY, 2012

To Friends everywhere;

This past year, the Young Adult Friends gathered for two conferences. The first, held in January at Homewood Meeting; and the second, held at Shiloh Quaker Camp during the month of June. At Homewood, they participated in many group-bonding activities such as nail painting, folk dancing, and going out to dinner in restaurants with a frighteningly large collection of mannequins. There was also a workshop where they learned a great deal about Carl Jung and Jungian theory.

At Shiloh, there was a workshop led by Young Adult Friend Adam Heinz, about salt, light, and his trip to Kenya for the Sixth World Gathering of Friends. There was much swimming, drinking of tea, and dancing to 80s cassette tapes during this weekend, and some unfortunate YAFs were even chased down by a rogue Snuffleupagus.

In August, once again Young Adult Friends convened at Frostburg State University for Annual Session. Following tradition, Young Adult Friends proceeded to decorate the dorms with an abundance of paper bunnies and flowers, and continued to adorn themselves with temporary tattoos of Hello Kitty and Batman. Meanwhile, Nony was fortunate enough to have an intervisitation session with another group at Frostburg, namely the cheerleading coaches. Their first business meeting on Tuesday night was opened with watching an episode of the kids' show, Adventure Time, and a reading of the great saga, The Snuggle Bunny. This book proved to be their inspiration for the conference; finding their own "Snuggle Bunny."

YAFs continued their efforts to nurture Young Friends in the ways of playful Quakerdom. They shared games such as capture the flag and sardines, swam with Young Friends at midnight, and shared a fantastic workshop with Jon Watts. Every year Young Adult Friends take rising YAFs out for ice cream to get to know them and introduce them to the community. After produce department, a fun evening full of games and getting to know people, YAFs decided to continue their tradition of pranking the YFs during their Business Meeting. This time, the matter was discussed with FAPs. After blowing up at least two hundred balloons, YAFs took them up and filled two of the YF bathrooms. It provided many laughs and proved to be a fun evening activity. YAFs later returned to their dorms to find a room full of saran-wrapped and bubble-wrapped furniture, and would like to applaud the Young Friends for their pranking skills.

Once again, Young Adult Friends were distressed with the unfortunate realization that their knowledge of Gianni's Pizza hours was less than complete, and they went hungry in the wee hours of a Thursday morning. This mistake, however, was set to right on the following evening with a dinner out at what has now come to be one of their most faithful pizza parlors. To prove that YAFs are still very much in existence, they hosted a nail painting table at the All Age Celebration on Thursday evening. The table was wildly successful and was enjoyed by all ages. Jenny's birthday was August 5th and YAFs had a dance party with balloons containing inner lights and made pie in celebration.

And they all lived Quakerly ever after...and they all hope to snuggle through the long, cold, winter.

With Love and Light,  
The Young Adult Friends of Baltimore Yearly Meeting

## **EPISTLE OF YOUNG FRIENDS ACCEPTED 8TH MONTH 5TH DAY, 2012**

Dear Friends,

We hope this epistle finds you in good health and good spirits. The 2011-2012 year has been a tranquil one for Young Friends, relatively devoid of difficult or stressful issues. We'd like to extend our thoughts and our love to the Friends of Intermountain Yearly Meeting in their time of loss. We're holding you, and all struggling Friends, in the light.

The Young Friends kicked off their year with a conference at Adelphi Friends Meeting in September. Friends may remember that last year the Young Friends struggled significantly with the sharp increase in attendance of our conferences and the lack of community investment that came along with it. To many, September con felt like the first conference where Young Friends were able to have a highly-attended but still Spiritual conference. Over the course of the weekend, YFs engaged in a variety of fun activities, from the "Color Group Olympics," to a workshop on community investment led by Alison Duncan, our wonderful Youth Programs Manager. At September Con, the YFs first implemented last year's decision to worship at every conference. On Saturday night we enjoyed each other's talents in a diverse and fun-filled coffeehouse.

In November, Young Friends were joined at Sandy Spring Friends Meeting by last year's graduates at the Thanksgiving Conference. Friends discussed policies and practices that could increase our sustainability, like using mess kits instead of disposables dishware. Fueled by delicious chili, Young Friends had a great square dance. Unfortunately, the plumbing of Sandy Spring couldn't accommodate a hundred people, and we had to make a series of desperate calls to Port-a-pot companies. Thanks to the heroic action of one company (which Young Friends honored with a standing ovation), the community could continue to excrete.

The traditional February Conference (Love Con) fostered community, friendship and love. In the beautiful library of Homewood Friends Meeting, the Nominating Committee met and began the nominating process for the following year's Executive Committee. A "speed dating" exercise helped Friends learn obscure things about each other. Our workshop, a frank discussion with an opinionated and hilarious expert on sex and relationships, was informative and fun. It was especially interesting to compare generational perceptions of appropriateness and what constitutes classy behavior. Young Friends also played kickball at a nearby park, built a giant pillow fort, cracked open and ate a coconut, and had a combination ice cream social/dance party.

Although we usually hold our April gathering on a farm and do outdoorsy community ser-

vice, this year we gathered at Friends Meeting of Washington in downtown DC and opted instead for more urban stewardship through the William Penn House. Some YFs beautified parks, others planted trees and did stream restoration, and still others did maintenance work in William Penn House itself. Throughout Con, Young Friends held a mock Hunger Games, which kept us alert and vigilant. In the evening, we enjoyed a Coffeehouse that included skits, songs, yoga exhibitions, and a multitude of other talents.

After last minute news about a dangerous construction situation at Hopewell Centre Monthly Meeting, we scrambled to secure a new place to meet in May. Thanks to the generosity of Goose Creek Friends Meeting, we were able to relocate. We took advantage of the weather by playing, singing, and even sleeping outside. We also made a visit to the Goose Creek itself, cooling off in the secluded stream. Thanks to a workshop on Shiatsu massage technique and energy manipulation led by a lovely woman named Celeste, Young Friends left this conference more balanced and relaxed than ever. In our traditional graduation ceremony, Young Friends bid goodbye to our leaving seniors. Amidst tears, we raised up their gifts, shared happy and silly memories, and wished them well in their futures.

At Annual Session, the Young Friends spent an exciting and exhausting week learning, playing, working, pranking, and rejoicing in one another's inner light. The very first night, Handbook Committee met and continued the process of thoroughly revising the Young Friends handbook to ensure that it accurately reflects the current state of our community. Throughout the week, the committee continued to revise and update the handbook, a proud hallmark of our self-governance. Other important committee work took place in the Produce Committee, which facilitated intergenerational play; The Coffeehouse Committee, which put on a spectacular and hilarious talent show; and The Food Committee, which worked hard to make it easier to feed a hundred teenagers for a weekend. The ad hoc Prank and Flashmob Committees kept Annual Session silly, and the glorious and intelligent Epistle Committee wowed everyone with their brilliance and awesomeness.

A few highlights of this year's Annual Session also included a workshop on the current political state of Syria and a musical and spiritual workshop led by Jon Watts and his partner in ministry, Maggie Harrison. Young Friends also participated in a difficult and cleansing yoga workshop led by the lovely Anna Rain. We tried to reach out to the greater BYM community as much as possible during the week by being "red hat" attendants in the cafeteria, inviting adult Friends to join us for a Meeting for Worship in our lounge, attending the All Age Celebration, and hosting an interest group wherein adult Friends could bring us their technology questions. Traditional activities like midnight swims, sardines, multi-age capture the flag, and wink kept us moving and laughing. We also got to see the spectacular Phantom Regiment Drum and Bugle Corps, our neighbors on campus, perform.

As the Young Friends wraps up another year, we continue to bask in the intense caring, trust, and love we find in our community. We hope other Young Friend Communities had similarly fantastic years, and that the coming year is filled with love and light.

With Love,  
The BYM Young Friends

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**EPISTLE OF JUNIOR YOUNG FRIENDS**  
**ACCEPTED 8TH MONTH 5TH DAY, 2012**

JYFpistle 2012

We are the JYFs of 2012 at BYM Annual Session at Frostburg University in Frostburg, Maryland. Our Clerks were Thomas and William Finegar, and our Recording Clerks were Starling Wolfrum and Tadek Kosmal. Our theme this year was Spirit Led Social Action. We went to a plenary session and had speakers relating to Spirit Led Social Action. This session was filled with both fun and hard work. Our guidelines were language, be mindful of other peoples comfort zones, not to do stupid stuff, use the room safely, include everyone, be responsible for checking in with each other, have fun, continue to live, and after much debate, cheese.

We did many things this year. We were visited by Micah Bales, who spoke with us on our theme, Ann Payne, who spoke on the Dunkard Creek killing, in which 65,000 lives of creek creatures including rare snuff-ox mussels were lost due to fracking by coal companies. Robinne Gray and Tasha Walsh both came in and did activities with us. On Friday, we were visited by Charlotte Boynton who worked with clay with us. We also played manhunt, Sardines, Bob the Weasel, Capture the Flag with the YFs and JYM program, also attended the intergenerational plenary on stepping out of our comfort zones. We are currently looking forwards to coffee house and thank you circle.

This year we used the Quaker process to reach our goals. To us, Quaker process is a form of consensus to reach a decision or to find a common goal. We used the Quaker process to select our Clerks and Recording Clerks, hold Meeting for Business, write our Epistle, and plan the JYF party.

Sincerely, and with extra cheese,  
Anna, Gabriel, Gabe, Andrew, Anna, John Mark, Jared, Thomas, William, Starling, Tadek, Miranda, Kayla, Andrew, along with teachers Stephanie Bean, Anna Rain, Windy Cooler, Susan Robare, Donna Williams, Amrit Moore, Gobind Moore, and Mary Campbell.

**MINUTES OF BALTIMORE YEARLY MEETING**  
**INTERIM MEETING**  
**TENTH MONTH 22, 2011**  
**BALTIMORE MONTHLY MEETING, STONY RUN**

**I2011-46** *Opening Worship.* The meeting opened with worship.

**I2011-47** *Thoughts for Absent Friends.* Friends shared the names of those who could not be with us today due to health and family circumstances. We hold these Friends in the Light.

**I2011-48** *Welcome from Stony Run Meeting.* Meg Meyer (Stony Run) welcomed us to the meeting and invited us to join the meeting for a tour of Baltimore's Mother Churches on November 5th, followed by high tea at the Meeting House.

**I2011-49** *Minute of appreciation.* Melanie Gifford (Adelphi), co-clerk of Junior Yearly Meeting, presented the following minute of appreciation for June Confer and Susan Williams, who have stepped down from their long and faithful service leading the kindergarten and first-grade class at Annual Session.

We recognize and appreciate the gentle warmth that June Confer (Adelphi) and Susan Williams (Dunnings Creek) have brought to teaching the Kindergarten/First grade class at Annual Session over a combined total of almost 50 years. Their delight in the children—and their pleasure in each other's company—has made the Kindergarten/First grade class a joyful place. The Yearly Meeting thanks June and Susan for making their classroom an oasis that has welcomed our children with books, crafts and puppets as they grow from the small world of the Nursery into the wider world of Junior Yearly Meeting.

Friends APPROVED this minute.

**I2011-50** *Yearly Meeting Presiding Clerk's report.* Elizabeth Meyer (Sandy Spring) gave the Presiding Clerk's report. She shared that information about the Yearly Meeting's apportionment process has been sent to each Monthly Meeting, and she hopes for good feedback from across the Yearly Meeting.

With the Interim Meeting Clerk, she has been discerning names of Friends to serve on an ad hoc committee focused on next steps from our visioning process.

She encouraged Friends to consider visiting other Monthly Meetings within Baltimore Yearly Meeting, and presented a "quiz" which challenges Friends to recognize Meeting Houses within BYM. If Friends do not know all of the answers to the quiz, perhaps visiting in the Yearly Meeting will help! The Presiding Clerk has a personal goal to visit each monthly meeting and worship group in the Yearly Meeting before Annual Session in 2012.

**I2011-51 Treasurer's Report.** Marion Ballard (Bethesda) gave the Treasurer's Report, presenting financial figures through September 30th. She encouraged Friends to consider what they can give in unrestricted gifts to Baltimore Yearly Meeting this year. Many Friends have already given to the Shiloh pond this year, and she hopes Friends will generously to the General Fund as well. Friends interested in budget and financial details may contact the Treasurer or the Comptroller for copies. Several Friends expressed a desire that financial information, including a balance sheet, be more widely available in advance of Interim Meeting sessions.

**I2011-52 Development Director's Report.** Robinne Gray (Washington) gave the Development Director's report (Attachment A).

**I2011-53 Development Committee Report.** Catherine McHugh (Bethesda) spoke about the future of the Development program. The program is still young, but it has begun the important work of tracking and planning around giving in the Yearly Meeting. BYM cannot operate solely on apportionment and program income, and we must recognize the importance of our individual gifts. The Development Committee hopes to help Friends develop habits of giving because they have learned that first gifts are often the hardest to make. BYM's Development Director also offers workshops for Monthly Meetings on giving.

**I2011-54 Stewardship and Finance Committee.** Letty Collins (Roanoke) spoke about the Yearly Meeting budget on behalf of Stewardship and Finance. As of September 30, BYM faces a deficit of \$16,590. Unless we receive unrestricted contributions in the range of \$50,000 to \$70,000 by year's end, it is likely we will finish the year with a deficit. She presented a recommendation that, should year-end contributions not match our budget, we charge any year-end deficit to the Yearly Meeting's Unrestricted Reserves. Friends raised questions about the health of our reserves; a joint working group of the Stewardship and Finance Committee and Trustees is working on similar concerns at this time.

Friends APPROVED this course of action, if it proves necessary.

**I2011-55 Nominating Committee.** Rebecca Rawls (Langley Hill) presented a number of resignations:

Dominique Zeltzman (Homewood) from Camp Property Management

Laurie Wilner (Langley Hill) from Manual of Procedure

John Bakker (Baltimore, Stony Run) from Religious Education

Juliet Guroff (Goose Creek) from Unity with Nature

Ruth Fitz (York) from Youth Programs

Leada Dietz (York) as a representative to the 2012 Friends World Committee on Consultation World Conference in Kenya

Will Stratton (Maury River) as an alternate representative to the Friends United Meeting General Board.

Friends ACCEPTED these resignations.

She presented several names for approval:

Catherine McHugh (Adelphi) to Development  
Devin Gillespie (Homewood) to Stewardship and Finance  
Eli Fishpaw (Maury River) to Unity with Nature  
Rosalie Dance (Adelphi) to the board of directors of the Miles White Beneficial Society of Baltimore City  
William Miles (Baltimore, Stony Run) to the board of directors of the Miles White Beneficial Society of Baltimore City  
Ann Riggs (Annapolis) as a representative to the 2012 FWCC World Conference in Kenya

All these Friends, with the exception of our 2012 FWCC representative, will serve terms ending at Annual Session in 2014.

Friends APPROVED these nominations.

**12011-56** *Camp Property Manager's Report.* David Hunter (Frederick) presented the Camp Property Manager's report. (Attachment B) There is a Friends Service weekend at Opequon the weekend of October 29, and Friends should consider the good a weekend at camp may do them.

A new site plan for Catoctin has been submitted to Frederick County, and its approval will hopefully be celebrated with the construction of a new cabin in the spring of 2012. They have also made progress on a wind-to-energy program at Catoctin.

Construction on the Shiloh pond has begun, despite less-than-ideal weather conditions. The pond will cover 3/10 of an acre and be twelve feet deep at its deepest point. David Hunter expressed deep appreciation for the BYM Camp Property Committee, the BYM Development Director, the enthusiastic contractors at work on the pond, and all the donors in BYM and beyond who made the project possible.

He reminded Friends that the camps are available to rent for a variety of purposes in the off-season, and he encouraged Friends to consider if they wish to support the yearly meeting in this way.

Friends expressed enthusiastic appreciation for David Hunter's work.

**12011-57** *Camp Program Secretary Report.* Jane Megginson (Frederick) presented the Camp Program Secretary's report. (Attachment C) She expressed her gratitude for camp and BYM staff for their contributions to the BYM camping program. She expressed excitement about the Shiloh pond and the gifts that made it possible, including gifts from BYM campers themselves.

This year's camp season saw 536 campers, 127 young camp staff, and 118 volunteers building wonderful Quaker community. This year has seen some major changes in the camping program, including the first year of Teen Adventure Bike under the direction of

Tasha Walsh, Hope Swank's first year as co-director at Shiloh, and the departure of Linda Garrettson as director of Catoctin after 16 years of Spirit-led service.

She shared quotations from camp parents and counselors about the growth – spiritual, mental, and physical – fostered by the BYM camping program. This year, the camps offered their largest number of scholarships ever, and a group of Catoctin alumni have been working on increasing diversity at camp, including preparing new campers from diverse backgrounds for the potential culture shock of the camp environment. All of this helps to make the exciting community of camp as widely accessible as possible. Jane encouraged Friends to talk with their Monthly Meetings about how they can support campers from their Meetings and beyond. Every empty bunk is a missed opportunity to change a young person's life, as well as a draw on BYM's financial resources.

Friends expressed enthusiastic appreciation for Jane Megginson's work and for the camping program.

**I2011-58** *Intervisitation Committee Report.* Joan Liversidge (Sandy Spring) presented the report of the Intervisitation Committee. (Attachment D) The Committee is now using Google tools to improve the ease of communication with potential travelers, and interested Friends can sign up for email updates from the Committee.

Friends in the Intervisitation Program see that their work is not done and seek new light and specific direction. Interested Friends are invited to attend a time of discernment at Sandy Spring meeting on November 19th, including a chili lunch.

Joan shared the impact that visiting with Friends in other traditions has had on her life. She has found new insight and love among Friends from many backgrounds and experiences.

**I2011-59** *General Secretary's Report.* Riley Robinson presented the General Secretary's report. At last, the new and beautiful BYM website is live, and Friends are deeply grateful for the continuing work of Wayne Finegar on this project. The website will not only be a rich resource of information, but an enjoyable online experience.

Riley expressed his gratitude to faithful work of the BYM staff. Margo Lehman has spent many hours sorting through receipts and scraps of paper to keep our camp financials in order, and Sheila Bach has taken on the task of entering decades of camp medical records – even wet, moldy ones – into the computer. Riley and Robinne Gray recently attended the Friends Fiduciary Fund Quaker Development Conference in Lancaster, PA, where they attended workshops and spoke with Friends from other organizations about Quaker development theory and practice.

Many Quaker organizations have experienced enormous changes in their leadership in the last few years, and Riley described his experiences at Friends gatherings across theological boundaries, including the Superintendents and Secretaries conference for heads of Quaker organizations, and his first FUM General Board Meeting. This year FUM is welcoming a

new General Secretary, Colin Saxton, as well as creating new Development and Communication Committees, to help the organization continue and improve its work worldwide.

Riley spoke about the Interfaith Conference of Metropolitan Washington, which organizes conferences and events on interfaith concerns. Friends interested in attending IFC's 32nd annual Interfaith Concert at the National Cathedral on November 15th should contact Riley about his extra tickets (donations to BYM encouraged).

**I2011-60** *Announcements.* Friends shared announcements of upcoming events and opportunities.

Georgia Fuller will be teaching at Friends Theological College in Kenya again next spring, offering courses on Romans and Old Testament scripture and visiting her cow and her goat.

**I2011-61** *Minute of thanks to Stony Run Meeting.* Friends expressed gratitude for the space provided by Stony Run, with its multitude of small rooms just the right size for committee work. We were treated to delicious chili and beautiful sunshine on a cool fall day, and the easy environment surely helped the work of the body.

**I2011-62** *Closing Worship.* The meeting closed with worship. God willing, we will meet again on March 24 in Charlottesville at Tandem Friends School.

**ATTACHMENT A**

**DEVELOPMENT DIRECTOR'S REPORT**

**Baltimore Yearly Meeting**  
of the Religious Society of Friends

**Interim Meeting**

**October 22, 2011**

**Stony Run Friends Meeting**

**Development Report**

**YTD Gift Report as of September 30, 2011**

	YTD 2011	YTD 2010	% Change	Sep 2011	Sep 2010	% Change
<b>General Fund</b>	30,615.50	20,719.00	47.8	7,581.50	1,540.50	392.1
<b>Camp Program</b>	24,026.75	16,049.00	49.7	632.75	539.00	17.4
<b>Camp Property Program</b>	72,120.00	10,453.00	589.9	5,690.00	805.00	606.8
<b>Contributions</b>	1,883.00	5,837.50	-67.7	873.00	4,567.50	-80.8
<b>Other Restricted</b>	14,376.23	850.00	1591.3	0.00	0.00	0.0
<b>TOTALS</b>	<b>143,021.48</b>	<b>53,908.50</b>	<b>165.3</b>	<b>14,777.25</b>	<b>7,452.00</b>	<b>98.3</b>

\* Program contributions include Youth Program, Annual Session, Women’s Retreat, and Spiritual Formation

**Shiloh Pond: GOAL REACHED! *We’re Digging It!***

2010	13,900
2011 Jan-Sept	70,599
Quilt auction	1,280
Cookbook net sales	5,240
<b>TOTAL</b>	<b>91,019</b>

## Fourth Quarter Giving

- We can all share a real sense of accomplishment for meeting our Shiloh goal and raising the full \$90,000 between the Annual Sessions 2010 and 2011. THANKS to the many kinds of participation from many Friends and Meetings, we did it!
- As we noted at Annual Session, the Yearly Meeting still has a need for substantial general operating support (the “General Fund”). Friends stepped up in Frostburg, writing checks on the spot. We also received a generous gift to the General Fund in September.
- Most of our gifts are received in the fourth quarter via the fall Camp appeal letter and the Holiday/Year-End appeal.
- This year a year-end challenge is being planned: a Friend has offered BYM an additional \$5,000 if we can raise an additional \$50,000 by December 31. Details will be in the appeal letter!
- As our still-young Development Program gains momentum, Friends are coming together in our understanding and support of Yearly Meeting programs and activities. *THANK YOU!*

## ATTACHMENT B

### CAMP PROPERTY MANAGER'S REPORT

Staff Report of the Camp Properties Manager to Baltimore Yearly Meeting

David Hunter

October 2011

#### Introduction

It has been a very active 12 months and many projects that have I have been researching and planning with Camp Property Management Committee members and other friends for years are beginning to spring to life. Other projects that we have been working away on for years are finally creeping towards completion. I have enjoyed working more closely with many BYM Friends on projects that have extended over a longer times this year. I have enjoyed building the kinds of friendships that only shared work can forge through many of these relationships. With all of these “big things” happening it has sometimes been challenging to keep up with the “small stuff.” I have been gratified and humbled to find that I have colleagues that are willing and ready to support me in my work when it becomes necessary. They have proven to be a blessing to me in the last year. I hope that I can be as supportive of them and their work as they have been of mine in the months to come.

As I have spent time with Yearly Meeting committees, working groups and shared in the life of the Yearly Meeting I have felt that the Yearly Meeting is hard at work discovering what we value about our organization and that we are getting to know ourselves more deeply. It has been a pleasure to be a part of this process; engaging in conversation with the Visiting Ministers Committee about the vision we share for our organization; working with the Camp Finance Working Group to develop a clearer understanding of how the Yearly Meeting wishes to finance the camping programs and camp property improvements and to begin to create policy that will ensure the future of the camps; discussing the needs and possibilities for funding the projects that we will need to undertake at the camp properties with the Development Committee, the Trustees and the Stewardship and Finance Committee. It has been a joy to be a part of this exciting process and gratifying to know that so many are engaged in examining these issues. We are gaining a clearer understanding of who we are, where we would like to go and how we would like to get there. Both the process and the emerging understanding are deeply satisfying.

#### Catoctin Quaker Camp

Work on an approved site plan for Catoctin continues and many of the biggest hurdles have been overcome. Our site plan had its public hearing before the Frederick County Planning Commission in January of 2011 and received the conditional approval that we had hoped for. The site plan was approved with several conditions for final signature. These include: adding several minor notations to the site plan drawings; the recording of the forest easement that we proposed to satisfy the Forest Resource Ordinance requirements of the county; some adjustment to the storm water management plan; assigning unique letters and numbers to each building to assist the department of emergency services in locating them in case of emergency; and record an addition plat to incorporate a small parcel near the caretakers residence into the rest of the property. Unfortunately ownership of this parcel of land was not transferred from Catoctin Quaker Camp Inc. to Baltimore Yearly Meeting

in 1996 when the rest of the property was transferred, so it has been necessary to address this oversight before the addition plat can be recorded. We look forward to satisfying these conditions and completing the site plan approval process.

We plan on celebrating the final approval of the site plan by building a camper cabin at Catoctin in the spring of 2012. Former Catoctin counselor, Caretaker and timber frame builder Peter Bugler has agreed to help us erect another timber frame structure to serve as a camper cabin. Campers, counselors and off-season renters have all expressed their appreciation for these cabins and their simple beauty and utility. Friends Service Weekend participants have enjoyed building these cabins in the past and we are sure they are eager to get to work on another cabin in the spring.

### **Alternative Energy at Catoctin**

For several years the Camp Property Management Committee has discussed possibilities for employing alternative energy systems at the camp properties. After studying the possibilities we learned that Catoctin could be a site that is uniquely suited for a wind to energy project. To better assess this potential we applied to the Maryland Energy Administration's (MEA) Anemometer Loan Program. Our request was readily accepted and because of the unique potential of the site we were moved to the top of the list immediately. This summer volunteers prepared a site for the anemometer and the tower that it will be mounted on. Soon the MEA will install the tower and anemometer and we will begin gathering data. The anemometer will gather wind speed data for about 12 months and will give us a firm data for the site. This data will serve as a guide as we plan for green alternatives at the camps and help us secure funding for any subsequent wind to energy projects that we would like to pursue.

### **Opequon Quaker Camp**

We planned to replace another cabin at Opequon in the spring of 2011. We installed piers and built the floor of the cabin before difficulties with getting permits for the cabin forced us to stop building. Unfortunately, it was not possible to finish the cabin before camp opened for the 2011 season but, Opequon being Opequon, the campers and staff found a creative use for the cabin floor during the camping season. The campers and staff enjoyed having a "stage" at camp this summer and rumor has it that there is a "Save the Opequon Stage Movement" afoot. Be that as it may, the permitting problems have now been resolved and work on the cabin has resumed. We were able to erect the walls during the first fall Friends Service Weekend at Opequon (to spite cold persistent rains all Saturday) and we are looking forward to putting up siding and starting on the roof framing at the last Friends Service Weekend this fall (October 29 and 30th). We are confident that the cabin will be ready for the 2012 camping season.

### **Shiloh Quaker Camp**

For several years we have been contemplating building a pond at Shiloh and asking ourselves the question; "Can we dig it?" This summer, through the generosity of BYM Friends, camp parents and the wider camp community, the answer to this query came echoing down from the mountains and rolling up the valley, "Yes, we can!" We began work on September 20th and we have been making steady progress since then, to spite the less

than favorable weather. The site for the pond (in the hollow between the dining hall and the fire circle) has been cleared and firewood, saw logs and brush have been stockpiled appropriately. The next stage will involve grinding the brush and stumps into mulch and we hope will be beginning the week of October 24th. After the brush grinding is finished the excavation will begin and the vision will begin to become reality!

A great deal of thought has gone into locating the pond, thinking about how it will serve the camping program, and how it will fit with the landscape. The pond will be about 12 feet deep at its deepest point and will be a little more than 3/10s of an acre. The swimming area will be lined with a fine gravel to help keep the water clear and bacteria counts low. There will be a concrete “sump” at the bottom of the pond from which water can be removed from the pond. This will serve two purposes. First, we will be able to install a unique siphon drainage system that make draining the pond for maintenance in the future much easier and more efficient. Second, it will allow us to install a dry hydrant from which water can be pumped in case of fire in our neighborhood. This will help reduce insurance cost as well as providing fire protection for the camp and its neighbors.

It has been interesting to learn that building a pond that will be used extensively for swimming is a little more involved than simply digging a “farm pond” or a pond that is built for aesthetics, wildlife or fishing. There is a lot less information available for designing ponds specifically for swimming but we are fortunate to have some accumulated knowledge on the subject. We learned a great deal while working on improving the water quality in the pond at Catoctin and have used that knowledge to design a pond that we are confident will be both attractive and practical for cooling off on a hot day.

Water that flows along the surface of the land is generally too contaminated by bacteria to supply fresh water for a swimming pond. Therefore surface water will need to be diverted away from the pond to keep bacteria counts low. We believe that we will uncover some springs as we excavate that will help to keep the pond water fresh and clear. We will also be building a shallow well above the pond that will supply fresh water also.

There will be a grassy area around the pond and the edge of the forest will be lined with pines to help reduce the number of leaves and other debris that will blow into the pond and provide food for bacteria. A path will go across the top of the pond’s dam to allow access to the meeting area. I can’t wait to enjoy watching the sun sparkle on the water and reflect off the faces of the campers during Meeting for Worship in the morning next summer!

We have found a wonderful, local excavating company with deep roots in the area, lots of experience building ponds and great attitude towards life and work. Campbell Excavating and Oliver Campbell (and other members of his family as needed) will be working under the direction of Allen Fetter, BYM Friend, former BYM camper and counselor and current camp parent. Allen has already dedicated many, many hours of his time and expertise to making sure that plans for the pond have gone smoothly and has committed to serving as general contractor (all on a volunteer basis) until the project is completed. We are fortunate to have his energy, experience and training behind this project and we will owe him a deep debt of gratitude when we take our first plunge into the new pond!

We are also grateful and indebted to all of the generous BYM Friends, Meetings, camp parents and others in the broader camp community for their remarkable response in supporting this effort. We officially surpassed our fund raising goal of \$90,000 on October 5, 2011. Lots of work has gone into making the pond at Shiloh a reality and we are grateful for all of it! Of course Robinne Gray, the BYM development director's efforts have been critical and we are deeply grateful for her, and the Development Committee's efforts. We also owe a debt of gratitude to a host of other creative Friends who had the stamina to forge their fundraising ideas into income producing realities. From cookbooks, to bus rides, to puppet show to challenge grants; the creativity and energy that so many have poured into this effort have been astonishing! Three cheers for us all! "Hip, hip hurray, it's hot! Hip, hip hurray ker-splash! Hip, hip, hurray AHHHHHHHHHHHHH!"

### **The Camp Property Management Committee**

Work with the Camp Property Management Committee continues to be rich and rewarding. It is sad to see members who I have come to rely on rotating off, but refreshing to get to know new Friends as they join the committee. It all serves to remind me that I have been involved with this committee's work for a while now and it is great to know that it remains a pleasure.

The group has taken its work seriously and examined many of the important issues that have been set before us this year. While our thoroughness has led us through rich process to sound decisions it has often left us at the end of our allotted Meeting time and half way through our agenda, but that seems to be par for the course among Friends.

### **Budgeting**

We have worked hard to close the gap between expenses and revenue and have felt good about the progress that we have made. For the most part we are happy with new budget format that incorporates the camping program budget and the camp property budget and appreciate how it presents a clearer picture of the revenue and expenses associate with the operating the camps.

We have been pleased with the progress that we have made towards presenting a budget that is closer to being balanced. However we realize that there are significant challenges on the horizon that will make achieving this goal even more difficult. We are looking forward to working with the Camping Program Committee to find ways that we can continue to close the gap between our revenue and our expenses.

Another area that needs more attention is determining how we can best express our plans for capital projects at the camp properties. It seems clear that the Camp Property Management Committee should continue to prepare a capital budget to for Stewardship and Finance to bring before the body of the Yearly Meeting along with the operating budget. However, there is still some work to do in determining the best format for a Yearly Meeting capital budget and to determine how the capital budget will relate to the operating budget. This may involve creating policies and procedures that are beyond the scope of the Camp Property Management Committees charge but we are looking forward to assisting the Trustees and the Stewardship and Finance Committee in developing these structures.

### **Working Group on Camp Finances**

Much of the ground work for creating the policies and structure mentioned above has already begun and is being undertaken by the Working Group on Camp Finances. This group has begun a discussion with the committees involved in making decisions regarding the finances of the camps and camp properties and is laying the ground work for creating this structure. We are grateful for all the time and energy that has gone into this work and are willing and eager to participate in the process in any way that is helpful.

### **Rentals**

It is great to know that Friends are taking advantage of the opportunity to enjoy the camp properties throughout the year. At Catoctin nearly every weekend that camp is available to be rented there is a Meeting of other group up on the mountain enjoying the property. There continue to be steady increases in the weekend use of Shiloh in the offseason as well. We are finding that the camps are rented a little less during the week than they have been in the past. Off-season rentals are a significant source of income and we will continue to work to build up this source of revenue. In light of the continually increasing costs associated with keeping the camp open and available to Friends in the offseason we have found it necessary to institute another modest increase in off-season rental rates. The increase is less than 10% and we remain committed to making it possible for all groups that would like to use the camp facilities to do so regardless of their ability to pay the full rental rates.

### **Caretakers**

We continue to be blessed with great caretakers at the camp properties and I am happy to report that there have been no changes in caretaker personnel since my last report.

Don Frame continues to enjoy living at Catoctin, taking spectacular photographs, helping to maintain the camp and slipping out to Hagerstown to play the occasional hockey game. He has found himself involved in the Catoctin Forest Alliance, the Thorpewood Foundation and Envision Frederick since moving to the mountain and we are grateful for all that he is doing at the camp and in the broader Frederick County community.

Ralph Reed continues to watch over Shiloh although he is doing it from a slightly different perspective this year. Several years ago he was able to purchase a small parcel of land at Shiloh from the Yearly Meeting and this summer he was able to build a home on his property. In the fall he moved in. He continues to perform his duties as caretaker and a renter has been found for the "Blue House" who is thoroughly enjoying being on the property. How fortunate we are to have such good folks watching over our beloved camps!

### **Finally**

Once again I find myself overcome with gratitude for the opportunity to help care for some of the most beautiful places in our area. It is an honor to have the chance to work with such a dedicated group of Friends, willing to offer their time and resources in order to create a vision for our organization, plot a course for the future and ensure that these gifts and opportunities will be available for generations to come.

Humbly and gratefully submitted,  
David Hunter

## **ATTACHMENT C**

### **CAMP PROGRAM SECRETARY'S REPORT**

Report from the Camp Program Secretary, October, 2011

This past year has been very challenging in my administrative position for the Yearly Meeting and the Camps. The challenge in my work, and in the world right now, is the perception that we are in trouble financially, that our status is uncertain, that we do not have enough, and/or that we might not have enough tomorrow or the next day. This has created a decrease in enrollment at our camps that has forced us to scrimp and save, in hopes that we will make it through another season without losing our collective shirts.

Rather than have this report be a message reinforcing that fear – fear of uncertainty, fear of losing what we have and what we want, I quickly want to make this a message of plenty. We have so much. We have each other; we have a community; we have plenty. That is what I strive to keep in front of me. That is the message I want to send out. We have plenty. We have so much. We have each other.

There is much to be grateful for this year! We served 536 campers at five different camps. We launched a new program, Teen Adventure Bike, and successfully ran two bike trips for our young adventurers! We had 118 parents, relatives and other interested adults help us make camp a reality this year by doing a work grant at a camp. We employed 127 young people while teaching them leadership skills and giving them the opportunity to participate in creating a working and living Quaker Community for themselves and hundreds of participants!

We welcomed new Directors to our program, Tasha Walsh as the new Teen Adventure Bike Director, and Hope Swank, the new Co-Director of Shiloh, who will be taking on the role of solo Director at Shiloh this coming season. Tasha and Hope bring a wealth of experience and many skills with them as they broaden their roles in the Camping Program. We say goodbye to longtime director and lifetime camp participant, Linda Garrettson, as she moves on from serving us faithfully for the past 16 years as Director of Catoctin. Our search for a new Director at Catoctin has begun and is promising. We have welcomed several new members to the Camping Program Committee, many of whom have participated in the Camping Program for many years in many capacities. I look forward to the renewed energy of the Camping Program Committee and the work that we will accomplish in the coming year. In particular, we will be focusing on ways to increase enrollment, retain current campers, and strengthen our ties with Camp Alumni.

A project we have been working on for many years finally came to fruition - the BYM Camp Cookbook is finished – YAY! It encompasses recipes and photos from all of our camps, and includes a Camping Program history and timeline as an additional bonus. It is available for purchase through the BYM Office and is a great trip down memory lane for past and current camp families.

We set a goal in 2010 to raise the funds to build a pond for campers at Shiloh and this year we met that goal – with the help of many parents of campers, camp alumni, camp staff, campers, individual members of the Yearly Meeting, and many Monthly Meetings. It brought tears to my eyes this past winter when we received a donation for the Shiloh Pond from a camper who had never been to Shiloh before. This summer, the counselors at Catoctin felt so strongly that Shiloh needed a pond that they decided to all donate to the Shiloh Pond Fund. I know that many of our Meetings are struggling financially, but so many Meetings, in spite of the uncertain times dug deep and gave generously to the Pond Fund. Thanks to everyone who helped make that goal a reality – we have plenty! Building the much needed pond at Shiloh has begun!!!

We needed more money than ever to help support campers who could not afford to come to camp, and we gave more financial aid this year than ever before – and were very glad to be able to do so.

We are managing to squeak by financially in the Camping Program, thanks to the willingness of the skilled and caring staff at the camps to work diligently saving money and persuading campers to stay longer, the unexpected bonus of some funds coming in from the Barry Morley Scholarship Endowment, and from the generosity of members of the camp community and the Yearly Meeting. I do marvel, year after year, at how we manage to pull off this large undertaking, the Baltimore Yearly Meeting Camping Program. I am grateful that you all support this program and I am heartened by the change that it creates in the lives of the participants. A few of the many examples from the evaluations we collect after camp of the ways the Camping Program impacted the lives of participants:

From a camper parent -

My daughter was at peace when we came to pick her up, in a deep way that I see all too rarely when she is out in the world. She was challenged, she was cherished, she was excited and happy and out in nature with all sorts of other kids who didn't think she was a wierdo for being thoughtful and hyper at the same time. What more can one ask for, really?

From a counselor and past camper-

Personally, the BYM camps have been the largest factor of my emotional and spiritual growth throughout my life. Starting attending Opequon at the earliest age possible, completing the Teen Adventure program, and returning to be a counselor at Opequon have opened up indescribable opportunities in my life. As a counselor this past summer I saw my campers develop and grow stronger and more confident in themselves each day, I've never seen a community that fosters this type of growth this fast or with such success. The healthy challenges that camp presents through its backpacking, canoeing, rafting, rock climbing, and service are beautiful ways in which campers and counselors alike can grow physically, emotionally, and spiritually. Through instilling a love of the outdoors in campers at such a young age the desire to continue a relationship with the natural world is something I saw ever present in campers this past summer; even just a two night trip on the Appalachian Trail would

have campers discussing conservation of natural resources, something that they can invest in and grow into strong leaders in the future. It is amazing to see how much a 9-14 year old can grow in as little as a one-week session at camp, and this is something I hope to expand the accessibility of. I would recommend the BYM camps to anyone camper age, and would recommend working in the BYM camping community for anyone as well.

We have a wealth of resources in this Yearly Meeting. We have a lot of liveliness, belief, faith, struggles that we work through, differences that we work to honor, and many members who gather together to create community, to make our collective lives better. We are deeply blessed in that we have a vibrant community of young people and as a Yearly Meeting we are committed to providing programs for our Youth. This is an incredible resource for us and one of the reasons we continue to grow as a Yearly Meeting. We nurture our Youth and by doing so we nurture ourselves and our community.

Going forward, my challenge to myself and to all of you, is to remember to fall back on faith, not fear, to remember our blessings, to be grateful for what we have, and to reach out to help others in need.

Respectfully Submitted,  
Jane Megginson



*Annual Session photograph by Nony Dutton*

**INTERIM MEETING**  
**THIRD MONTH 17, 2012**  
**CHARLOTTESVILLE FRIENDS MEETING**

**I2012-01** *Opening Worship* – The Meeting opened with a period of worship.

Friends from twenty-five Meetings signed in: Adelphi: Alison Duncan, Martha Gay, Melanie Gifford, Mary Lord, Kit Mason, Ann Marie Moriarty, Mary Seitel; Alexandria: Deborah Haines, Rebecca Haines-Rosenberg; Annapolis: Karen Cunyngnam, Pat Schenck; Baltimore Monthly Meeting, Stony Run: Adrian Bishop, Mike Boardman, Arthur Boyd, Meg Meyer; Bethesda: Marion Ballard, Peirce Hammond, Liz Hofmeister, Gail Thomas; Charlottesville: Jesse Blue Forrest, Linda Goldstein, Thomas Hill, Joyce Hillstrom, Frances Schutz, Hank Schutz; Dunnings Creek: Susan Williams; Frederick: Hank Ruppreech; Friends Meeting of Washington: Debby Churchman, Robinne Gray, Marsha Holliday, Carol Phelps, Riley Robinson; Gettysburg: Margaret Stambaugh; Gunpowder: Bob Fetter, Susie Fetter; Herndon: Ting-Yi Oei; Hopewell Centre: Michael Moore; Langley Hill: Sheila Bach, Walter Brown, Jeanne Houghton, Jim Laity, Bill Mims, Rebecca Rawls; Mattaponi: Miriam Maloney; Maury River: Eli Fishpaw, Kathrine Jones, Nancy McLaughlin, Mary Stratton, Wil Stratton; Patapsco: Ken Stockbridge; Pipe Creek: Susan Thompson; Richmond: Genevieve Oei; Roanoke: Letty Collins; Sandy Spring: Jennifer Brooks, Alan DeSilva, Wayne Finegar, Howard Fullerton, John Hudson, Toni Hudson, Deborah Legowski, Margo Lehman, Rich Liversidge, Betsy Meyer; Shepherdstown: Janet Harrison, Andrew Mosholder; State College: Martin Melville; Takoma Park: Arthur David Olson; Valley: Jean Marie Prestwidge Barch; Williamsburg: Pamela Tyng.

**I2012-02** *Newberry Worship Group* – A friend shared that the Redlands Meeting House in Newberrytown, PA, which has not been used for regular worship in over a century, will now be home to a new Worship Group. The Newberry Worship Group will meet on the first Sunday of each month, beginning on Easter Sunday, April 8, at 10:00 a.m. They are under the care of Menallen Monthly Meeting.

**I2012-03** *Welcome from Charlottesville Meeting* – Hank Schutz welcomed us to Charlottesville Friends Meeting and Tandem Friends School, where our committee meetings this morning were held. He gave special thanks to David Slezak of Tandem, who is a staff member at the school and a Meeting attender.

**I2012-04** *Williamsburg Meeting Request for Mattaponi Meeting to become Monthly Meeting* – Pam Tyng, Williamsburg, brought a request from Williamsburg Monthly Meeting and Mattaponi Preparative Meeting, asking that BYM establish Mattaponi as a Monthly Meeting. Miriam Maloney of Mattaponi read a letter from the meeting describing the spiritual life of the meeting and their work in their community. (Attachments D and E) Mattaponi Preparative Meeting has been meeting for over twenty years, and they have become clear that they are led to become a Monthly Meeting as the next step in their “coming of age”. Friends RECEIVED this request with joy and REFERRED it to Annual Session for

approval. Mattaponi Friends will meet with Stewardship and Finance prior to approval of this request at Annual Sessions, to make sure the Meeting is comfortable with the financial commitment asked of them.

**I2012-05** *Letter to World Conference of Friends* – Laura Nell Obaugh, Hopewell Centre, read a letter to be sent with BYM delegates to the Sixth World Conference of Friends in Kenya, offering prayers and hopes for the gathering, our delegates, and all others present, that they will be open to the movement of the Spirit among them. The letter is attached. (Attachment F)

This document was gratefully APPROVED by Interim Meeting and will be sent out over the signatures of both the Yearly Meeting and Interim Meeting clerks.

**I2012-06** *Search Committee Report* – Meg Meyer stepped aside from the clerks' table to read the report of Search Committee. The report is included.

*Search Committee nominates for the first reading today the following Friends for the August 2012-14 term:*

Yearly Meeting Clerk: Betsy Meyer, Sandy Spring

Interim Meeting Clerk: Meg Meyer, Stony Run

Interim Meeting Recording Clerk: Becka Haines Rosenberg, Alex-

andria

*Search Committee would like to alert Friends of the need for four new members of Nominating Committee, representing diverse Meetings and Quarters. The greatest need is from Nottingham Quarter, Sandy Spring Friends Meeting, and Charlottesville and Richmond, VA Meetings. If you can suggest Friends we may contact to explore their interest, please get in touch with Kevin Caughlan (clerk) or Barbara Thomas.*

*We are pleased to say that all other BYM officer positions as well as Supervisory Committee are fully staffed.*

Nominations were APPROVED and will be forwarded to Annual Session.

**I2012-07** *Naming Committee Appointment* – Naming Committee is appointed by the Clerk of Interim Meeting. Meg Meyer appoints Janet Eaby, Nottingham Meeting, and Gail Thomas, Bethesda. Friends APPROVED these names.

**I2012-08** *Manual of Procedure Committee* – Howard Fullerton, Sandy Spring, presented the report of this Committee. Two changes, one to the appointment of trustees to the Miles White Beneficial Fund, and one to the process of changing the Manual of Procedure, were circulated in writing in advance of this meeting. (Attachment G) Interim Meeting APPROVED these changes, and they will be forwarded to Annual Session with a recommendation for approval.

**I2012-09 Stewardship and Finance Committee Report** – Letty Collins, Roanoke, reported for the Stewardship and Finance Committee. Meetings that have not yet returned apportionment questionnaires for this year include: Abington, Annapolis, Carlisle, Charlottesville, Deer Creek, Washington, Goose Creek, Little Britain, Little Falls, Maury River, Mennallen, Patuxent, Pipe Creek, Richmond, State College, West Branch, and York. Friends are asked to encourage their home Meetings to send in this information as soon as possible.

**I2012-10 Program Committee Report** – Sheila Bach, Langley Hill, reported for the Committee. She reminded Friends that financial aid is available for Annual Session for first-time attenders and Young Adult Friends. Proposals for Yearly Meeting workshops are due in to Ellen Arginteanu by March 21<sup>st</sup>. This year, online registration will be available for the first time, and as always, more information about Annual Session will be available through the *Interchange* and the BYM website.

**I2012-11 Supervisory Committee** – Liz Hofmeister, Bethesda, reported for this Committee. Supervisory Committee is a committee of Interim Meeting and is responsible for supervising the General Secretary, as well as handling other personnel issues. Her report is attached. Friends RECEIVED this report. (Attachment H)

**I2012-12 General Secretary's Report** – Riley Robinson, Friends Meeting of Washington, presented the General Secretary's report. He explained that Catoctin Quaker Camp's co-directors for 2012 will be Dyresha Harris and Kathrin Gilbert, who are currently planning this year's camping season. A 20<sup>th</sup> Birthday Celebration for Shiloh Quaker Camp will be held on June 9<sup>th</sup>; birthday gifts will include a long-anticipated pond. Riley encouraged all Friends to invite their friends to be part of camp; he reminded us that the best way of enticing new campers is word of mouth. Riley reported that other Yearly Meeting staff members are working with new software, new ways of doing things, and growing programs.

A number of large Quaker organizations have experienced major changes in their leadership in the last eighteen months, and Riley described some of the exciting work currently being undertaken by FGC, FUM, AFSC, FCNL, and FWCC, both individually and in cooperation. BYM has many resources on which to draw among these organizations, and we have a responsibility to use these resources, and to reflect on what they mean to us as individuals and the Yearly Meeting as a whole.

Riley also takes seriously his responsibility to speak for Friends as a representative outside the Quaker world. He recently saw an opening to speak about energy and political power as a social justice issue at a gathering of religious leaders in the Washington, D. C. area, discussing the monetary and human costs of dependence on foreign energy. He encouraged Friends to visit [wipl.org](http://wipl.org), the website of Greater Washington Interfaith Power and Light, for light switch covers to remind Friends in their meetings to "be mindful of the Light" and save power. Friends RECEIVED this report with thanks.

**I2012-13 ad hoc Vision Implementation Committee** – Marcy Seitel, Adelphi, reported for this Committee. She explained that the committee will be a high-energy committee, with members of diverse ages, experiences, and senses of humor. The Vision Implementation

Committee met in January to look at the scope of their work and what they don't know, and they are now in a grazing period, gathering ideas from as many corners of the yearly meeting as possible. Marcy encouraged all individual Friends and committees to share their ideas with her and the committee, and to reflect on the vision statement for the Yearly Meeting, which appears in the Yearbook and on the BYM website.

**I2012-14** *ad hoc* *Intervisitation Committee Report* – Ken Stockbridge, Patapsco, reported for this Committee.

Intervisitation Committee has recently been discerning its purpose and asking, “Are we done yet?” after eight years as an ad hoc committee. They are now clear that their work is not finished and that there is still much they are called to do to heal hurts within FUM and to reenergize intervisitation as a Quaker practice. Friends APPROVED renewing the charge of the *ad hoc* committee for one year as they continue their discernment and seek a more permanent venue for their work. The committee will return to Interim Meeting next March with a proposal for further continuation.

Ken invited Friends to consider whether they may be led to visit another Yearly Meeting's annual session in the coming months. Travelers in the intervisitation program are asked to travel with a travel minute from their Monthly Meeting, and to attend an intervisitation training.

There will be an intervisitation workshop and consultation at Sandy Spring on April 13-15, which will include workshops for Friends from other Yearly Meetings who wish to start their own intervisitation programs, as well as training for BYM Friends traveling in the ministry.

Ken read a Travel Minute for Linda Coates, Little Britain, who is continuing to travel within the Yearly Meeting as well as outside it. Friends APPROVED endorsing this Minute.

**I2012-15** *Treasurer's Report* – Marion Ballard, Bethesda, BYM Treasurer, presented the report, including an unaudited financial report for FY2011. Marion reported that our revenue seems to have exceeded our expenses last year, which is very good news, although camp enrollment and unrestricted contributions were lower than budgeted. She stressed the importance of returning apportionment questionnaires in a timely fashion to allow the budget process to move forward. She is hopeful that next year will bring renewed contributions to other organizations, more financial stability, and clearer financial reporting. Friends are encouraged to report un-reimbursed expenses so that those can be accurately recorded. Friends RECEIVED this report with thanks.

**I2012-16** *Development Director Report* – Robinne Gray, Friends Meeting of Washington, BYM Development Director, reported on the progress of the development program in 2011. Friends and Monthly Meetings gave generously to fund the Shiloh pond, and although General Fund contributions were under budget, giving was strong, especially at the year's end.

In 2012, she hopes for an increase in General Fund contributions, by dollars and participants, growth in the monthly giving program, and gifts to the camp scholarship funds, including the new diversity initiative.

**I2012-17 *Nominating Committee*** – Rebecca Rawls, Langley Hill, reported for this Committee. She presented a list of 4 resignations, which were ACCEPTED by the body:

From Camping Program Committee: Claire Voss, Sandy Spring;  
As a Representative to FWCC World Conference in Kenya in April: Rachel Stacy, Gunpowder;  
From Development Committee: Barbara Platt, Sandy Spring;  
From Stewardship & Finance Committee: Eleanor Szanton, Baltimore, Stony Run.

**I2012-18 *Unity with Nature Announcement*** – The Committee is developing queries on environmental concerns to be disseminated in all BYM monthly meetings. Joyce Hillstrom, Charlottesville, asked that each Monthly Meeting name a contact person to whom these queries will be provided when complete.

**I2012-19 *AFSC Corporation Report*** – A written report was provided in advance of the meeting from the recent AFSC corporation meeting. Meg Meyer welcomed questions from the body about this report. (Attachment I)

**I2012-20 *Indiana Yearly Meeting Request for Prayer*** – Mary Lord reported on the division of Indiana Yearly Meeting into two Yearly Meetings, which was approved in October 2011 after deep and emotional discernment. There are deep divisions within the Yearly Meeting along theological lines, as well as around questions of church authority and in attitudes towards LGBT members and attenders. All 50 churches in Indiana Yearly Meeting will have to choose how to continue, and where to affiliate. Mary asked that we hold Indiana Friends in prayer during this difficult time.

**I2012-21 *Yearly Meeting Presiding Clerk's report*** – Elizabeth Meyer, Sandy Spring, presented the Presiding Clerk's report. This report is attached. (Attachment J)

**I2012-22 *Minute of thanks to Charlottesville Meeting and Tandem School*** – Friends expressed their gratitude to Tandem Friends School—the only “convinced” Friends school in the world—and to Charlottesville Friends Meeting, for their warm hospitality. We especially appreciated the wonderful lunch, which many of us were able to enjoy sitting out under the trees on a beautiful day. Local Friends made sure we found our way to wherever we were supposed to be and looked after our every need. We are thankful to have had our business sessions in this lovely, light-filled Meeting House.

**I2012-23 *Announcements*** – Friends shared announcements of recent and upcoming events.

**I2012-24 *Closing Worship*** – The Meeting closed with worship. Interim meeting will meet again on Sixth Month 16th at Dunnings Creek Monthly Meeting, God willing.

## ATTACHMENT D

### LETTER FROM MATTAPONI PREPARATIVE MEETING

November 9, 2011

Dear Friends,

Mattaponi Friends reached unity at tenth month meeting for business to begin the application process for full monthly meeting status in the Baltimore Yearly Meeting. We write now requesting your support for our application. Since beginning as a small worship group over twenty years ago, Mattaponi Preparative Meeting has experienced changes in membership, location and structure. We remain a small meeting of committed individuals who at this point in our life together feel a deep desire to witness to the Light in our local community and the larger Quaker association. Assuming the status and responsibilities of a monthly meeting enables us to more fully accomplish this intention.

We are prepared to accept the responsibilities of a monthly meeting. Current membership includes five friends and six attenders traveling from five counties to weekly meetings for worship. Beginning in June of this year, we began meeting weekly for worship rather than twice monthly. This change represents a deeper commitment to nurture community. For a number of years we have conducted regular monthly meetings for business and convened committees. We have financially supported ourselves and contributed to Williamsburg Meeting's financial appropriations to Baltimore Yearly Meeting. We have provided educational opportunities for adults and children as needed. Currently, adults are involved in studying Psalm 119. We have encouraged participation in the larger Baltimore Yearly Meeting community with financial support to young friends who have attended Quaker camps and Young Friends gatherings. Our members have also participated in the Women's Retreat.

Our community outreach is motivated by a strong desire to make a difference in these challenging times. We witness to peace, tolerance and care for those in need with donations to local food pantries, a workshop about Islam, visits to a nearby mosque and synagogue as well as environmental projects. With the support of meeting, one friend has developed the peace Song Project. He is contacting choral groups around the country and inviting them to make The Song of Peace, 304 in the Quaker hymnal, a part of their concert programs. We also recently developed a website in an effort to become more visible in our community. In March of this year, meeting supported a young friend to participate in "No More Deaths", a humanitarian aid effort for illegal immigrants.

We nurture Spirit among us with weekly singing, meeting for worship and spiritual sharing. The spiritual state of our meeting is rich and vital. Members and attenders are strongly committed to support the meeting with their gifts of time, finances and care for each other. Becoming a monthly meeting is a coming of age in a sense. It represents our acknowledgement that we are ready and able to responsibly witness as Quakers in a more substantial and visible manner. We seek to live out more fully our strengths as individuals and as a community of Friends.

Thank you for your prayerful and thoughtful consideration of our request. Your support over the years has sustained us in continuing to nurture and grow our meeting. We look forward to your reply.

In Peace and Light,

Miriam Maloney  
Clerk, Mattaponi Friends Preparative Meeting

## ATTACHMENT E

### LETTER FROM WILLIAMSBURG FRIENDS MEETING

*Williamsburg Friends Meeting  
PO Box 1034  
Williamsburg VA 23187*

BYM Interim Meeting  
March 17, 2012

Dear Friends,

We write as the Overseers of Williamsburg Monthly Meeting of Baltimore Yearly Meeting, and having care for Mattaponi Preparative Meeting.

Mattaponi Preparative Meeting, after meeting as such for nearly twenty years, last November began the process of requesting to become a Monthly Meeting. It has had its own business meeting, and takes care of its own finances, as well as contributing to Williamsburg's apportionment each year. There are seven members and three associate members who plan to transfer their membership after approval by Baltimore Yearly Meeting for monthly meeting status; there are also several attenders who plan to continue to worship with Mattaponi. For details, please refer to the copy of the letter sent by Mattaponi to Williamsburg last November.

On January 22, Williamsburg Overseers Pam Tyng, Thayer Cory, and Mary Jane Foley traveled to Mattaponi Preparative Meeting, held at Dayspring Farm, its normal place of worship, attended meeting for worship and then, after a short social time, met with several members of Mattaponi, including the clerk and the treasurer, to discuss and find divine guidance for this request. All Friends present reached consensus that Mattaponi has fulfilled all the guidelines and queries necessary to become a functioning monthly meeting in all ways.

At Williamsburg's Monthly Meeting with a Concern for Business, February 12, 2012, the Overseers recommended that Mattaponi Preparative Meeting be approved to become a Monthly Meeting. This was unanimously approved and minuted by the members present.

Therefore, we recommend that the request for Monthly Meeting status for Mattaponi Preparative Meeting, currently under the care of Williamsburg Monthly Meeting, be sent to Baltimore Yearly Meeting Sessions in August 2012 to consider approval.

Thank you and peace to all,

  
Pamela Tyng, acting Overseers clerk

## ATTACHMENT F

### LETTER TO WORLD CONFERENCE OF FRIENDS

#### Baltimore Yearly Meeting

*of the Religious Society of Friends*  
17100 Quaker Lane  
Sandy Spring, Maryland 20860-1267

301-774-7663  
800-962-4766  
Fax: 301-774-7087  
bym@bym-rsf.org

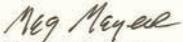
To Friends at the Sixth World Conference of Friends:

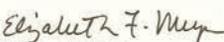
We send loving greetings from Maryland, Virginia, West Virginia, Pennsylvania, and the District of Columbia in the United States of America where Friends of Baltimore Yearly Meeting hold you in the Light as you gather in prayerful worship at the Sixth World Conference of Friends. We uplift and celebrate the tradition of the World Conference of Friends and its history and traditions since its first gathering in 1920. Since the establishment of our Yearly Meeting in 1672, we have been enriched by the long history and traditions of Quakerism as its message has traveled the world. We join the World Conference in lifting up in our modern world the relevance of Quakerism's message of continuing revelation. We delight that this World Conference is taking place in Kenya, home to more Quakers than any other country. We rejoice at the diversity of Friends' worship traditions throughout the world and celebrate how our testimonies live in us today as Friends. As a Yearly Meeting having membership in both Friends United Meeting and Friends General Conference, we also embrace different traditions of what it means to be Quaker. Our Yearly Meeting has been called to the ministry of intervisitation to directly experience the Divine as we travel in the Light. We commend to your loving care and concern delegates from Baltimore Yearly Meeting and all Friends attending the World Conference, from BYM and elsewhere.

We pray that your sessions will be worshipful and that the ministry you experience is rich whether felt in the silence or in vocal ministry. We pray for the faithfulness of all present, that you each may listen carefully to the Spirit as it arises out of your rich silence and spoken worship, and that all gifts of ministry among you may be recognized and lifted up among you. We pray that you each may be changed by the Holy Spirit moving amongst you and that you will share your changes with us as you return to the loving care of your home Meetings around the world that have sent you to worship. May you share with one another in loving worship and see how Spirit may be revealed and how love may change everything as we seek to live in the virtue of that life and power that takes away the occasion of war. We pray that the World Conference may experience an uncommon depth of community, love, and compassion. May any conflicts that arise in the World Conference be seen as opportunities for individual and collective growth and understanding.

We ask for the prayers of all Friends everywhere as we also work together and labor with one another in our own community, and we ask you, as way opens, to support us and join with us in community. We offer these loving greetings as we witness and testify to the power of love and inclusion in our own faith community to transform us all from the heart.

Approved at Interim Meeting of Baltimore Yearly Meeting on Third Month 17, 2012.

  
Margaret B. Meyer  
Clerk, Interim Meeting

  
Elizabeth F. Meyer  
Presiding Clerk

*Friends in Maryland, Virginia, Pennsylvania, West Virginia, and the District of Columbia*  
[www.bym-rsf.org](http://www.bym-rsf.org)

# ATTACHMENT G

## REPORT OF MANUAL OF PROCEDURE COMMITTEE

### REPORT OF THE MANUAL OF PROCEDURE COMMITTEE

MARCH 17, 2012

**KEY:** ~~deleted text~~; new text

We have two changes to present: 1) Appoint trustees to the Miles White Beneficial Society, and 2) The process of changing the Manual of Procedure.

The Miles White Beneficial Society, which was an independent corporation that supplied a report to the Yearly Meeting, is in the process of a closer affiliation with Baltimore Yearly Meeting. Last summer, The Board of the Miles White Society amended its By-Law pertaining to appointment of trustees as follows:

*All trustees shall be appointed by Baltimore Yearly Meeting of the Religious Society of Friends, or its successor organization, under the same rules as those for committee members of the Yearly Meeting in accordance with the Manual of Procedure of Baltimore Yearly Meeting.*

#### 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." ~~The trustees are self-perpetuating. There are eight to ten trustees, nominated by the Nominating Committee and appointed by the Yearly Meeting to serve a three-year term commencing with the close of the Annual Session. Appointees serve no more than two consecutive terms. Trustees meet monthly, as needed, October through May.~~

#### **(Excerpt from 3/6/2004 minutes of the Manual of Procedure Committee.**

Streamlining the process of approving changes to the *Manual of Procedure*. Committee members have long felt that sometimes the process of approving changes to the *Manual of Procedure* is overly cumbersome. We discussed ways the process might be streamlined. We identified two categories of changes. Some changes are substantive. In these cases, by putting something into words in the *Manual*, we actually establish or change the procedures of the Yearly Meeting. An example is the description of a new committee. In approving such changes, the Yearly Meeting not only approves the wording but the new procedures as well.

But other changes are not substantive. An example is changing the *Manual* to accurately describe a procedural change the Yearly Meeting has already approved, such as laying down the Counseling Service. An equally non-substantive change would be changing the description of the Committee on Unity with Nature because the national body it is affiliated with has changed its name.

We think our current practice of having *Manual of Procedure* changes approved first by Interim Meeting and then by the Yearly Meeting in Annual Sessions is appropriate when the changes are substantive. And we think all changes to the *Manual* should be reviewed and approved by some body larger than our committee. But we think that approval at either Interim Meeting or Annual Sessions, whichever comes first, is sufficient for *Manual* changes that do not establish new procedures for the Yearly Meeting. Winnie will draft a new Section VII of the *Manual* (“Changes in the *Manual of Procedure*”) incorporating these ideas.

**Comment:**

Changes in policy and procedure are first adopted by the Yearly Meeting and then forwarded to the Manual of Procedure Committee for incorporation into the Manual of Procedure. Policy changes are not initiated by the Manual of Procedure Committee. According to this approach, substantive policy changes have already been approved by the Yearly Meeting before coming to the Manual of Procedure Committee.

***XI. CHANGES IN THE MANUAL OF PROCEDURE***

Changes in the Manual of Procedure may be initiated by ~~the~~ Interim Meeting or by any member or any committee of the Yearly Meeting. The proposal first should be 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~~ Where substantive changes have been made (see section 2.55, Chicago Manual of Style, 15<sup>th</sup> edition), the changes are forwarded. The Yearly Meeting in session receives proposed changes and it may be approved, rejected, postponed, or returned the proposed change to the Interim Meeting for further consideration. In any case, a written report of the action of the Interim Meeting should 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*.

## ATTACHMENT H

### REPORT OF SUPERVISORY COMMITTEE

Third Month 17th, 2012

Supervisory Committee acts as the Personnel Committee of Baltimore Yearly Meeting. During this year, there have been changes in the staffing patterns for camp property managers, and camp directors. In addition, the Committee oversees provision of benefits for our employees. The Clerk of the Committee serves as consultant and support person for the General Secretary. The Committee meets about eight times each year.

**Continuance of General Secretary:** Presiding Clerk, Elizabeth Meyer, and Supervisory Committee Clerk, Margaret Meyer, met with Riley Robinson in December to review his work for the year. Prior to that meeting, the Committee solicited feedback from staff, Committees of the Yearly Meeting, and Clerks of Monthly Meetings. Supervisory Committee also contributed insight. Friends are quite pleased with Riley's work on our behalf and congratulated him. Supervisory Committee heard the report of this review in January and has continued the employment of our General Secretary for another year.

**Priorities for the General Secretary:** The General Secretary continues to be responsible for work on the financial and legal matters of the Yearly Meeting. These involve several committees and initiatives for revised activities. In addition, he is responsible, with Supervisory Committee, for maintenance of the Yearly Meeting property in Sandy Spring. We have asked him to spend additional time with the Camping Program this year. He continues to represent us to other Quaker organizations, and to help us envision our own future. In addition, he works closely with other Yearly Meeting staff to ensure that they work effectively and continue to grow in their activities. The General Secretary also tries to visit Monthly and Quarterly Meetings on a rotating basis. There is more in this list than one person can accomplish, so we ask for each and every member of the Yearly Meeting to consider how he or she can also contribute.

**2012 Budget and Personnel Costs:** During 2012, staff costs to Yearly Meeting are anticipated at:

Total staff cost to YM:	\$577,117
Aggregate salary \$424,193	
Employer portion FICA tax	\$32,448
Benefits, including Health care and contribution to 401(K)	\$120,476

#### **Future Plans:**

The Committee is working on materials to help staff and committees work together well. In addition, a new sabbatical policy is being written. Riley Robinson will be eligible for sabbatical in 2013. The Committee expects to revise the arrangement of administrative assistance activities in the main office, possibly employing another part-time individual.

## ATTACHMENT I

### REPORT ON AFSC ANNUAL CORPORATION MEETING

American Friends Service Committee Corporation met March 2 and 3 in Philadelphia for its annual business session, followed by the AFSC Board Meeting on March 4. Baltimore Yearly Meeting representatives to AFSC this year are Meg Boyd Meyer, Lella Smith, Barbara Thomas, Richey Sharrett, and Jolee Robinson.

The resonating theme was that the financial difficulties are now under control (with many staff positions sadly cut, by necessity, over the last couple of years) and AFSC is now ready to launch itself fully into the future. The 100+ attendees were invited to dialogue with Board members and staff at “seasoning sessions” on strategic planning, liaison opportunities with Yearly and Monthly Meetings, and AFSC as a Quaker organization. Friends were presented with “An Introduction to Quaker Testimonies” published by AFSC to help the organization reflect Quaker values more clearly in its program work.

AFSC’s Board of Directors was down-sized from 40+ members to 25 members during 2011-2012. Additional information was presented on the process of decreasing the number of US Regions from 9 to 4. Baltimore Yearly Meeting’s area will be divided, with Pennsylvania becoming part of the Northeast Region and Maryland, Virginia, District of Columbia, and West Virginia becoming part of the South Region. The new regional Director for the South is currently being selected. The new Executive Committee of 10-15 individuals will be appointed to take effect in the fall. BYM will no longer appoint a member of the Executive Committee, but may nominate individuals. Program Committees and an office will continue to reside in Baltimore; programs remain in West Virginia. Friends are encouraged to participate in Program committees in their area.

**Bayard Rustin’s 100th Anniversary Celebration:** AFSC celebrated the 100<sup>th</sup> anniversary of the birth of Bayard Rustin by restoring his name to the group of authors of “Speak Truth to Power” with a note about the reason why it was omitted (at Bayard’s request) when the document was originally published. Friends were shown extensive excerpts from a movie about his life ([Brother Outside](#)) and had the opportunity to talk directly with Bayard’s partner during the last period of his life. A moving aspect of this celebration was a programmed worship service presented by Dan Seeger, describing the unusual approach to Revelations taken both by George Fox and also by African American slaves. Bayard was raised with both traditions, which see these fantastical descriptions of titanic struggles between good and evil not as an allegorical description of something to come but as a metaphorical description of what is actually occurring as Friends and slaves lived and worked in the present to bring God’s kingdom to everyday experience.

We were treated to dialogues with program staff on four themes to help Corporation members better understand and reflect on AFSC goals:

**Religious Intolerance:** One presentation involved program work in the US and Indonesia working to counter religious intolerance. In North Carolina and Philadelphia programs have been held with youth and adults to counter suspicion and difficulties which face Mus-

lims as they become part of American culture; in Indonesia, young people participate in cultural activities which bring together individuals of different faiths or minority groups. A variety of suggestions for local use of tools presented were given.

**AFSC's Work in Israel/Palestine and Why Divestment is Important:** Mike Merriman-Lotz, Palestine-Israel Program Director, provided a brief description of the current state of Israel-Palestine relations. In response to concerns about "imbalance" in opinions about to be expressed, he noted the need to consider the obvious imbalance in power between the parties. The West Bank is badly fragmented, cut through with roads restricted for Israeli use, with Palestinian control limited to social services and local police in only about 40% of the West Bank land area. Gaza, though the Israeli military has withdrawn, is isolated from both the West Bank and the outside world.

The AFSC program has initiated a financial divestment strategy, not against Israel per se, but of corporations which supply items needed for the occupation. Examples include Caterpillar, which makes robotic bull dozers used by the military to destroy Palestinian homes; Veolia, which provides segregated busses on restricted roads; and Hewlett-Packard, which makes systems used in identity checks at checkpoints. The investment firm, TIAA-CREF has been approached with the request to make such divestment decisions part of their socially responsible investment option, but appears no longer open to discussing the issue with AFSC or its partners. Mike can be contacted about any opportunities for influencing the investment decisions of interest to Friends.

**Immigrant Allies:** Jordan Garcia, AFSC director of Coloradans for Immigrant Rights CFIR), described the program they promote to educate and facilitate "allies" to immigrants, and ways in which they could support, accompany, or even just listen to and understand the immigrant. He led our dialog group in an exercise which helped us understand the many ways that well-intentioned persons can inadvertently patronize the immigrant (providing sympathy rather than empathy, for example). CFIR has also provided a "Digital Story Telling Program" for immigrants to tell their own stories, and projected four beautifully-told, moving films which were products of the program. He uses such films for an average of 3 presentations a week in Denver and other areas, to increase understanding and generate support. Finally, he drew our attention to [www.coloradansforimmigrantrights.blogspot.com](http://www.coloradansforimmigrantrights.blogspot.com), where a comprehensive library of materials can be found.

**Occupy: Supporting the Movement's Commitment to Nonviolence, Economic Justice, and Inclusion:** In this interactive session, after offering words that reflect our understanding of and hopes for the Occupy Movement, we learned some history re its roots (1999 Seattle WTO protest) and present facts (2,686 occupy movements worldwide as of December 2011). Many Friends Meetings have been involved through lending Meeting House space, material support, educational support (facilitation skills, understanding non-violence, consensus decision-making), and networking. We read the Pittsburg Occupy Statement and found the values closely reflected Friends testimonies. We considered some of the challenges the movement faces. Finally, we brainstormed how to become involved as the movement regroupes for spring.

## ATTACHMENT J

### PRESIDING CLERK'S REPORT TO INTERIM MEETING

March 17, 2012

Elizabeth F. Meyer

At our last Annual Session, Baltimore Yearly Meeting adopted a vision statement, and tasked the Clerk of Interim Meeting and me, as Presiding Clerk, with naming an *ad hoc* Committee to work on discerning recommendations for how this vision might be implemented. Meg and I have put together a strong group of Friends with a diversity of ages, experiences and geographic homes within our Yearly Meeting, and this group has begun to meet. Marcy Seitel serves as Clerk of this *ad hoc* Vision Implementation Committee, and the members of the group are: Marcy Seitel, Jennifer Brooks, Andrei Israel, Rich Liversidge, Ellen Massey, Betsy Meyer, Meg Meyer, Brad Ogilvie, Mary Ellen Saterlie, Katherine Smith, Rich Thayer, Betsy Tobin, and staff participants Riley Robinson and Alison Duncan.

The statement we adopted at Annual Session envisions Baltimore Yearly Meeting as a worshiping community. I have felt a leading to nurture our worshiping community through visiting Meetings to worship with Friends, and it is my goal to visit every BYM Monthly Meeting at least once during my term as Presiding Clerk. Since August 2010 when I started, I have visited 35 of our 40 Monthly Meetings, so I have 5 more to go before next Annual Session in August. This visiting has been a blessing for me, but I shouldn't keep this just to myself. If you are feeling a leading to nurture our worshiping community through visiting, talk to me. I would like to gather a group who would visit with listening hearts as a way of connecting us.

One thing that has been very special for me has been to spend a whole weekend with a Meeting really getting to know Friends. In November I spent a weekend with Williamsburg and Mattaponi Friends. On the Friday evening I met with a small group to support them in a pastoral care concern. Then on Saturday, we had a prayer workshop at Williamsburg Meeting, and on Sunday, I worshiped with Mattaponi Preparative Meeting. In December, Maury River Friends hosted me for a vocal ministry workshop on Saturday and worship on Sunday.

The Redlands Meeting House in Newberrytown PA, which recently turned 200 years old, has not been used for regular worship for many years (the Monthly Meeting there was laid down 150 years ago). Now a group of Friends intend to begin meeting there on the third First Day of each month starting in April and running through October (they have no heat). They will be called the Newberry Worship Group and are under the care of Menallen Monthly Meeting. In addition, there will be a special Easter celebration on April 8 at 10:00 a.m. (what better time to resurrect a Meeting?). This, along with the revival of worship at the Old Brick Meeting House in Rising Sun MD, is an encouraging, if small, trend toward a renewal of worship at some venerable old sites.

In November the Virginia Council of Churches invited me to serve on a panel with a Mennonite and a Brethren at their Annual Meeting which explored conflicts in and among churches. They asked us how members of the traditional peace churches deal with conflict. The Mennonite told us that when there is a conflict in doctrine among Mennonites (and Amish), they split. One example he gave was a division among old-order Amish over whether the men should wear one suspender or two suspenders on their pants. Despite all these splits, they come together for music; so these musical gatherings draw people who come by horse and buggy and those who come by car, wearing all styles of clothing, but all singing the same hymns. I spoke about conflicts as opportunities. I shared BYM's recent experience as a member of Friends United Meeting. Because there was no easy answer in responding to the FUM personnel policy, we had to go deeper and really seek God's will. It was an opportunity for spiritual growth and to seek to know Friends outside of BYM on a deeper level. The Brethren panelist, who does a lot of interfaith work, and spoke about building bridges between denominations. A lively discussion with the audience ensued, and I think those in attendance appreciated the panel.

In January, I received a letter from Adelphi Meeting (attached) expressing the Meeting's disquiet with BYM's October 2010 decision to resume contributions to Friends United Meeting. The Meeting asked that the BYM Office enclose a message from Adelphi Meeting stating that FUM's personnel policy hurts the hearts of Adelphi Friends because they see it as a denial of their humanity and of the humanity of those they love. The letter also asked BYM to urge FUM to reconsider its personnel policy within a year. I attended Adelphi Meeting's February business meeting to let Adelphi Friends know that I had received their letter and had taken it to heart. I spoke about what an opportunity for spiritual growth this whole issue has been for our community and how our decision came in a truly covered business meeting. I told them that their message would be conveyed along with BYM's payment – I discussed this with Riley, and we decided that there was no reason we could not pass this message along in this way, quoting exactly from Adelphi's letter and making it clear who the message was from. With regard to urging FUM to reconsider their policy, I reminded Adelphi Friends that we name our representatives to the FUM General Board for their discernment and judgment; they are not our marionettes. We have to trust their judgment concerning the right time to raise this issue. I passed along the Adelphi letter to our representatives trusting to their discernment with regard to this request. Adelphi Friends also have written an epistle on inclusion to Friends Everywhere, which testifies to the experience of Adelphi Friends of being a welcoming community. It may be found at <http://adelphifriends.org/info/epistle-inclusion.htm>.

Please make a note of June 25<sup>th</sup> – this is: (1) the due date for Committee and Representative Annual Reports; (2) deadline to register for Annual Session at the discounted rate; and (3) the due date for requesting an agenda item at Annual Session.

Last April, we had a retreat for Monthly Meeting Clerks, past, present and future, and for those led to support them, hosted by Midlothian Meeting. I had hoped to schedule another one this year at the same time, but the way did not open for that -- April is just too busy this year. It is tentatively being planned for early November at Sandy Spring, as the way opens.

Upcoming events for me:

I plan to take the Friendly Adult Presence training next week;

April 29 is the Blue Ridge Gathering in Blacksburg VA – I will serve on a panel with Chuck Fager – Chuck will talk about long-term Quaker Peace Work, and I will talk about the mystical roots of social action;

On May 5, I have been asked to be part of a William Penn House Program at Friends Meeting of Washington on how we welcome former inmates into our Meetings. I will be speaking about “answering that of God in everyone.”

My pamphlet on the Psalms published by the Wider Quaker Fellowship is now available for download at <http://www.voicesoffriends.org/index.php/New-Publications/>.

Epistle on Inclusion at Adelphi Friends Meeting

February 1, 2012

To Friends Everywhere,

We at Adelphi Monthly Meeting are deeply concerned that there are Friends in any Meeting or Quaker organization who cannot be honest about their intimate relationships and know that they are honored and fully included in their worship and work communities. Such a condition diminishes not just those relationships, but all in the community as we endeavor to minister to one another. We witness to our conviction that every person should be able to live out fully what God is leading them to do in their lives.

The Spirit that resonates in our souls is one that affirms love, that celebrates love, that rejoices in the presence of love. When we embrace that of God in everyone, including the full richness of the loving relationships in our Meeting, our worship deepens and our community is enhanced.

After laboring for almost a decade, Adelphi Monthly Meeting approved a minute affirming same-sex marriage in 1991. We have done our best to welcome equally gay, lesbian, bisexual, transgender, questioning, and heterosexual Friends into the life of our Meeting. The first same-sex marriage under Adelphi’s care was celebrated in 2006. After twenty years, Adelphi’s policy on same-sex marriages continues to feel Spirit-led.

We of varied sexual orientations and gender identities worship together and accomplish the committee work of our monthly Meeting. We raise our children and minister to one another in the wide variety of ways that the Spirit leads us. Our Meeting recognizes “the Light in all sincere, loving, supportive relationships, which are characterized by growth and in which faith, hope, love, and truth abide.” Although we do the work of community imperfectly, we have all been blessed by the open, accepting, and loving atmosphere of our Meeting.

Adelphi works hard to be a welcoming place for young people from our monthly and yearly Meetings. We owe our youth the guarantee that Adelphi be a safe place where our community will defend their basic human rights, including their right to have responsible loving relationships without discrimination of any sort.

Our lives are better for this. We are grateful for the gifts each member brings to our faith community. We have been uplifted by the openness with which our children accept differences.

Our Meeting is now considering whether we have a corporate leading to organize a gathering for Friends with a concern for the loving inclusion of gay, lesbian, bisexual, transgender, and questioning Friends in their meetings and within the wider circle of Friends. Perhaps there are other Meetings or individuals with similar leadings. We would like to hear from you.

We treasure our kinship with all Friends. We have genuine, heartfelt connections to Friends and Meetings around the world. We have built relationships by worshipping and working together, by sojourning and through visitation. We are filled with hope that, through continuing dialogue within the wider Quaker community, we can come to an understanding that allows us to walk gently over the earth, answering that of God in every person and slighting none.

This is our experience. This is our witness.

In Love and Light,

/s/

Jade Eaton, Clerk

Adelphi Monthly Meeting of the Religious Society of Friends

2303 Metzert Rd.

Adelphi, Maryland 20783

USA

[inclusion@adelphifriends.org](mailto:inclusion@adelphifriends.org)



*Annual Session photograph by Nony Dutton*

**INTERIM MEETING**  
**SIXTH MONTH 16, 2012**  
**DUNNINGS CREEK FRIENDS MEETING**

**12012-25** *Opening Worship.* The Meeting opened with a period of worship. Clerk Elizabeth Meyer shared the Prayer of St. Francis, reminding us that we can be instruments of peace, hope, and love in the world.

Friends from twenty-five Meetings signed in: Adelphi: Stephanie Bean, Catherine McHugh, Jolee Robinson; Alexandria: Deborah Haines, Becca Haines-Rosenberg; Baltimore Monthly Meeting, Stony Run: Adrian Bishop, Dellie James; Bethesda: Alexandra Bell, Pierce Hammond, Susan Kaul; Frederick: Christopher Fowler, David Hunter; Friends Meeting of Washington: Robinne Gray, Carol Phelps, Riley Robinson; Goose Creek: Brett Ann Hoag; Gunpowder: Bob Fetter; Homewood: Eilee Boylan, Sarah Bur; Hopewell Centre: Michael Moore, Jim Riley; Langley Hill: Sheila Bach, Walter Brown; Nottingham: Doug Eaby, Janet Eaby, Jason Eaby; Patapsco: Stuart Greene, Ken Stockbridge; Sandy Spring: Alan DeSilva, Natalie Finegar, Thomas Finegar, Wayne Finegar, Flossie Fullerton, Howard Fullerton, John Hudson, Toni Hudson, Deborah Legowski, Rich Liversidge, Elizabeth Meyer, Ann Whittaker; Shepherdstown: Janet Harrison, Andy Mosholder, Mark Mulligan; Takoma Park: Erik Hanson, Arthur David Olson; Valley: Jean-Marie Prestwidge Barch; York: David Fitz.

Elizabeth Meyer, Presiding Clerk, is substituting for Margaret Meyer, Interim Meeting Clerk, who is attending a family funeral. Friends held Meg Meyer and her family in the Light. Friends lifted up the names of others to be held in the Light.

**12012-26** *Welcome from Dunnings Creek Meeting.* Jerry Miller welcomed us to Dunnings Creek Meeting. We have been blessed today with beautiful sunny weather and warm hospitality.

**12012-27** *Frederick Monthly Meeting report on Shepherdstown Monthly Meeting.* Helen Tasker (Frederick) brought forward a recommendation from Frederick Monthly Meeting regarding the status of Shepherdstown Preparative Meeting. Andy Mosholder (Shepherdstown) shared a letter from Shepherdstown Friends to Frederick Meeting, requesting that their Meeting become a full Monthly Meeting. Frederick Monthly Meeting has approved this request, and Helen Tasker read a letter from Frederick Meeting, joyfully recommending that Shepherdstown Preparative Meeting be accepted as a full monthly meeting within Baltimore Yearly Meeting. The recommendation was further seasoned and endorsed by Warrington Quarter, which may not necessarily include Shepherdstown Monthly Meeting. This recommendation follows long discernment among Shepherdstown Friends and reflects their deep spiritual commitment and Quaker practice.

Friends APPROVED this recommendation, and we will forward this item to Annual Session for final consideration. The letters from Frederick and Shepherdstown Meetings are attached. (Attachments K and L)

**I2012-28** *Letters to Ohio Yearly Meetings.* Walter Brown (Langley Hill), clerk of the Advancement and Outreach Committee, shared letters in fellowship and celebration of the bicentennial of Ohio Yearly Meeting, which were seasoned by the Committee. Ohio Yearly Meeting was set off from Baltimore Yearly Meeting in the early nineteenth century, when large numbers of Friends were moving to Ohio to make new communities in the Northwest Territory, where slavery was illegal. Friends also minuted appreciation to Deborah Haines (Alexandria), who researched the history and drafted this beautiful letter of fellowship. Friends APPROVED sending letters to both Ohio Yearly Meeting (Conservative) and Evangelical Friends Church – Eastern Region, the Yearly Meetings that have grown from the seeds sown by those early BYM Friends in Ohio.

The letters are attached. (Attachments M and N)

**I2012-29** *Report of Youth Programs Manager.* Alison Duncan (Adelphi), BYM Youth Programs Manager, reported on her work, including highlights from the Young Friends and Junior Young Friends programs. Her full report is attached. (Attachment O) We are very grateful for her work.

**I2012-30** *Education Loan Committee.* Christopher Fowler (Frederick) shared a recommendation from this Committee that the Educational Loan Program be replaced by a BYM Educational Grants Program. The full recommendation was provided to Friends in advance of the Meeting.

The financial climate for students and families has changed, as have the legal requirements for administering loans. The Committee is recommending that the loan program be wound down and that grants be offered instead for Friends attending college. Grants will be provided from repayment of outstanding loans and contributions from Friends, as well as from a small endowment.

Friends APPROVED this recommendation. Friends minuted their appreciation for BYM staff in administering the loans. The full recommendation and accompanying documentation are attached. (Attachment P)

**I2012-31** *Naming Committee.* Janet Eby (Nottingham) and Gail Thomas (Bethesda) served as the Naming Committee this year. Janet Eby (Nottingham) brought forward the following names to serve on Search Committee: Andrei Israel (State College) and Linda Coates (Little Britain).

Friends APPROVED these names.

**I2012-32** *Search Committee.* Clerk Elizabeth Meyer reported for this Committee in the absence of committee members. She read the following names for appointment to Nominating Committee: Byron Sanford (Washington) and Henrik A. "Hank" Schutz (Charlottesville). Friends APPROVED bringing these names to Annual Session for approval.

Charles Harker (Sandy Spring) has resigned from Supervisory Committee. Friends accepted this resignation.

**I2012-33 *Indian Affairs Committee.*** Dellie James (Stony Run) brought forward a minute from the Indian Affairs Committee. She shared that the Committee has been engaged with the United Nations Declaration on the Rights of Indigenous Persons and with interfaith efforts to repudiate the Doctrine of Discovery. This Doctrine has allowed and encouraged the subjugation of indigenous peoples by conquering forces worldwide since the sixteenth century. Because of Friends' testimonies of peace and equality, our desire to challenge unjust laws and policies, and our awareness of Friends' part in colonization and the suppression of Native cultures, the Indian Affairs Committee recommended that the Yearly Meeting approve the following minute:

The Baltimore Yearly Meeting of Friends minutes its support for an initiative being led by Indigenous leaders and religious groups to repudiate the Doctrine of Discovery, a 15th Century doctrine that both sanctioned violent conquest of Indigenous Peoples and sustained domination, and reaffirms its support of the 2007 United Nations Declaration on the Rights of Indigenous Persons and its principles of community governance and processes of peaceful consultation in decision making.

Several Friends offered suggestions about the wording of minute, and it will be returned to the Committee for further consideration.

**I2012-34 *Manual of Procedure Committee.*** Howard Fullerton (Sandy Spring) reported on behalf of this Committee. He brought forward two changes to the Manual of Procedure. One change clarifies that the term of service for Trustees of the Yearly Meeting is from the close of the Yearly Meeting or Interim Meeting Session at which they are appointed to the close of the Annual Session during which their term ends. The other change is to the descriptions of Young Friends' procedures for appointing representatives to Youth Programs and Program Committee. The new wording will reflect current practice.

Friends APPROVED forwarding these changes to Annual Session for final approval.

**I2012-35 *ad hoc Committee on Intervisitation.*** Jolee Robinson (Adelphi) and Ken Stockbridge (Patapsco) reported for this Committee.

Jolee Robinson read a Travel Minute for Ken Stockbridge. Friends APPROVED endorsing a renewal of this minute for the coming year.

Jolee Robinson shared the names of several visitors we expect and hope to see at Annual Session this year. She also shared about the activities the committee will offer at Annual Session, both social and informational.

Ken Stockbridge reported on his recent visits to Friends in many parts of the Eastern US, and about other visits undertaken by committee members. As the Intervisitation Commit-

tee looks towards the future, they see a great interest among Friends from other yearly meetings in our program. A training workshop for new visitors this spring included four Friends from other Yearly Meetings and was a great opportunity for new conversation. The Committee is still engaged in refining its vision for BYM's intervisitation program. How can we make intervisitation an integral part of our practice that enriches our spiritual lives and the lives of our Meetings?

**I2012-36** *Message from Warrington Quarterly Meeting.* Clerk Elizabeth Meyer shared the following message from Warrington Quarterly Meeting, lifting up the value of Quarterly Meetings in the lives of Friends:

A group of Friends can do a lot of good together, working with each other or with other like minded groups in their area on social and economic justice issues, providing opportunities for youth to experience their Quaker heritage more deeply, or working on other projects of interest. Opportunities to worship and study together enrich and deepen the spiritual life of Quarterly Meetings and of individual Meetings. Some larger Meetings already have the resources within themselves for all the above, but many smaller Meetings would benefit from a lively, vibrant quarterly structure to enrich and expand their spiritual life and witness in the world.

Currently there are a number of Monthly Meetings in BYM without the support of a Quarterly Meeting. Observation of Quarterly Meetings indicate that somewhere between 100 and 500 Friends from 2-10 Monthly Meetings in the same geographic area would allow for both energy and variety of gifts, but be small enough to allow for deepening and strengthening relationships between Friends and their Meetings. Monthly Meetings in Warrington Quarter have experienced the benefits of such a membership, and have also experienced the difficulties of working together across state lines on issues of concern that are handled differently in different states. We wonder about reactivating Quarterly Meetings where they are not active, and restructuring their configuration in such a way that fosters working together with Friends while also facilitating a Quarter presence on regional interfaith groups.

It is a starting point for new thought and discussion.

**I2012-37** *Treasurer's Report.* Tom Hill (Charlottesville), Assistant Treasurer, delivered the Treasurer's report. At this time of year, there are still a lot of unknowns in the Yearly Meeting's incomes and expenses, with camps just starting for the season and Annual Session registrations still coming in. In 2011, we ended the year with a deficit of \$5,500, and although this amount is not significant given our budget, we hope that our income will exceed our expenses in 2012. The Treasurer and the finance committee will continue to monitor BYM's revenue and expenses as the year continues.

**I2012-38** *Development Director Report.* Robinne Gray (Washington) delivered her report as Development Director.

She brought forward an action item from the Development Committee regarding the use of our mailing list. A request from Friends House for a one-time use of the mailing list was seasoned by Development Committee, which recommends that we approve this one-time use. Friends APPROVED this use of the mailing list. Robinne also shared that the committee has put together guidelines for the use of our mailing list by outside organizations, and she invited Friends to give feedback on this document, which was provided in advance of this meeting.

Robinne shared about the 20th anniversary celebration at Shiloh Quaker Camp last weekend. The camp received a pond for its birthday and the party included singing camp songs, planting trees, and reminiscing about the camp. She pointed out that Friends too rarely gather to just have fun.

Robinne spoke to the goals of the development program for this year, including camper financial aid, increased participation in our monthly giving program, and an ongoing Development Program evaluation. Her report is attached. (Attachment Q)

**I2012-39** *General Secretary's Report.* Riley Robinson (Washington) gave the General Secretary's report. He shared about the enrichment offered by Interim and Representative Meetings. We have a great opportunity to find new ways forward, to bring refreshing insight from our home Meetings, and to bring the work of the Yearly Meeting into our Meeting communities. Riley noted that there are Highlights documents available for Friends to take home with them, and he encouraged Friends to make sure everyone in our Monthly Meetings knows about the great things the Yearly Meeting does. He shared about the new Yearly Meeting website, and suggested a number of ways, both analog and digital, that Friends can bring their Monthly Meetings more fully into the life of the Yearly Meeting. These included: reporting in your Monthly Meeting on Yearly Meeting activities; contributing to your Meeting's newsletter; posting items on your Meeting's bulletin board or listserv; visiting the BYM website or Facebook to get news of upcoming events; recommending skilled friends in your meeting to the BYM Nominating Committee; and bringing a F/friend to Interim Meeting. Broad participation in Yearly Meeting work is crucial as the BYM visioning process continues.

**I2012-40** *Youth Safety Policy ad hoc Committee.* Clerk Elizabeth Meyer brought the following proposal for the formation of an *ad hoc* Youth Safety Policy Committee:

Interim Meeting establishes a Youth Safety Policy *ad hoc* Committee which includes one member each from Trustees, Youth Programs Committee, Camping Program Committee, Junior Yearly Meeting staff, and Religious Education Committees. A clerk and several additional members will be appointed by Clerk of Interim Meeting, some representing Monthly Meetings. The Youth Programs Manager will staff the committee, and other staff members may need to attend from time to time. The group will have support from a lawyer who specializes in this area. It is hoped that this *ad hoc* Committee would consist of 10 or fewer people. The *ad hoc* Committee is asked to provide a draft report to Interim Meeting in March 2013.

This will be an *ad hoc* committee as defined by the Manual of Procedure; it could later become a longer-term working group, if that seems necessary. Friends APPROVED this proposal.

**I2012-41** *Yearly Meeting Presiding Clerk.* Elizabeth Meyer (Sandy Spring) reported as the Presiding Clerk. Friends shared deep appreciation for Betsy's visits among Friends, and for the work of the Stewardship and Finance committee in preparing the proposed new apportionment method (**Y2011-37** and **Y2011-63**). Her report is attached. (Attachment R) This report will be provided to BYM Monthly Meetings to update them on Betsy's visits and the status of the proposed apportionment method.

**I2012-42** *Minute of thanks to Dunnings Creek Meeting.* Friends minuted their appreciation for Dunnings Creek's gracious hospitality and the beautiful setting for our work. We were grateful for tables under the trees, delicious food and drink, and cross-ventilation through the open Meeting House doors. Their history is beautifully presented in the photographs throughout the Meeting House, and members opened their homes to so many of us that they literally ran out of room. Their generosity has been wonderful.

**I2012-43** *Closing Worship.* The Meeting closed with a period of worship.

We will next meet at Baltimore Yearly Meeting Annual Session, July 31 – August 5 at Frostburg State University, God willing. Next Interim Meeting will be held October 13 at Sidwell Friends School.

## **ATTACHMENT K**

### **LETTER FROM SHEPHERDSTOWN PREPARATIVE MEETING**

Helen Tasker  
Clerk  
Frederick Monthly Meeting  
723 North Market Street  
Frederick Maryland 21701

March 18, 2012

Dear Helen,

At the March 10 Meeting for Business of Shepherdstown Preparative Meeting, Friends united in a desire to become an independent Monthly Meeting,

As you know, Shepherdstown Friends have been gathering in the spirit of silent worship since 2002. We then became first an allowed meeting under the care of Frederick Monthly Meeting, then most recently a Preparative Meeting. During that time we have grown from just a handful of regular worshippers to a group that regularly welcomes more than twenty adults and three children in our First Day School.

As prelude to our decision this past First Day, we held a threshing session in January and a specially-called meeting in February. In our deliberations Shepherdstown Friends paid particular attention to the need for our meeting to be ready to move forward together on this next step and Friends agreed that we are ready. We anticipate that becoming a Monthly Meeting would bring simplicity to our business matters

At these three meetings we considered the following questions:

Is a sense of community present among members and attenders of the Preparative Meeting? Is spiritual nurturing experienced within it?

Friends affirmed that this is true for us. Friends share silent worship and deeply felt messages at our Meetings for worship, and also share a warm sense of community with each other.

Are meetings for worship and business held regularly and attended appropriately?

Friends affirmed that this is true for us. Most Friends stay for Meeting for business and a small group regularly also attends a Wednesday night worship in Harpers Ferry.

Is there a core group with the commitment to give permanence to the Meeting?

After discussion, Friends affirmed that this is true for us. Friends note that for a small meeting the burden of being a monthly meeting, although not greater in total than for a larger meeting, implies more work for the fewer number of Friends in a smaller meeting. Friends also note that becoming a Monthly Meeting may be an opportunity for growth and would give new energy to the meeting community.

Is contact maintained with organizations in the wider community of the Religious Society of Friends?

Friends note many connections to the wider Quaker community. These include participation in Baltimore Yearly Meeting committee work, attendance at Yearly Meeting and other Quaker groups. However, we note that, like many other meetings, we have not had much

participation in Quarterly Meeting.

Is witness for traditional social testimonies of Friends fostered?

Friends affirmed that this is true for us. This activity includes an active Peace and Social Justice Committee and many individual activities.

Does the Preparative Meeting maintain a library of Friends materials? Does it encourage its members and attenders to grow in the knowledge of the Society?

Friends affirmed that this is true for us. We have a small but growing library of Quaker-related literature and Friends borrow from it.

Has the Preparative Meeting established relationships with other religious groups in its community?

Friends affirmed that this is true for us. We participate in the Shepherdstown Ministerial Association and particularly collect food items for the local food pantry.

We ask that you bring this matter to your next Meeting for Business. Our recently nominated co-clerk, Mark Mulligan will be able to attend the Meeting, as well our outgoing clerk Neal Peterson. Unfortunately, I will be on business travel and thus unable to be there.

Sincerely,

Carol Robbins  
Co-clerk, Shepherdstown Prepara-

tive Meeting

## ATTACHMENT L

### LETTER OF FREDERICK MONTHLY MEETING

#### Frederick Monthly Meeting of the

#### Religious Society of Friends

June 10, 2012

To Friends of Baltimore Yearly Meeting of the Religious Society of Friends:

Frederick Monthly Meeting (FMM) as the “parent meeting” of Shepherdstown Preparative Meeting (SPM) joyfully recommends that Shepherdstown Preparative Meeting become a full monthly meeting, under the care of Baltimore Yearly Meeting of the Religious Society of Friends.

Several Friends on Ministry and Counsel have met a number of times with SPM Friends to help them gain clearness in this process. It has been over the past few years that we have had a closer relationship with SPM, as they first became a Preparative meeting. When they met with us in the fall of 2011, seeking a way to understand the financial relationship between our meeting and theirs, it became clear to FMM that Shepherdstown Preparative Meeting seemed ready to move onto the next step of becoming a monthly meeting. This really surprised them, and they took a few months to discern that within their meeting. When FMM Friends visited their Meeting with a Concern for Business at which they decided to move forward, we were much impressed with the way in which they thoroughly addressed the questions for clarity as stated in the Faith and Practice of BYM. As their letter clearly states, they have considered these matters deeply and thoroughly. FMM received their request in March, brought it to Monthly Meeting in March and then held it over for the second reading in April. As a formality we brought it to Warrington Quarterly Meeting, where they endorsed the recommendation, with the understanding that Frederick Monthly Meeting will bring this to Interim and Annual sessions this summer for final steps in the approval process.

Shepherdstown Friends gathered (first as a worship group and then as a preparative meeting) as adult seekers, many of whom held initial memberships with other BYM monthly meetings. Seasoned Friends have made up the core of this worship group, which brings a strength and vitality to the small town of Shepherdstown, West Virginia and to Baltimore Yearly Meeting as a whole. When worshipping with them, the depth of worship and the depth of their community is easily recognized: the spirit is indeed a Divine Presence among them. Indeed, Frederick Monthly Meeting has admired their attention to worship, business and outreach practices. It should also be noted that FMM has taken great care in working with Shepherdstown Friends to ascertain that their attention to financial matters is in good order. We heartily and joyfully recommend that Interim Yearly Meeting support Shepherdstown Preparative Meeting in their desire to become a full Monthly Meeting.

On behalf of Frederick Monthly Meeting,  
Helen Tasker  
Clerk

## ATTACHMENT M

LETTER TO OHIO YEARLY MEETING - CONSERVATIVE

# Baltimore Yearly Meeting

*of the Religious Society of Friends*

17100 Quaker Lane

Sandy Spring, Maryland 20860-1267

301-774-7663

800-962-4766

Fax: 301-774-7087

bym@bym-rsf.org

Sixth Month 16, 2012

Ohio Yearly Meeting  
c/o Olney Friends School  
61830 Sandy Ridge Road  
Barnesville OH 43713

Dear Friends:

We join with you in celebrating the 200<sup>th</sup> anniversary of Ohio Yearly Meeting. Your beginnings are part of our history, and we rejoice in remembering our common roots.

We recall how a flood of Quaker settlers began to pour across the Ohio River in 1800, seeking a place where they could live free from the evils of slavery. They did not come primarily as individual travelers, but as Friends in community, seeking to serve Truth. Their anchor at that time was Westland and Redstone Meetings, making up Redstone Quarter of Baltimore Yearly Meeting, in far western Pennsylvania. In 1799, Friends from Redstone traveled through the south, seeking to promote the idea of a Quaker settlement in the Northwest Territory, where slavery was permanently barred. As Bordon Stanton, from Contentnea Quarterly Meeting in North Carolina described it:

for several years Friends [had] had some distant view of moving out of that oppressive part of the land, but did not know where until we had an acceptable visit from some traveling Friends from the western part of Pennsylvania. They thought proper to propose to Friends for consideration, whether it would not be agreeable to best wisdom for us unitedly to remove northwest of the Ohio River — to a place where there were no slaves held, being a free country....

The decision to leave behind their farms and livelihood, and break up their beloved meetings, was hard for them, but they came to believe that God was calling them to a new land in the service of Truth. There was little prospect of adding Friends “by conviction” in the South, Stanton said, given the hold of slavery, but Truth might spread in the land beyond the Ohio. To quote further from his letter:

I was made sensible beyond doubting, that it was in the ordering of Wisdom for us to remove; and that the Lord was opening a way for our enlargement, if found worthy. Friends generally feeling something of the same, there were three of them who went to view the country, and one worthy public Friend. They traveled on till they came to this part of the western country, where they were stopped in their minds, believing it was the place for Friends to settle. So they turned back, and informed us of the same in a solemn meeting; in which dear Joseph Dew, the public Friend, intimated that he saw the seed of God sown in

abundance, which extended far northwestward. This information, in the way it was delivered to us, much tendered our spirits, and strengthened us in the belief that it was right. So we undertook the work, and found the Lord to be a present helper in every needful time. . . . (Borden Stanton, to Friends in Wrightsborough, Georgia, Twenty-Fifth of Fifth Month, 1802, Concord, Ohio)

The minutes of Redstone Quarter record the outcome of this decision:

*At Westland Monthly Meeting, Sixth Month, 1800.* This meeting is in receipt of extracts from the minutes and proceedings of a Monthly Meeting on Trent River, in Jones County, North Carolina, telling of the exercises of Friends of that meeting, which resulted in that meeting, almost in a body, concluding to issue certificates to nearly all its members, and surrendering their privileges of holding meeting, to Contentnea Quarterly Meeting, and as many of these aforesaid Friends and their families (and several from the Monthly Meeting of Coresound, in Carteret County, N. C.) have arrived and are now as sojourners in the vicinity of this meeting, and being a subject of such magnitude and importance, this meeting appointed David Greave (and eleven others) to confer with them, give such advice and assistance as may be necessary to procure a settlement for Friends in the territory northwest of the Ohio River and report to our next meeting.”

Borden Stanton described developments through 1803:

The first of us moved west of the Ohio in the Ninth Month, 1800, and none of us had a house at our command to meet in to worship the Almighty Being. So we met in the woods until houses were built, which was but a short time. In less than one year Friends so increased that two Preparative Meetings were settled; and in last Twelfth Month a Monthly Meeting, called Concord also was opened, which is now large. Another Preparative Meeting is requested; also another First and week-day meeting. Four are already granted in the territory and three meeting houses are built. Way appears to be opening for another Monthly Meeting and I think a Quarterly Meeting.”

Friends came to the Ohio country not only from North Carolina, but from Georgia, Virginia, Maryland, Pennsylvania, and New Jersey. In 1804, Redstone established both Short Creek and Concord as monthly meetings, each with a preparative meeting under its care. Short Creek Quarter, consisting of these four meetings and set off from Redstone Quarter by Baltimore Yearly Meeting, was the first quarterly meeting west of the Ohio River. In 1808, Baltimore Yearly Meeting also set off Salem Quarter from Redstone Quarter. This was followed by Miami Quarter and West Branch Quarter in the western part of Ohio.

By 1810, Friends west of the Alleghenies were ready to organize their own yearly meeting. They brought this proposal to Baltimore, where it was considered at the next two annual sessions by large committees of men and women Friends. The 1812 annual sessions were attended by delegations of Friends from Redstone, Short Creek, Salem, and Miami Quarters. According to the minutes:

The consideration of the important subject of a division of the Yearly Meeting, as continued from last Yearly Meeting, being resumed, copies of minutes were produced from the

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Yearly Meetings of Friends of Philadelphia and of Virginia, informing that each of the said meetings had appointed a Committee (most of whom were present) to unite with us in deliberation thereon.

The decision to divide the yearly meeting was a difficult one. Friends in Baltimore Yearly Meeting, east and west of the Alleghenies were united by a common discipline and strong family and community ties. The vision of the Friends who had first visited Ohio, who “saw the seed of God sown in abundance,” could not be denied. As the minutes record:

The Committee appointed to unite with women Friends in the further consideration of the important subject of a Yearly Meeting to be held in the State of Ohio, report, That we have several times met and have had the company of several brethren of the Yearly Meetings of Philadelphia and Virginia, and in our deliberations we have been favored with a good degree of solemnity, under which we were free to propose, that the Quarterly Meetings west of the Alleghany Mountains, within the verge of this Yearly Meeting, be at full liberty to convene together at Short Creek, on the third First-day in the Eighth Month next in the capacity of a Yearly Meeting, agreeable to their prospect and desire as expressed in their appeal to this meeting last year.

This recommendation was united with by the Yearly Meeting, and Ohio Yearly Meeting was born.

This history reminds us that the task we are called to is nothing less than sowing the seed of God. This is work of profound importance, and worthy of great sacrifice. It also reminds us that we are called to this work not only as individuals, but in community with each other.

We pray that God will continue to guide and prosper the work of all our yearly meetings. May we celebrate our common heritage, and hold on to our dream of being gathered at the feet of the Inward Teacher, in complete obedience and perfect love.

Sincerely,

*Margaret B. Meyer*

Margaret B. Meyer  
Clerk, Interim Meeting

*Elizabeth F. Meyer*

Elizabeth F. Meyer  
Presiding Clerk

cc: **Governor John Kasich**

Riffe Center, 30th Floor  
77 South High Street  
Columbus, OH 43215-6117

## ATTACHMENT N

# LETTER TO EVANGELICAL FRIENDS CHURCH - EASTERN REGION Baltimore Yearly Meeting

*of the Religious Society of Friends*

17100 Quaker Lane

Sandy Spring, Maryland 20860-1267

301-774-7663

800-962-4766

Fax: 301-774-7087

bym@bym-rsf.org

Sixth Month 16, 2012

Evangelical Friends Church – Eastern Region

5350 Broadmoor Cir. NW

Canton, OH 44709

Dear Friends:

We join with you in celebrating the 200<sup>th</sup> anniversary of Ohio Yearly Meeting. Your beginnings are part of our history, and we rejoice in remembering our common roots.

We recall how a flood of Quaker settlers began to pour across the Ohio River in 1800, seeking a place where they could live free from the evils of slavery. They did not come primarily as individual travelers, but as Friends in community, seeking to serve Truth. Their anchor at that time was Westland and Redstone Meetings, making up Redstone Quarter of Baltimore Yearly Meeting, in far western Pennsylvania. In 1799, Friends from Redstone traveled through the south, seeking to promote the idea of a Quaker settlement in the Northwest Territory, where slavery was permanently barred. As Bordon Stanton, from Contentnea Quarterly Meeting in North Carolina described it:

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Sincerely,

*Margaret B. Meyer*

Margaret B. Meyer

Clerk, Interim Meeting

*Elizabeth F. Meyer*

Elizabeth F. Meyer

Presiding Clerk

cc: **Governor John Kasich**

Riffe Center, 30th Floor

77 South High Street

Columbus, OH 43215-6117

## ATTACHMENT O

### YOUTH PROGRAMS MANAGER REPORT

# BYM Youth Programs Manager

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## Annual Report 2012

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*Submitted by Alison Duncan to Baltimore Yearly Meeting Interim Meeting*

*at Dunnings Creek Meeting on June 16, 2012*

It is the end of another school year, and series of Junior and Young Friends events for the youth of our Yearly Meeting.

I have good news to share – we stopped growing! This year we served 43 6<sup>th</sup>-8<sup>th</sup> graders in our Junior Young Friends program, with an average of 33 participants at each weekend conference. The difference between this and last year's 32-person average is negligible. We served 140 different High Schoolers in our Young Friends program with an average of 90 participants at each conference. We did have an event with uniquely low participation, held within one week of Easter, and during spring break for most youth. If you remove that outlier, the average is 100, virtually the same as last year's 101-person average. With stability in the programs, we have been able to standardize programming for this larger size.

More good news – we came in under budget in 2011! We spent \$700 less than projected, and earned \$15,100 more than projected, so came in \$15,800 under budget. Where we planned for \$41,000 in support from the Yearly Meeting, we actually used \$25,500. Because we started budgeting for 2011 in 2009, we were not quite sure what to expect for registration numbers at that time, and we should be more accurate in 2012 and 2013.

The Junior Young Friends (JYFs) had a great year. The theme for their four conferences was *Insecurity* – a topic important to them at this time in their lives. The first conference of the year focused on body image, and attempted to build their security in their *bodies*. We moved on to *minds* in the second conference, trying to build their security in the way their mind works both intellectually and emotionally. The third conference I focused on *Social Identity*, and the JYFs understood the concept readily. We talked about how it can make you insecure, and ways to combat it. The final retreat showed the investment of the year, for after I defined self-esteem, and they were tasked with discussing which aspects of their social identity influenced their self-esteem, they chose mental illness, among other things. I was proud to see how close they had become with each other over the course of the school year. They chose *Trust and Relationships* for next year, and requested that I build from friendships to dating to marriage over the course of the school year, but not forget to touch on abuse of trust and how to get it back when it is lost. I hope to rise to their expectations of me.

The Young Friends (YFs) also had a great year. They do not have a theme for their five conferences, but managed to have workshops on their own self governance, folk dancing, safe sex, and massage. They did service through the William Penn House. The real success of the year was a feeling of community with larger numbers. They enforced pre-registration two weeks in advance of each conference, and the community self-selected youth who are more committed to the program. Their committees continue to produce results. The calendar committee scheduled each conference, and learned not to plan one within a week of Easter. The Handbook Committee revised about half of the Handbook, and will continue through it next year. The 'do good deeds committee' focused on environmental concerns this year, and we now use 'mess kits' instead of disposable dishes. They also recommend that food planners plan vegetarian conferences to reduce our strain on the environment. The Nominating Committee named the next year's Executive Committee, and the Executive Committee members grew through the experience of stewarding a community.

The Executive Committee of the Young Friends consists of 23 individuals who meet before each Meeting for Business to create the agenda, hold the individuals to the Gathering Expectations, and meet at three additional weekend conferences throughout the year. There was an average of 17 participants at each of these weekend. At them, we did training for specific position responsibilities as well as 'Exec' membership at large; we practiced with the Clearness Committee process; and we explored Quaker history.

Youth Programs Committee continues to be very supportive of me. One sub-committee did two Friendly Adult Presence (FAP) trainings in this school year, double that of last year. Their organization and implementation of this curriculum takes a lot off of my plate. Another sub-committee confirms the locations and FAPs for the Junior Young Friends conferences, freeing me up to plan programming. The last sub-committee oversees me (with help from Riley), but mostly helps me communicate with the committee and sub-committees. A number of committee members who have been on since before I started are rotating off, and it will be sad to see them go.

As for me, my title changed from Youth Secretary to Youth Programs Manager for more clarity when communicating with non-Friends. I was invited to give a presentation on Quakerism at Sidwell Friends School, and enjoyed showing the Upper School the Spiritual basis for Friends' actions both current and historical. I was also chosen as a BYM staff representative in the BYM Vision Implementation Committee. I greatly enjoy thinking about the future of Quakerism, as I spend most of my time with the future of Quakerism. My participation in the Young Adult Friends consultation and Stakeholder Survey both sponsored by Friends General Conference have informed my participation in that committee. They gave me perspectives about how the rest of the country envisions the future of Quakerism, though I enjoy most implementing it here.

I'd like to close with a quote from Mary Ellen Saterlie, who serves on the Vision Implementation Committee with me. She says 'there has never been a time when Quakerism was needed more.' With a war that no one feels connected to, and fear that will be used to inspire voting, we should all be able to connect with our inward guide to keep us centered rather than swayed by outside forces. I hope to give those qualities to the youth that I serve. She makes me proud to be a Quaker.

## **ATTACHMENT P**

### **RECOMMENDATION OF EDUCATIONAL LOAN COMMITTEE**

#### **Proposal for a BYM Educational Grants Program**

#### **To Replace The Educational Loan Program**

**Approved by the Educational Loan Committee - May 22, 2012**

The Educational Loan Committee of Baltimore Yearly Meeting has recognized that, over the years, the conditions under which it operates have changed. We note that:

The financial conditions that students and their families face have changed.

The environment in which student loans take place has become far more complex.

The legal requirements and restrictions for lending and collecting debts have become more explicit and proscriptive in this troubled industry.

The nature of our own community has changed—both the degree to which we know each other and the sense of shared commitment on the part of some.

The complexity of our loan operation has made a significant contribution to the difficulties we now face in managing Baltimore Yearly Meeting's financial system.

Regretfully, we question whether our committee can ever have the financial or human resources to administer the current program effectively and in a manner appropriate to the Religious Society of Friends. Concerns have been raised about:

Meeting the requirements for legal compliance.

The rising rate of default, the inability effectively to respond to collection problems and the risk to Baltimore Yearly Meeting's finances.

The long-term lack of clarity on the criteria for giving financial assistance.

Managing this heavily knowledge-based program by committee, with its rotating membership that diminishes both administrative continuity and clarity of purpose.

The amount of time and effort required just for "routine" operations.

The apparent lack of motivation on the part of Friends to join and participate regularly in the committee's admittedly difficult work.

The fact that we are teaching young adults to become "debtors in a debtor society".

For these reasons, the committee proposes to cease making educational loans, and instead to begin awarding educational grants.

### **BALTIMORE YEARLY MEETING POLICY ON EDUCATIONAL GRANTS**

**Approved by the Educational Loan Committee - May 22, 2012**

#### **Purpose and criteria for grants**

Grants will be made to enable members and regular attenders of Monthly Meetings associated with Baltimore Yearly Meeting (or their children) to pursue their educational goals.

Grants may be applied to expenses associated with undergraduate attendance at accredited post-secondary educational institutions such as universities, colleges, professional, and vocational schools. Attendance may be either full or part time.

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Grants will be awarded on the basis of financial need and the Committee's assessment of an applicant's statement of purpose, including consistency with Friends' testimonies.

Grants will not exceed \$2,000.00 per grantee per year. The sum of all grants to a grantee will not exceed \$8,000.00. The Committee will periodically review these figures and adjust them as appropriate.

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

### **Application for grants**

An application for a grant shall consist of:

A completed grant application form identifying the applicant, the Monthly Meeting with which the grantee is associated, the institution that the applicant proposes to attend, and a brief statement of the applicant's purpose in attending the institution. The current loan application will be used as a template to create the grant application.

A statement from a member of the Meeting with which the applicant is associated, preferably an officer or committee clerk, recommending consideration of the applicant for a grant.

A budget indicating the expected annual expenses associated with attendance at the institution that the applicant hopes to attend and the expected sources of revenue to meet those expenses.

The Estimated Family Contribution (EFC) from the completed FAFSA application ([www.fafsa.ed.gov](http://www.fafsa.ed.gov)) if available.

Any additional information the applicant feels would be helpful to the committee.

Before the award is actually distributed the Committee will need:

A transcript evidencing completion of the course of study required as a prerequisite for attending the institution that the applicant proposes to attend. (I.e. a high school diploma)

Proof of enrollment and enrollment deposit to the proposed institution.

Applications for grants must be received by April 15. Applications should be submitted electronically.

### **Sources and limitations of amounts granted**

Grants will be made from funds made available to the Committee for disbursement.

All funds available to the Committee for disbursement in a year need not be awarded in that year.

### **Reporting**

The Committee shall include the number of grants awarded, the total amount awarded and the identities of grantees (but not the amounts of individual grants) in its annual report to the Yearly Meeting.

## ATTACHMENT Q

## DEVELOPMENT DIRECTOR'S REPORT

## Baltimore Yearly Meeting

of the Religious Society of Friends

Interim Meeting

June 16, 2012

Dunnings Creek Friends Meeting

## Development Update

## 2012 Giving (through May 31)

	<u>May</u> <u>2012</u>	<u>May</u> <u>2011</u>	<u>%</u> <u>Change</u>	<u>YTD</u> <u>2012</u>	<u>YTD</u> <u>2011</u>	<u>%</u> <u>Change</u>
General Fund (unrestricted)	3,306	1,225	169.9	6,304	4,085	54.3
GF: monthly auto donations	1,535	1,316	16.7	7,516	6,497	15.7
GF: Gifts-in-kind	0	0	0.0	0	0	0.0
<b>General Fund SUBTOTAL</b>	<b>4,841</b>	<b>2,541</b>	90.6	13,820	10,582	30.6
Joint Camp - General Operating	100	340		950	990	-4.0
Camp Program (MMs, current schps)	9,410	800	1076.3	14,395	9,660	49.0
Camp Alumni Fund	399	186	114.5	2,010	945	112.7
Barry Morley Endowment	250	500	0.0	355	500	
<b>Camp Program SUBTOTAL</b>	<b>10,159</b>	<b>1,826</b>	456.4	17,695	12,095	46.3
Camp Properties – operating	0	0	0.0	0	0	0.0
Cabin Fund (restricted - capital projects)	0	3,290	-100.0	3,000	12,835	-76.6
<b>Camp Property SUBTOTAL</b>	<b>0</b>	<b>3,290</b>	-100.0	3,000	12,835	-76.6
Annual Session (cash gifts)	100	0	0.0	100	0	0.0
Youth Program, JYF, YF	335	220	52.3	955	860	11.0
Spiritual Formation	0	0	0.0	0	0	0.0
Women's Retreat	0	0	0.0	2,128	0	
<b>Program Contributions SUBTOTAL</b>	<b>435</b>	<b>220</b>	97.7	3,183	860	270.1
Miscellaneous Donor- Restricted	0	0	0.0	0	4,076	
Special Projects	0	750	0.0	0	6,800	0.0
<b>Other Restricted SUBTOTAL</b>	<b>0</b>	<b>750</b>	0.0	0	10,876	
<b>MONTHLY TOTAL</b>	<b>15,435</b>	<b>8,627</b>	78.9	<b>37,713</b>	<b>47,248</b>	-20.2

## **2012 Funding Priorities**

- General Fund: dollars and participation; encouraging early giving
- Camper financial aid
- Capital needs, e.g. cabin upgrades and improvements to BYM office building

## **Development Activity**

- Phoning for monthly giving program – consistent donors
- Shiloh Pond opening celebration (held June 9)
- Development Program evaluation
- Sharing of mailing list – draft agreement to accompany policy

## ATTACHMENT R

### PRESIDING CLERK'S REPORT

Presiding Clerk's Report to Interim Meeting  
Elizabeth F. Meyer  
June 16, 2012

#### Travels of the Presiding Clerk:

Friends, it gives me great joy to report that during this term as BYM Presiding Clerk, I have now visited 39 of BYM's 40 Monthly Meetings to worship with Friends. Tomorrow, God willing, I will worship with Dunnings Creek Friends, completing my mission to worship at least once at every BYM Monthly Meeting while serving as Presiding Clerk. In my travels, I have been listening to Friends, getting to know a little bit about what is on your hearts. I have had an opportunity to connect with many Friends who rarely or never attend BYM Sessions or events, and I have made deeper connections with Friends I first came to know through BYM events. Friends I have to report that we are blessed with a loving spirit that acts locally – from Maury River Friends handing out peace cranes in the Lexington VA Christmas parade to State College Friends who are raising gas money for a Sandusky molestation victim to be able to attend therapy sessions, and many other local acts of kindness and witness in between. As I have traveled, I have seen Friends caring for one another, joyfully giving of themselves, and I have seen gratitude for the love in action they have experienced in community. I have seen Friends joking and being playful together, and holding one another in times of grief. Through it all, I have sensed the shared presence of the Divine in our midst. I plan to continue to travel. I hope to be able to visit the 8 Preparative Meetings and Worship Groups that I have not yet visited, and I intend to pay repeat visits. If your Meeting is feeling neglected, or even if it isn't, please let me know when a good time to visit would be.

#### Apportionment Method:

At our last Annual Session, Baltimore Yearly Meeting sought to discern how our Monthly Meeting should share responsibility for funding the Yearly Meeting. That is, we considered whether there might be a better way to calculate apportionments.

Since the late 1990's, the BYM Stewardship and Finance Committee has used a formula to calculate apportionments, the shares that Monthly Meetings are asked to contribute to fund the Yearly Meeting each year. The formula takes into account the resources of each Monthly Meeting, including contributing households and Meetings' investment income. Each year the Stewardship and Finance Committee seeks financial information from each Monthly Meeting in order to apply the formula. Stewardship and Finance also takes into consideration any special circumstances that Meetings ask the committee to consider, and it refrains from raising any Meeting's apportionment by more than 25% in any one year.

At this past Annual Session, Stewardship and Finance Committee asked us to consider a different approach. Under this approach, Stewardship and Finance annually would determine what is needed to fund the Yearly Meeting operations, and then ask each Meeting to pay a part of that amount based on the share the Meeting had paid in the prior year. Each

Meeting would then respond whether it could pay that amount, or if it could pay either more or less than the amount requested.

At Annual Session, we decided that we needed to ask each Monthly Meeting to consider the two methods and share their Light with the Yearly Meeting. Therefore, I invited each Monthly Meeting to engage with us in this discernment. I sent out documents describing the current method and the proposed new method along with queries to consider. I asked Friends to respond by this spring.

Twelve of our Monthly Meetings responded (30%). One Monthly Meeting enthusiastically embraced the proposed method, and another Meeting liked the proposed method, but without much enthusiasm. Two Meetings were comfortable with either method. The other eight responding Meetings supported the current apportionment approach. Though the formula seems complicated, these Meetings felt that the current approach was more fair.

So Friends, I do not see a groundswell of support for the apportionment method proposed last summer, and in the absence of such a groundswell for change, my sense of the Yearly Meeting is that we are led at this time to keep to the current apportionment approach. This does not mean the current method is carved in stone. Our Stewardship and Finance Committee, and all of us, can continue to discern the best way to share the costs of the important work of the Yearly Meeting. And Friends concerned with this issue are invited to serve on Stewardship & Finance Committee. Due to the absence of a groundswell of support for changing the apportionment method, I do not intend to place this issue on the Annual Session agenda.

One blessing that has come from this process is that those Meetings that engaged in this conversation about apportionment gave their members an opportunity to learn about the Yearly Meeting and an important part of its financing.



*Annual Session photograph by Nony Dutton*

**341ST ANNUAL SESSION**  
**OF**  
**BALTIMORE YEARLY MEETING**  
**OF THE RELIGIOUS SOCIETY OF FRIENDS**  
**FROSTBURG STATE UNIVERSITY**  
**FROSTBURG, MARYLAND**

**Tuesday, July 31, 2012**

**Y2012-01 Opening.** Friends gathered into worship at 3:00 pm. Presiding Clerk Elizabeth Meyer (Sandy Spring) welcomed Friends to the 341<sup>st</sup> Annual Session of Baltimore Yearly Meeting with a reading from James 2:2.

*For just as the body without the spirit is dead, so faith without works is also dead.*

She commented on the quote and what it means for us as Quakers, specifically with regard to the theme of our Annual Session:

Since the time of Martin Luther, this assertion from the book of James has been controversial because it seems to contradict what Paul said in Galatians that a person is justified (which means redeemed or brought into the right relationship with God) not by works but by faith. Rebelling against the Catholic Church, Luther thought that one is justified by God's grace attainable only by faith in Jesus while the Catholic Church maintained that one is justified by sacraments, performing pilgrimages, prayers, indulgences and works of that sort.

Modern scholarship has pointed out, however, that though Paul and the author of James both used the words "faith" and "works," they meant different things. Paul, the earliest of Christian writers, was a Jewish Pharisee. By "works" he meant things like keeping all the kosher dietary rules, not working on the Sabbath, bringing sacrifices to the Temple in Jerusalem, etc. But the author of James wrote much later, probably after the destruction of the Jerusalem Temple, and by "works" he meant feed the hungry, clothe the naked, etc. Similarly with the word "faith": to Paul, faith was relational; it meant giving your whole self over to God – he said, "I am crucified with Christ" (Gal. 2:19). But to the writer of James, faith was intellectual – thinking that there is a God. So if we understand that these two authors were writing in different centuries with different meanings for these crucial words, we see that there is no contradiction.

But even without the benefit of modern scholarship, early Friends did not get all wrapped up in the faith versus works controversy. The early Quaker theologian Barclay devoted an entire section in his Apology to explaining

why both sides in the faith/works controversy were wrong. Basically, for Barclay and early Friends, we are justified by the work of the transforming Light within us. That work of the Divine within us then naturally leads us to do good works—social action—just as a tree naturally yields fruit in its season.

This is our Quaker heritage – an experiential faith of the Divine working within us, transforming us, and guiding us to serve through good works. And so we Friends are in accord with the writer of James that a faith that is merely intellectual – I thought about the possibilities, and I decided I believe in God – does not naturally lead to service, and therefore is dead. As Quakers, our faith is alive and experienced within, and naturally leads us to service, to social action.

*Spirit-led social action* is our theme this week as we gather here in Frostburg MD for the 341<sup>st</sup> Annual Session of Baltimore Yearly Meeting of the Religious Society of Friends.

She introduced those with her at the Clerks' Table: Ramona Buck (Patapsco) Recording Clerk; Michael Cronin (Sandy Spring), Reading Clerk; Antonia Nagle (Herndon) Young Friends Executive Committee; and Toby Woods (Adelphi) Young Friends Executive Committee. Holding the Meeting in the Light from the facing bench were Adrian Bishop (Baltimore Stony Run), Ellen Cronin (Sandy Spring), and Karen Lockett (Frederick). Jason Eaby (Nottingham) managed the sound system.

Elizabeth Meyer expressed how joyful it is to serve as Presiding Clerk of Baltimore Yearly Meeting and mentioned her visits to Local Meetings. A slide show of pictures taken on her Local Meeting visits played as Friends entered the room.

**Y2012-02 *Friends Unable to Attend.*** The Clerk mentioned the names of some Friends who were not able to attend the session, at least for the time being, due to their own or family health issues. These included Riley Robinson, General Secretary; Jane Megginson, Camp Program Manager; Cynthia Devries, who was to speak on the Tuesday evening panel; and Margaret Meyer, Clerk of Interim Meeting. We also miss long time attenders Bob and Susie Fetter (Gunpowder) and Jannie and Jean Wilson (Gunpowder) who were not able to attend.

**Y2012-03 *Past Yearly Meeting Clerks.*** The Clerk recognized past BYM Clerks who were present: Lamar Matthew (York); Howard Fullerton (Sandy Spring), and Katherine Smith (Maury River). She also recognized Barbarie Hill (Charlottesville), former Presiding Clerk of Ohio Valley Yearly Meeting.

**Y2012-04 *Visitors and Representatives.*** Jean-Marie Prestwidge-Barch (sojourning at Valley) was present representing Friends General Conference.

Beth Gorton from Quaker City Unity Meeting in New Hampshire, visiting from New England Yearly Meeting, introduced herself.

Ann Riggs (Annapolis) was present, sojourning in Kaimosi, Kenya, as Principal of Friends Theological Seminary.

Friends from BYM Meetings who were attending BYM Annual Session for the first time were then asked to stand and were welcomed warmly.

**Y2012-05 *Opening Retreat.*** The Clerk mentioned with appreciation the Annual Session opening retreat led by Clinton Pettus, American Friends Service Committee Deputy General Secretary for Programs. At the retreat, we explored what it means to be spirit-led, what is social action and what should our social action agenda be. Clinton emphasized that our actions should do no harm and that we should treat conflicts as misunderstandings and as opportunities to build understanding. He further emphasized how important trust in our communities is for effective social action.

**Y2012-06 *Agenda Review.*** The Clerk then reviewed the Agenda for the day. She also pointed out the nifty new name tags this year which hold cards and other objects behind the name piece as well as displaying the name and Meeting of the wearer. Friends were encouraged to keep the name tags to wear in their Meetings.

**Y2012-07 *Staff Introductions.*** The Clerk introduced this segment by saying that it is a privilege to serve on Supervisory Committee and work with the wonderful BYM staff.

Alison Duncan (Adelphi), Youth Programs Manager, reported on the Middle School (JYF) events of the past year and mentioned the growth that she saw among the JYFs. She described the High Schoolers (Young Friends Program) and their emphasis on the environment, among other things. She has enjoyed the job of representing BYM and the Youth Programs to others, such as presenting at Sidwell Friends School and serving on the Vision Implementation Committee.

Margo Lehman, (Sandy Spring) Comptroller, reported that the money comes in and goes out, which is usual in her job. She said one change this year is that BYM has a new software program for accounting and has therefore had to revamp the whole accounting system. She pointed out that her work is a spiritual process as well as an accounting process. Out of this spiritual process, she has developed some queries for our consideration:

What do our account structure and our financial reports say about BYM as an organization?

Does our tendency to create multiple funds, designated or restricted, indicate that we are more divided than we should be?

Do our accounting practices indicate that when we make financial decisions in Business Meeting, we may reach consensus, but not a true sense of the Meeting?

Can we release our individual ownership of various parts of our finances and budget and see the Yearly Meeting as a whole entity, of which each of us is an integral part?

David Hunter (Frederick) Camp Property Manager, reported on all the camping properties:

We manage the properties that are used by the camping programs. We own two properties for this purpose and lease another. There are 4 BYM camping programs in all. I said "We manage..." because this is not a job that I am able to do by myself. Many people work together to do this work: the Camp Property Management Committee oversees and supports my work, the office staff and camping program staff are a big part of the work and there are lots of volunteers and other contractors that are part of this effort.

We have the properties so that we can have the Camp Programs but they do not disappear when the programs end. They remain beautiful, protected places throughout the year and are available for our use. Please remember the camp properties when you are planning retreats for your Meeting, work related events, family gatherings, get-togethers, birthdays etc. If you would like more information about using camp in the offseason feel free to talk to me or check out the [BYMcamp.org](http://BYMcamp.org) website.

This was an exciting year at the camp properties. I think that I may say that every year, but this year was really exciting because of the pond project at Shiloh. The project ended up taking a lot longer than we thought, but it was done in time for camp. We are indebted to lots of people, many of you are in this room. Perhaps our deepest debt is to Allen Fetter, a former member of the Camp Property Management Committee who spent many days on site and on the phone serving as project manager. Without his expertise and thoughtful attention to the project, the pond would not be as wonderful as it is. There is a video in the Bookstore that shows the construction process and the use of the pond by the program this summer.

Another accomplishment for 2011-2012 is the completion of the site plan for Catoctin Quaker Camp. The site plan is something that was required of us by the county; and now that it is complete, we can begin making improvements and replacing cabins at camp. We will begin this fall by replacing one of the cabins.

Most of the labor for the new cabin at Catoctin will be provided by volunteers who are participating in Friends Service Weekends. Friends Service Weekends provide another opportunity for all of us to enjoy the camp properties. There will be at least one at each camp in the spring and in the fall. All are welcome irrespective of your skills and gifts. More information is available in the Bookstore or on the [bymcamps.org](http://bymcamps.org) webpage.

Stay tuned for more news during Annual Session about exciting projects at the camp properties. I am grateful for the opportunity to serve the Yearly Meeting at the camp properties.

Robinne Gray (Washington) Development Director, reported that this is her 4<sup>th</sup> Annual Session. While her Development Report will be given later in the week, she mentioned that she has worked with the Development Committee to bring in gifts of all sizes to BYM, both restricted and unrestricted. She also mentioned hosting a series of conversations about money and financial giving with Yearly Meeting members.

Wayne Finegar (Sandy Spring), Administration Manager, reported that this has been a busy year. He mentioned the new website and the need for managing it to take advantage of its depth and capacity. He also manages the communications between Meetings or committees, and invited people to send in information which would be of interest to others.

**Y2012-08 Past Interim Meeting Clerks.** The Clerk reminded us that the Interim Meeting Clerk has an important function in the Yearly Meeting and is not an assistant to the Presiding Clerk. Instead the two clerks work together to serve Baltimore Yearly Meeting as a whole. The Clerk of Interim Meeting has special focus on the Yearly Meeting as an organization, nurturing the staff and committees; while the Presiding Clerk takes a broader focus on the Yearly Meeting as a spiritual community, including nurture of Monthly Meetings. The Clerk recognized past Interim Meeting (or Representative Meeting) Clerks present: Marjorie Scott (Baltimore Stony Run), Howard Fullerton (Sandy Spring), Michael Cronin (Friends Meeting of Washington), and Elizabeth Meyer (Sandy Spring).

**Y2012-09 Report from Interim Meeting.** The Report from Interim Meeting, written by Interim Meeting Clerk, Margaret Meyer (Baltimore Stony Run) was read by Michael Cronin, Reading Clerk.

### **Report of Interim Meeting** Seventh Month 2012

The Interim Meeting acts for the Yearly Meeting when necessary in the intervals between Annual sessions. This is the report of actions since August 2011.

#### Actions at Interim Meeting held in 10th Month 2011 at Baltimore Monthly Meeting, Stony Run

- APPROVED a minute of appreciation to June Confer (Adelphi) and Susan Williams (Dunnings Creek) for many years of service to Junior Yearly Meeting during Annual Sessions.
- APPROVED the recommendation that any year-end deficit be charged to Yearly Meeting Unrestricted Reserves.

Actions at Interim Meeting held 3rd Month 2012 at Charlottesville Friends Meeting

- RECOMMENDED to Annual Session the establishment of Mattaponi Monthly Meeting.
- APPROVED a letter to the Sixth World Conference of Friends held in Kenya in 4th Month.
- APPROVED renewal of the charge of the *ad hoc* Committee on Intervisitation for one year.

Actions at Interim Meeting held 6th Month 2012 at Dunnings Creek Meeting

- RECOMMENDED to Annual Session the establishment of Shepherdstown Monthly Meeting.
- APPROVED letters of congratulation on their 200th Annual Sessions to Ohio Yearly Meeting (Conservative) and Evangelical Friends Church - Eastern Region.
- APPROVED that the Educational Loan Program of Baltimore Yearly Meeting be changed to a program of grants for college study.
- APPROVED the appointment of an *ad hoc* Youth Safety Policy Committee.

At each meeting, the Interim Meeting heard reports from the Nominating Committee of resignations from Yearly Meeting committees, and APPROVED appointments of members to committees. In addition, the Interim Meeting APPROVED and FOWARDED to Annual Session a report from Search Committee.

At the second and third meetings, a report was APPROVED and FOWARDED to Annual Sessions from the Manual of Procedure Committee.

A report was heard at each meeting from the Intervisitation Committee, and Minutes for travelling in the Ministry were APPROVED in Third Month for Linda Coates and in Sixth Month for Ken Stockbridge.

**Y2012-10 Mattaponi Meeting.** Third Month Interim Meeting approved and referred to Annual Session the recommendation of Williamsburg Monthly Meeting that Mattaponi Preparative Meeting, which has been under Williamsburg's care, be accepted as a Monthly Meeting within Baltimore Yearly Meeting. Projected for all to see were a picture of a group of Mattaponi Friends and a picture of the Mattaponi meeting place, a room attached to a barn on a working farm. Miriam Maloney, who was present from Mattaponi, came forward as a representative from that Meeting. BYM APPROVED Mattaponi as a Monthly Meeting, with enthusiasm. Miriam expressed how happy Mattaponi Friends are to be a full Monthly Meeting within BYM. With the acceptance of Mattaponi Monthly Meeting, BYM now has 41 Monthly Meetings.

**Y2012-11 Shepherdstown Meeting.** Sixth Month Interim Meeting approved and referred to Annual Session the recommendation of Frederick Monthly Meeting and Warrington Quar-

terly Meeting that Shepherdstown Preparative Meeting, which has been under Frederick's care, be accepted as a Monthly Meeting within Baltimore Yearly Meeting. Projected for all to see were a picture of a group of Shepherdstown Friends and pictures of the Shepherdstown meeting place, a bookstore. Friends also APPROVED this with enthusiasm. Mark Mulligan, Kristen Loken, Janet Harrison, and Howard Fezell from Shepherdstown stepped forward. These representatives from Shepherdstown thanked Frederick Meeting especially for the support and guidance which they received. They also described the process of growing and supporting each other and of becoming truly ready to be a Monthly Meeting of BYM. With the acceptance of Shepherdstown Monthly Meeting, BYM currently has 42 Monthly Meetings.

Ken Stockbridge (Patapsco) shared his thoughts that, in a way, when a Preparative Meeting becomes a new Monthly Meeting, the occurrence itself is somewhat anti-climactic, considering the long process of discernment that the Meeting members have passed through. He wished to acknowledge the great joy that the whole process brings to Meeting members and the Yearly Meeting as a whole.

**Y2012-12 Visitor.** We welcomed another visitor Jean Smith from Kaimosi Monthly Meeting, East Africa Yearly Meeting. She reported that she continues her work with widows, and she is working on a new issue – the concern for good drinking water. She is involved in an effort to distribute water filters in order to save lives and increase life expectancy.

**Y2012-13 Reading.** Michael Cronin, Reading Clerk, read from the proposed *Faith and Practice*, pages 173-4: on New Monthly Meetings:

When a Preparative Meeting, through a clearness process with its Committee of Care, feels ready to become a Monthly Meeting, it sends a letter to the Clerk of the Monthly Meeting requesting a change in status. The Monthly Meeting forwards the letter to the Yearly Meeting. The letter states why the Preparative Meeting wishes to become a Monthly Meeting and why it feels it is ready for this step. If the Monthly Meeting concurs, it forwards this request and a Minute of Agreement to the Clerk of Baltimore Yearly Meeting. The Yearly Meeting in session approves the establishment of that new Monthly Meeting.

**Y2012-14 Faith and Practice.** The Clerk pointed out that there is a difference in the process for approval of new Meetings between our current practice and the process described in the proposed *Faith and Practice*. In the proposed *Faith and Practice*, a first reading regarding the new Meeting at Interim Meeting is not required. Using this as an example of changes in the proposed *Faith and Practice*, the Clerk encouraged Friends to read the proposed *Faith and Practice* side by side with the current *Faith and Practice* to note any differences and to consider prayerfully what the practical consequences might be so that when the *Faith and Practice* comes up for approval, Friends will be ready.

**Y2012-15 Epistle Committee.** The Clerk then nominated for the Epistle Committee: Deborah Haines (Alexandria), Michael Moore (Hopewell Centre), and Helen Tasker (Frederick). Friends approved these nominations. Friends were reminded that last year, the Epistle Committee had the practice of gathering in worship after the evening sessions which was a

beautiful process and the committee members intend to continue this practice in the current year. Friends were invited to join them.

**Y2012-16 Program Committee.** Peg Hansen (State College) reported for the Program Committee. She thanked everyone for coming to the Annual Session, and she pointed out that the name tags have different colors – salmon for Program Committee Members; blue for first time attenders; dark yellow for Intervisitation Committee members and light yellow for Listeners who are members of Ministry and Pastoral Care. She reported that the *Daily Minute* will be ready each morning with much information about each day's activities. She made other helpful logistical announcements and mentioned that because there were a number of complaints about cleanliness of the dorm rooms after the previous year, this year, a special effort was made in this regard. The Clerk thanked the Program Committee for their work.

**Y2012-17 Manual of Procedure Committee Report.** Howard Fullerton (Sandy Spring) gave the Manual of Procedure Committee report. At the beginning of his report, he read from page 2 of the Manual that the Presiding Clerk and all former Presiding Clerks should be thought of as resources for Monthly or Quarterly Meetings as listeners on particular concerns, to help Friends use Quaker process more effectively and to make better use of the resources of the Yearly Meeting. (key to edits: ~~deleted text~~; new text)

The Manual of Procedure Committee recommended the following changed description for the Miles White Beneficial Society.

#### **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 to serve a three-year term commencing with the close of the Annual Session. Appointees serve no more than two consecutive terms. Trustees meet monthly, as needed, October through May.

Friends APPROVED this change.

The Committee proposed the following changes for the process of revising the Manual of Procedure.

## **XI. CHANGES IN THE MANUAL OF PROCEDURE**

Changes in the Manual of Procedure may be initiated by ~~the~~ Interim Meeting or by any member or any committee of the Yearly Meeting. The proposal first should be 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~~ Where substantive changes have been made (see section 2.55. Chicago Manual of Style. 15<sup>th</sup> edition), the changes are forward- ~~ed.~~ The Yearly Meeting in session receives proposed changes and it may be approved, rejected, postponed, or returned ~~the proposed change~~ to the Interim Meeting for further consideration. In any case, a written report of the action of the Interim Meeting should 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*.

Friends APPROVED this change.

The Committee recommended the following clarification concerning the Trustees' terms.

### **TRUSTEES**

The Yearly Meeting appoints Trustees in accordance with its corporate charter. 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 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.

Friends APPROVED this change.

The Committee recommended a change to the description of the Youth Programs Committee in order to reflect the current practice and also to the description of the Program Committee, again to reflect the current practice.

### **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 Young Friends Clerks and two~~ Young Friends appointed by the Young Friends Business Meeting. The Youth Programs Manager, and the Young Friends Clerks.

### **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 Manager of the Yearly Meeting, the Young Friends Annual Session Planners ~~adult and youth Co-clerks of the Young Friends Yearly Meeting Program Planning Subcommittee~~, the clerk of Junior Yearly Meeting staff, and a registrar appointed by the Committee.

Friends APPROVED this change and expressed appreciation for the work of the Manual of Procedure Committee.

**Y2012-18** *Report of the Faith and Practice Revision Committee*. The Clerk introduced the discussion of the new *Faith and Practice* by suggesting the following four queries:

1. Understanding that our faith is too deep for words, does the *Faith and Practice* adequately articulate our Quaker beliefs and testimonies, in order both to inform those new to Friends and to inspire and challenge those with long experience of Friends?
2. Does the *Faith and Practice* provide sufficient resources, such as queries and advices, to assist us in accountability one to another in our Monthly Meetings and as a Yearly Meeting?
3. Does the *Faith and Practice* provide sufficient explanation and guidance for our Quaker process?
4. Does the *Faith and Practice* provide guidance and structure while inviting the work of the Spirit and continuing revelation?

Sheila Bach (Langley Hill) reported for the *Faith and Practice* Revision Committee which has worked for ten years to bring forward a proposed *Faith and Practice*. She says the Committee members have worked hard, have listened to each other, have carefully considered different wording or revisions and have tried to have a deeply centered process. She identified some of the members of the Committee who were present: Margaret Stambaugh (Gettysburg), Martha Gay (Adlephi), and Mochiko DeSilva (Sandy Spring). Copies of the draft *Faith and Practice* are in the Book Store and also available for Kindle and Nook. Soon, Friends will be able to download it for free from the website. Friends are encouraged

to read carefully the proposed version individually or in groups. Members of the *Faith and Practice* Committee will visit different Meetings to listen and to discuss the proposed version with Friends.

**Y2012-19** *American Friends Service Committee Mid-Atlantic Region Report.* Helen Tasker (Frederick) as BYM representative to the Mid-Atlantic Region Executive Committee of the AFSC, brought forward her report which included a description of the restructuring of AFSC's regions. The Mid-Atlantic Region will combine with the former South Eastern Region, and will be called the South Region. The region takes in 15 states, including Texas and Oklahoma. Programs in Pennsylvania and upstate New York will be part of the Northeast Region. Yearly Meetings will no longer be asked to appoint Friends to AFSC regional executive committees. Helen asked us all to hold the AFSC in the light as it continues to carry out its important work, and she asked people who have worked for the AFSC in any role in the past to stand and to be appreciated.

**Y2012-20** *Christchurch Friends.* The Clerk asked us to hold in the Light the Christchurch Friends in Aotearoa/New Zealand. The Reading Clerk read a segment from the Aotearoa/New Zealand Yearly Meeting Epistle dated May 2012:

The theme of this Yearly Meeting emerged as 'brokenness transformed through love into wholeness.' Christchurch Friends shared their account of the effect that the multiple earthquakes are having on their lives. Some lost their homes. The Meeting House and its land must be abandoned. Despite this, Christchurch Friends told us they are in good heart.

**Y2012-21** *Closing Worship.* The Clerk asked us also to hold in the Light our Friends who couldn't be with us today, and invited Friends to name others to be remembered in prayer. Many names were lifted up including that of Sam Legg (Baltimore, Stony Run). The Meeting settled into brief worship, holding the named Friends in the Light before adjourning for the day.

Wednesday, August 1

**Y2012-22** *Opening.* Friends gathered into worship at 9:30 AM. Elizabeth Meyer (Sandy Spring), Presiding Clerk, opened the Business Meeting with the following message:

"What does the Lord require of you but to do justice, and to love kindness, and to walk humbly with your God?" Micah 6:8

Notice Friends that the Prophet does not give us a "to-do" list: #1, Stop all wars; #2, eliminate poverty; #3 . . . Instead, the Prophet calls us to a way of being: to humbly open ourselves up to God's love and to make God's love manifest in everything we do here on earth. This means letting go of the outcome; letting God be the Clerk of the Outcome Committee, as the saying goes. It is a leap of faith to trust the outcome to God.

When we fixate on the outcome of our work, no matter how worthy the outcome may be, we personally carry the burden of accomplishing the missions we set for ourselves. These are heavy burdens, and they soon wear us down.

But Jesus said, “Come to me, all you who are weary and are carrying heavy burdens, and I will give you rest. Take my yoke upon you, and learn from me; for I am gentle and humble in heart, and you will find rest for your souls. For my yoke is easy and my burden is light.” Matthew 11:28-30. We need not carry the burden of the outcomes.

Milton said, “Who best bear his mild yoke, they serve him best.” Then Milton went on to say (perhaps the most quoted of his verses), “They also serve who only stand and wait.” John Milton, Sonnet XVI. Waiting does not mean sitting around doing nothing. We Friends who worship in expectant waiting know what it is to wait – to be prepared; to be ready when the call comes.

We are not called to wear ourselves out by trying to fix everything that we would like to fix, perhaps missing God’s call to service. We are called to wait expectantly for the Divine call to service. This call comes in God’s time to those who in everything: do justice, and love kindness, and walk humbly with God.

In the spirit of expectant waiting, the Clerk welcomed Friends to Meeting for Worship with Attention to Business. She introduced all at the Clerk’s table: Ramona Buck (Patapsco) Recording Clerk; Tom Farquhar (Sandy Spring) Reading Clerk; Katherine Smith (Maury River) Reading Clerk and former BYM Presiding Clerk; Jean-Marie Prestwidge Barch (Valley and Schuylkill Meeting in PYM) Clerk, Ministry and Pastoral Care; Sarah Rose (Teen Adventure Quaker Camp) Assistant Clerk to Young Friends; and Andy Beck (Opequon Quaker Camp and Stony Run Meeting) YPC Representative.

Holding the Meeting in the Light from the facing bench were Sabrina McCarthy and David Etheridge (both from Friends Meeting of Washington). Jason Eaby (Nottingham) operated the sound system.

**Y2012-23 Tuesday Evening Program.** The Clerk thanked Jolee Robinson (Adelphi) and Micah Bales (Capitol Hill Friends, Washington DC, and Rockingham Friends Meeting, Ohio Yearly Meeting) for their wonderful presentations in our Tuesday evening plenary. Jolee and Micah shared from their spiritual journeys with social action. They spoke of social action which is spirit-led and that which is not. We heard that spirit-led social action proceeds from Divine Love and of the spiritual authenticity that grows when a whole Meeting works together in spiritual discernment.

**Y2012-24 Agenda Review.** The Clerk reviewed the agenda for the day and welcomed Riley Robinson, General Secretary of BYM, who recently arrived.

**Y2012-25 *Camping Program Report.*** The Clerk explained that we will receive a full report on Camping Program operations at Fall Interim Meeting. The fall report is when our Camping Program presents us information on how many campers attended and on the financial results for the summer—it is our financial accountability. Now we have the opportunity to hear from the Camp Directors about the spiritual life of our Camping Program—the spiritual accountability. Thus, she introduced the Camping Program Report with two queries:

How are our Quaker values being modelled and taught in the Camping Programs?

How is our Camping Program contributing to the future of Friends?

Joshua Riley (Hopewell Centre) Co-Clerk of the Camping Program Committee, initiated the report. He asked the group to hold Jane Megginson, Camping Program Manager, and her mother Louise Megginson in the Light. Then he talked about how there are so many people in the Yearly Meeting who have been involved in the Camping Program over the years and how important the Camping Program is for them and for him. He then introduced the Camp Directors.

Katherine Gilbert and Dyresha Harris, the new co-Directors of Camp Catoctin, expressed appreciation for their own past experiences with BYM camps. They developed the following query for camp: How do we continue to create a community of different people rather than a community that lets different people in? They shared stories about the ways that campers change and grow while at camp.

Tasha Walsh (Maury River), Director of Teen Adventure Bike, followed this by describing a worship experience during Teen Adventure which was totally camper-led and which was a magical experience, including group singing. She mentioned how valuable the camping experience is for the campers, including those who can't afford it. Scholarships enabled a broad group of campers to attend camp this year. She expressed the hope that Friends will continue to contribute to the scholarship fund.

**Y2012-26 *Minute of Appreciation.*** Ron Lord (Sandy Spring) Clerk of the Camp Property Management Committee, brought forward a minute of appreciation for Ralph Reed's many years of service as Camp Shiloh resident manager.

Baltimore Yearly Meeting thanks Ralph Reed for his twelve years of faithful service to the Baltimore Yearly Meeting. We appreciate his loving care for Shiloh's land, buildings and people. The things Ralph has done alone will make a difference at Shiloh for a long time. We will miss his cheerful smile, his local knowledge, his support of work grant volunteers and his "I'm on it" kudzu mission. Ralph helped us be a good neighbor to the local community. With deep appreciation, we wish Ralph well on his next endeavors and hope he returns often to visit.

This minute was APPROVED.

**Y2012-27 Development Committee Report.** The Clerk introduced the Development Committee report by reminding Friends that last year the Development Committee told us they were planning to undergo an evaluation of the Development Program. She invited Friends to consider the following queries:

Is the Development Program proceeding in good order, according to our expectations and values?

For each of us individually: What is my responsibility for the financial health of Baltimore Yearly Meeting? How is the Spirit leading me to contribute this year?

Robinne Gray (Washington) BYM Development Director, gave a summary of some of the activities for the past year. She highlighted the fact that having conversations with Friends about their connections with Yearly Meeting has been very meaningful. She encouraged Friends to explore additional ways to contribute. At present, BYM's participation rate is around 11%. One goal of the Development Committee is to increase that percentage.

J.E. McNeil (Washington) Clerk, Development Committee, mentioned the Committee's preliminary self-evaluation report which indicates how the evaluation of the development program is being done. She said that for an evaluation, it is necessary to have a base line from which to measure. The report includes some baseline numbers in that regard, although they are preliminary. J.E. also shared her perspective that the level of participation in contributing to BYM is really important, and she thinks that it indicates the level of our passion to respond to the needs of BYM, both administrative needs and the needs of other important activities.

A Friend shared that last year was the first year she contributed to BYM and expressed her appreciation for the fact that the thank-you letter included a personal handwritten note.

Riley Robinson (Washington) General Secretary of BYM, thanked Friends for signing up for the energy program which resulted in contributions of more than \$1,000. A Friend acknowledged the help of the Unity with Nature Committee.

A Friend proposed that BYM have an outside review of the Development Program rather than having it done only by the Development Committee itself. The Friend spoke of how helpful an outside perspective can be.

Another Friend suggested that the Development Committee should be sure to be aware of all the wonderful activities of the committees and of Friends in BYM, in order to explain to the donor base the many activities of our Yearly Meeting.

**Y2012-28 Reading.** Tom Farquhar, Reading Clerk, read from Thomas Owen, 6th World Conference of Friends, Kabarak, Kenya, April 2012.

In the end I think the answer is the same as it's always been. Only love will get us through: our love and faith – our faith in love. I don't think our reason is going to get us through – nor our science, nor our religion; for these are human made things. They are fallible, incomplete. Only something truer than human

thought can save us. Our conscience, our faith, our unconditional love – for the Spirit and for each other.

**Y2012-29** *World Conference of Friends Report.* Ann Riggs (Annapolis) sojourning in Kai-mosi, Kenya as Principal, Friends Theological College, and Jason Eaby (Nottingham) gave a report on their experience at the 6th World Conference of Friends held in April 2012 on the campus of Kabarak University, near Nakuru, Kenya. Jason said that there were many people there with much diversity in Friends' experience. He reported that Marion Ballard (Bethesda), Adam Heinz (Little Britain) and Justin Connor (Washington) were additional official representatives to the World Conference with Kathy Angell (Gunpowder), Mary Lord (Adelphi), David Zarembka (Bethesda) and Chuck Klaymeyer (Langley Hill) also attending. Ann Riggs reported that one Friend said it was the most diverse community of people he had ever participated in. There were Friends from every continent except Antarctica, and much diversity in people's backgrounds. For example, there were farmers sitting next to scholars and long-time Friends talking with newly convinced Friends. Attending the conference was not always easy because of the differing experiences and beliefs represented, but it was an important experience for Friends to communicate with each other about these differences and to participate in the various forms of Friends' worship.

**Y2012-30** *Search Committee Report.* Katherine Smith (Maury River) served as Presiding Clerk during the report of the Search Committee. Kevin Caughlan (Sandy Spring) presented the report.

### **Search Committee Report to BYM**

The Search Committee has 6 members: Kevin Caughlan, (Sandy Spring), Clerk; Barbara Thomas (Annapolis); Lamar Matthew (York); Steve Hulburt (Blacksburg); Jean James (Richmond); and Jean Wilson (Gunpowder). Our charge is to nominate, for approval at Interim and now Yearly Meeting, Friends to serve as Interim and Yearly Meeting officers, on Supervisory Committee, and on Nominating Committee.

Today, we bring before you for your consideration the following 8 Friends:

For the **first reading** (the second reading will be on Saturday):

**Supervisory Committee** for the Aug. 2012-14 term:

Sheila Bach (Langley Hill)

**Nominating Committee** for the Aug. 2012-15 term:

Bette Hoover (Sandy Spring)

Margaret Stambaugh (Gettysburg)

For the **second reading** (for consideration today as their first reading was at Interim Meeting, which approved and referred them to Annual Session earlier this year):

**Presiding Clerk of Yearly Meeting** for Aug. 2012-14:  
Elizabeth Meyer (Sandy Spring)

**Interim Meeting Clerk** for Aug. 2012-14:  
Margaret Boyd Meyer (Baltimore Stony Run)

**Interim Meeting Recording Clerk** for Aug. 2012-14:  
Rebecca Haines Rosenberg (Alexandria)

**Nominating Committee** for the Aug. 2012-15 term:  
Hank Schutz (Charlottesville)  
Byron Sandford (Washington)

Friends APPROVED these nominations.

**Y2012-31 Memorial Meeting.** Tom Farquhar (Sandy Spring), Reading Clerk, read from the proposed *Faith and Practice* on the topic of Memorial Meetings:

### **Memorial Meetings**

Memorial Meetings offer an opportunity for both consolation and celebration. In the Meeting, the community can hold those who are most affected by the death in the Light, share their grief, and help them feel the loving presence of the Spirit upholding them in their loss. The Meeting is also a time to hold, appreciate, and celebrate the life of a unique human being. The deep worship and sharing that are possible support friends and family, affirm community bonds, and cherish the gift of the deceased person's life among us.

The following Memorial Meeting Minutes were read:

Earl Wallace Redding (Attachment S)  
Allen K. Briggs (Attachment T)  
William Anthony (Attachment U)  
Richard A. Bellin (Attachment V)  
Stanly Berkemeyer (Attachment W)  
Merida Harrington (Attachment X)  
Ron Mattson (Attachment Y)

Before adjournment, Friends joined in worship to remember all of the following Friends who died in the past year:

Henrietta Alderfer (Friends Meeting of Washington)  
William Anthony (Sandy Spring)  
Robert Baldwin (Deer Creek)  
James Balenger (Hopewell Centre)  
Claudia Barquist (Friends Meeting of Washington)  
William Bell (West Branch)

Richard Bellin (Friends Meeting of Washington)  
Stanly Berkemeyer (Langley Hill)  
Lawrence Bott (Friends Meeting of Washington)  
Allen Briggs (Blacksburg)  
Ernest Brown (Augusta)  
Benjamin Burnett (Richmond)  
Sally Burrowes (Sandy Spring)  
Philip Butcher (Patapsco)  
Robert Cahill (Charlottesville)  
Melanie Cos (Gunpowder)  
Malcolm Davis (Friends Meeting of Washington)  
Richard Day (Blacksburg)  
David Drumm (Baltimore Stony Run)  
Daniel Frysinger (State College)  
Jane Furniss (Adelphi)  
Patricia Guthrie (Friends Meeting of Washington)  
Louis Harlan (Maury River)  
Merida Harrington (Sandy Spring)  
Eleanor Henderson (Friends Meeting of Washington)  
Ramon Henkel (Floyd)  
Franklin Hijikata (Gunpowder)  
Michael Jack (Friends Meeting of Washington)  
Byron Jewell (Mattaponi)  
Tomas C. Joseph (Charlottesville)  
Charles Keach (Sandy Spring)  
John Kettelle (Langley Hill)  
Isaac Kirk (Little Britain)  
Bud Kloss (Alexandria)  
Christine Kolstad (Sandy Spring)  
Patricia LaViscount (Annapolis)  
Glen Leasure (Maury River)  
Lucia Macfarlane (Stony Run)  
Jane Manring (Adelphi)  
James Maranville (Goose Creek)  
Ronald Mattson (sojourner at Baltimore Stony Run)  
Sally Murray (Baltimore Homewood)  
Nancy O'Neill (Blacksburg)  
Helen-Mary Overstreet (Baltimore Stony Run)  
Catherine Peaslee (Charlottesville)  
Solomon Reddick (Baltimore Stony Run)  
Earl Redding (Adelphi)  
Betty Lou Riley (Annapolis)  
Thelma Robinson (Herndon)  
Earl Stanley (Maury River)  
Betty Takahiashi (Sandy Spring)

Caleb Winslow (Baltimore Homewood)  
Melvin Worley (Menallen)  
Barbara Younger (Little Falls)

With deep gratitude for the lives of those we remembered, the Meeting adjourned.

**Thursday, August 2, 2012**

**Y2012-32 Opening.** Friends gathered in worship at 9:30 AM. Elizabeth Meyer (Sandy Spring) Presiding Clerk, opened the Business Meeting by quoting from Matthew 5:9:

Blessed are the peacemakers for they will be called children of God.

She continued:

This is one of the beatitudes. I think of the beatitudes as Jesus' 8-step spiritual-growth program. Following them in order brings us to the spiritual place of readiness to serve.

The first is "Blessed are the poor in spirit, for theirs is the kingdom of heaven." Matthew 5:3. This beatitude seems as cryptic as a Zen koan. What does it mean to be poor in spirit? In ancient languages, the word for spirit and breath were the same – so blessed are the poor in breath is an alternative. Jesus was telling us to save our breath, quiet the empty chatter, stop the yak, yak, yak. Center and focus on your breath. Start from this still place.

And what is this Kingdom of Heaven? Not a cartoon version of heaven with pearly gates and harps – pie in the sky when you die, but the state of mind that is fully turned to the Divine, so accepting of God's will that whatever is divinely ordained brings joy and life. As Milton said, "The mind is its own place, and in itself can make a Heaven of Hell, a Hell of Heaven." John Milton, *Paradise Lost*, Book 1, 254-55.

We begin, then by focusing on our breath and finding that stillness within. Next, Jesus said, "blessed are those who mourn, for they will be comforted." Mourning goes beyond dealing with the grief felt from the death of a loved one. Mourning is about letting go of psychological baggage. It is about accepting the situations we cannot change. The way may not open as we had expected or hoped. Mourning is getting over that in order to see the way that God is opening before us.

Mourning helps us strip away self-importance, bringing us to meekness. "Blessed are the meek, for they will inherit the earth." As we let go of the thoughts of who we want to be, and accept God's will for us, we cease our striving, and we know that God gives us what we truly need.

Then, we naturally discern right from wrong – to the point of hunger for righteousness. "Blessed are those who hunger and thirst for righteousness for they

will be filled.” This natural discernment makes us more compassionate, more merciful. “Blessed are the merciful, for they will receive mercy.”

Now we are to the point where, having dealt with our own baggage and having felt deep compassion for others, our hearts are purified: “Blessed are the pure in heart, for they will see God.” Then we become ready to be instruments for God’s peace and healing for the world – God’s children: “Blessed are the peacemakers, for they will be called the children of God.” As God’s instruments and peacemakers, we may be persecuted, but nothing can separate us from God’s love. Jesus said, “Blessed are those who are persecuted for righteousness sake, for theirs is the kingdom of heaven.” So now we have come full circle – back to the kingdom of heaven. We begin again, focusing on our breath, more mourning, more dealing with baggage; deeper meekness, greater mercy, purer heart. This is our spiritual development -- life-long, never finished. The beatitudes prepare us to be ready to serve God in whatever small way we are called.

The Clerk welcomed all to Business Meeting in this spirit of service.

The Clerk introduced those at the Clerks’ Table: Ramona Buck (Patapsco) Recording Clerk; George Amoss (Homewood) Reading Clerk; Deborah Haines (Alexandria) Ministry and Pastoral Care; Celeste Robinson (Adelphi) Outgoing Assistant Clerk of Young Friends; Sara Dean (Adelphi) Young Friends Co- Clerk; Devin Gillespie (Homewood), Young Friends, Member of Stewardship and Finance. Jason Eaby (Nottingham) managed of the sound system. Laura Nell Obaugh (Hopewell Centre) and Susan Griffin (Friends Meeting of Washington) held the meeting in the Light from the facing bench.

**Y2012-33 *Wednesday Plenary.*** The Clerk described the lovely intergenerational plenary on Wednesday afternoon led by Linda Garrettson (Richmond, sojourning at Birmingham Meeting in West Chester PA), who currently teaches at Westtown Friends School. In this interactive session, entitled “Camping and Community: The Seeds of Social Change,” Linda got us on our feet singing camp songs and moving us from comfort zone to stretch zone to panic zone. We had fun, and it gave us a taste of camp. Our BYM camping program empowers our young people to operate from a spiritual core and to move forward with love and clarity, following the spiritual call. This sows the seeds for social action – from the little kid who includes others in play to the older kid who stands up against bullying. These kids grow into adults spiritually prepared to answer God’s call.

**Y2012-34 *Visiting Friends.*** The Clerk welcomed the following visiting Friends, or Friends representing organizations:

April Vanlonden (Western Yearly Meeting and sojourning in Indiana Yearly Meeting) from the Earlham School of Religion introduced herself.

Micah Bales (Capitol Hill Friends and Rockingham Friends Meeting, Ohio Yearly Meeting) commented on his current position for Friends United Meeting as Interim Communi-

cations and Web Specialist. His job includes a focus on connections between Friends, and he encouraged us to consider how we can be more faithful as a worldwide body of Friends.

A travel minute from Quaker City Unity Friends Meeting, New England Yearly Meeting, was read for visiting Friend Beth Gorton, with regard to her leading to do intervisitation.

Diane Randall (Hartford Monthly Meeting, New England Yearly Meeting) Executive Secretary of FCNL, introduced herself.

Kevin Harrington, Executive Director of Friends House Retirement Community in Sandy Spring, introduced himself.

**Y2012-35** *Spiritual State of the Yearly Meeting*. The Clerk introduced the Spiritual State of the Yearly Meeting Report is part of our accountability process one to another within our spiritual community. Each year, our Ministry and Pastoral Care Committee receives Spiritual State of the Meeting reports from our member Monthly Meetings. Based on these reports, the Committee discerns our Yearly Meeting's Spiritual State. We receive this report, rather than considering it for approval. The Clerk suggested the following queries for Friends to consider as we receive this report:

How are we a community grounded in the Spirit?

How is the Spirit moving within me? Am I feeling a call to ministry within our worshipping community?

Jean-Marie Prestwidge-Barch (Valley) Clerk of the Ministry and Pastoral Care Committee, acknowledged the other members of the Committee, and then read the Spiritual State of the Yearly Meeting Report. One Friend commented that she wished that the FUM Triennial had been mentioned, and another Friend was sorry that ministry at Friends Theological College Kaimosi, Kenya, was not mentioned, as well. The Clerk thanked the Ministry and Pastoral Care Committee for the report. A Friend spoke for many when she expressed her great appreciation for the work of reviewing the Spiritual State of the Meeting reports from all the Monthly Meetings and the meticulous and careful attention that the Committee exhibits in crafting the Spiritual State of the Yearly Meeting Report for BYM. The report was received with great gratitude.

**Y2012-36** *Nominating Committee*. Rebecca Rawls (Langley Hill) gave the first reading of the Nominating Committee report. She acknowledged all in the room who through being nominated, serve the Yearly Meeting. She also acknowledged the other Nominating Committee members and commented on the three steps of the nominating process: the discernment process used in gathering and considering names of people, the conversations that committee members have with people about possible service, and finally, the consideration by the whole Business Meeting of the proposed names. She provided the nominations list for the First Reading of the nominations.

**Y2012-37** *ad hoc* *Intervisitation Committee*. Joan Liversidge (Sandy Spring) Co-Clerk of the Committee, Ken Stockbridge (Patapsco) and Georgia Fuller (Langley Hill) came forward for the *ad hoc* Intervisitation Committee Report (Attachment Z) and expressed

appreciation for all the intervisitation which has occurred. They reminded us of the history of the Committee. Over several years, there has been intervisitation with a number of other Yearly Meetings, including a trip to Kenya. A year ago, the Committee reported that it was time to determine the future of the program.

Out of deep worship, several Friends spoke about the importance of Intervisitation, and one Friend reminded us of the need for funding for this work in order not to limit intervisitation to those who have the money to travel. The Committee continues as an *ad hoc* committee through March 2013.

**Y2012-38 Trustees.** Frannie Taylor (Goose Creek) gave the Trustees Report. She particularly wanted to remember Dick Bellin (Washington) a Trustee who died in the past year, and she named the other Trustees. In the discussion of the topic of allowance for uncollectible loans, she said that the Trustees understand that if you don't have doubtful accounts, you haven't been extending yourself far enough. She also commented that when people ask her what the Trustees actually do, she says that they oversee the assets of the Yearly Meeting. She explained that the assets go way beyond the property of the Yearly Meeting to include our Young Friends as valuable assets.

**Y2012-39 Friends House.** Kevin Harrington, Executive Director of Friends House, talked about Friends House and mentioned that it will be celebrating its 45<sup>th</sup> anniversary this Fall. It is a continuing care retirement community (CCRC) which has 250 residents. Over 50% of the residents and 100% of the Board members are Quakers. The mission of the organization includes providing housing and care for low and moderate income residents. Friends House is now planning how to renovate the campus. They will be borrowing money to do this work, and are considering expanding the community to up to 300 residents.

**Y2012-40 Reading.** George Amoss (Homewood) Reading Clerk read from the proposed *Faith and Practice on Stewardship of Personal Resources*

Queries:

Do we regard our resources as gifts from God, to be held in trust and shared according to the Light we are given?

What are we doing as individuals and as a meeting to nurture our gifts?

How do we encourage the members of the larger community to be careful stewards of their gifts?

Advices:

“To turn all we possess into the channel of universal love becomes the business of our lives”: this, in the words of John Woolman, is the meaning of Quaker stewardship. And this applies to all that we have and are, as individuals, as members of groups, and as inhabitants of the earth. As individuals, we are obliged to use our time, our various abilities, our strength, our money, our material possessions, and other resources in a spirit of love, aware that we hold these gifts in

trust and are responsible to use them in the Light. Investment of assets and consumption of resources require our careful stewardship. As Friends, we can direct our investments toward socially desirable ends, avoiding speculation

and activities wasteful or harmful to others. We seek to participate constructively and without greed in the economic life of the community and to refrain from undue accumulation of wealth as well as irresponsible borrowing.

**Y2012-41 Budget and Apportionments.** The Clerk suggested the following query for use in listening to the Stewardship and Finance report on the budget:

Are we putting our money where our faith is?

Jim Riley (Hopewell Centre) Co-Clerk and Letty Collins (Roanoke) Co-Clerk came forward for the Stewardship and Finance Committee to give the first reading of the Budget and the Apportionments for 2013. Jim commented that the Committee works over a number of months to put together the proposed budget, and using the attached Notes to the Budget Report, explained a number of the budget items. He commented on the proposed contingent contribution to Friends United Meeting which represents an attempt to restore, over a period of years, a set-aside that was undesignated at Annual Session in 2010 (see Y2010-63). Any payment to Friends United Meeting (over and above the \$6000 regular amount budgeted to be paid to FUM) would be contingent upon BYM having sufficient surplus from operations to be able to cover the payment. He mentioned that the committee is working with Camp Property, Supervisory, Trustees and Development Committees to present a comprehensive picture of capital projects at all our properties and the contributions or designated funds that will be required to accomplish the projects. Letty commented that the Stewardship and Finance Committee depends very heavily on Margo Lehman, BYM Comptroller, and on Wayne Finegar, Administration Manager, to provide support for the committee. She also mentioned the diligent work of Arthur David Olson (Takoma Park) who works on the Apportionment component of the budget.

In response to the reading and report, one Friend commented on the decrease between past and present proposed BYM contributions to FUM, FGC and FWCC and questioned whether each of these organizations should receive the same amount of money. She asked us to prayerfully consider this issue. Another Friend said that a number of proposed budget items had not made it into the budget at all or had been made smaller, and that since such hard choices had been made, we might want to reconsider a contingent payment to FUM. Another Friend reminded us that in 2010 we undesignated a number of funds, and we ought to consider paying attention to those as well.

This was the First Reading of the budget.

**Y2012-42 Reading from Faith and Practice.** George Amoss (Homewood) Reading Clerk, read from the proposed *Faith and Practice* on the Compensation of Native Americans.

### **Compensation of Native Americans**

Unlike Friends settling with William Penn, who purchased their land fairly with freely signed deeds, those moving into the Shenandoah Valley found no natives remaining with whom to negotiate. As early as 1738, Quaker settlers in that area were pricked by their conscience as to how their lands had been procured, and by 1778 many of them had subscribed to a fund designated

“for the benefit of the Indians, who were formerly the Native Owners of the lands on which we now live, or their descendants if to be found, and if not, for the benefit of other Indians.” Likewise, English Friends of tender conscience helped add to the fund. In 1795, Baltimore Yearly Meeting first appointed an Indian Affairs Committee, one of its charges being to administer these funds. This endowment remains to this day, as does the concern of these early Friends, and the effort for mutual understanding and cooperation continues to be actively pursued.

**Y2012-43 *Indian Affairs Committee.*** Pat Powers (Sandy Spring) and Gerri Williams (Washington) from the Indian Affairs Committee presented the Committee’s proposed Minute repudiating the Doctrine of Discovery and explanatory material. (Attachement AA) This matter was considered at Interim Meeting in June and was laid over. Pat commented on the history of injustice of the seizing of land from Native Americans, but the future looks more hopeful in this regard.

They presented the following Minute for consideration:

In solidarity with initiatives led by Indigenous leaders and religious groups, the Baltimore Yearly Meeting of the Religious Society of Friends (Quakers) denounces and repudiates the Doctrine of Discovery. This 15th Century European doctrine sanctioned conquest of Indigenous non-Christian Peoples and seizure of their lands. It also sustained domination. In the United States, the Doctrine of Discovery became incorporated into federal law. We declare that such a doctrine cannot be justified in the name of Christianity and is contrary to all the principles of Divine Love.

Along with the World Council of Churches, Baltimore Yearly Meeting urges the governments and nation states of the world to dismantle the legal structures and policies based on the Doctrine of Discovery and dominance. We particularly urge our United States government to examine Supreme Court decisions that perpetuate the Doctrine-- thereby continuing to disadvantage and harm American Indians, Alaska Natives, and Native Hawaiians.

In addition, Baltimore Yearly Meeting reaffirms its support of the 2007 United Nations Declaration on the Rights of Indigenous Peoples. The Declaration seeks to redefine the relationship between Indigenous Peoples and the State and create opportunities for reconciliation. The Declaration promotes the principles of Indigenous self-determination and community governance and the process of peaceful consultation in decision making.

Friends APPROVED the minute, and then adjourned for the day.

**Friday, August 3, 2012**

**Y2012-44 *Opening.*** Elizabeth Meyer, Presiding Clerk, opened this intergenerational session by asking for a show of hands to the following:

- Raise your hand if you have ever been to Quaker Meeting (all hands raised)
- Raise your hand if you like Quakers pretty much; you think Quakers are pretty nice people to hang out with (all hands raised)
- Raise your hand if you think everything about Quakers is perfect; not one little tiny thing about Quakers ever even annoys you (no hands raised)

The Clerk then told the story of *Thee, Hannah!* by Marguerite De Angeli. Hannah, a girl growing up in Philadelphia before the Civil War, pretty much liked being a Quaker. But there was one thing that Hannah really didn't like about being a Quaker: the dress code. She especially despised wearing her plain and uncomfortable Quaker bonnet. Then Hannah helped a woman who was escaping from slavery. The woman told Hannah that she knew Hannah would help her when she saw that Hannah wore a Quaker bonnet. Suddenly, Hannah's bonnet didn't seem so tight and ugly anymore. Now, the bonnet had meaning for Hannah.

Betsy said that there are two messages in this story for her: God works through everything, sometimes even through the things that we do not like; and when we help someone else, it changes us; sometimes even helping us to accept the things we don't like. She then welcomed everyone, of all ages. We may not be perfect, but we love each other just the way we are.

**Y2012-45** *Roll Call of Meetings.* As the names of the Meetings, Worship Groups, Preparative Meetings, Indulged Meetings, and Fellowships were read, Friends from those groups stood up. During this time, pictures, taken on Betsy's travels, of Friends from the Meetings were projected on the screen at the front of the room. A Friend commented that the pictures heightened the experience of appreciating the variety and connectedness of all the Meetings of Baltimore Yearly Meeting.

1. Abingdon Monthly Meeting
2. Adelphi Monthly Meeting
3. Takoma Park Preparative Meeting
4. Alexandria Monthly Meeting
5. Annapolis Monthly Meeting
6. Baltimore Monthly Meeting, Homewood
7. Baltimore Monthly Meeting, Stony Run
8. Bethesda Monthly Meeting
9. Blacksburg Monthly Meeting
10. Carlisle Monthly Meeting
11. Charlottesville Monthly Meeting
12. Louisa County Worship Group
13. Madison County Indulged Meeting
14. Deer Creek Monthly Meeting
15. Dunnings Creek Monthly Meeting
16. Floyd Monthly Meeting
17. Frederick Monthly Meeting

18. Gettysburg Monthly Meeting
19. Goose Creek Monthly Meeting
20. Gunpowder Monthly Meeting
21. Herndon Monthly Meeting
22. Hopewell Centre Monthly Meeting
23. Langley Hill Monthly Meeting
24. Little Britain Monthly Meeting
25. Little Falls Monthly Meeting
26. Mattaponi Monthly Meeting
27. Maury River Monthly Meeting
28. Menallen Monthly Meeting
29. Huntington Worship Group
30. Newberry Worship Group
31. Midlothian Monthly Meeting
32. Monongalia Monthly Meeting
33. Buckhannon Preparative Meeting
34. Nottingham Monthly Meeting
35. Brick Meeting House Worship Group
36. Patapsco Monthly Meeting
37. South Mountain Friends Fellowship
38. Patuxent Monthly Meeting
39. Pipe Creek Monthly Meeting
40. Richmond Monthly Meeting
41. Roanoke Monthly Meeting
42. Lynchburg Indulged Meeting
43. Sandy Spring Monthly Meeting
44. Friends House Worship Group
45. Seneca Valley Preparative Meeting
46. Shepherdstown Monthly Meeting
47. State College Monthly Meeting
48. Valley Monthly Meeting
49. Augusta Worship Group
50. Warrington Monthly Meeting
51. Friends Meeting of Washington
52. West Branch Monthly Meeting
53. Williamsburg Monthly Meeting
54. Norfolk Preparative Meeting
55. York Monthly Meeting

**Y2012-46** *Junior Yearly Meeting.* Melanie Gifford (Adelphi) reported for Junior Yearly Meeting and asked all children and teachers to come to the front of the room. She introduced the following teachers and participants:

JYM Clerks: Melanie Gifford (Adelphi), John Wolfrum (Adelphi)

- Nursery: Ellen Arginteanu (State College) & Joanna Fitzick (Baltimore, Stony Run)

- rising Kindergarten/1st grade: Virginia Avanesyan (Washington) & Kathy Funkhouser (Frederick)
- rising 2nd and 3rd grades: John Wolfrum (Adelphi) & Nancy Coleman (Dunnings Creek)
- rising 4th and 5th grades: Michael Newheart (Adelphi) and Gary Gillespie (Homewood), with Sarah Bur (Homewood) and Aimee Pohl (Homewood) joining us for shorter terms
- Afternoon & Evening Program: John Wolfrum (Adelphi) and Charlotte Boynton (Langley Hill)
- Junior Young Friends (JYF): Anna Rain (Adelphi) & Stephanie Bean (Adelphi)

Melanie thanked all who help out with Junior Yearly Meeting, nurturing a broad age range of children.

As the Junior Yearly Meeting participants left the room, Friends sang to them “How could anyone ever tell you - you are anything less than beautiful . . . .” The group radiated positive energy as they left.

**Y2012-47** *Quilt Squares for Clerks’ Table.* The Clerk reported on new quilt squares received for the Clerk’s Table modesty skirt. The Abingdon square is now on the quilt; Patapsco’s is taped on and ready to be attached, and Monongalia Friends have brought their square, too. The quilted table cover is an organic living piece; as new Monthly Meetings join us, we invite each Meeting to design a square that visually represents its unique community.

**Y2012-48** *The Clerks’ Table.* The Clerk introduced those at the Clerks’ table: Ramona Buck, (Patapsco) Recording Clerk; Becky Cromwell (Sandy Spring) Reading Clerk; Don Gann (Baltimore, Stony Run) Ministry and Pastoral Care Committee; Pierre Grahn (Adelphi) Young Adult Friends Clerk; and Philip Garrison (Patapsco) Young Friends Web Manager. Jason Eaby (Nottingham) operated the sound system. Holding us in the light from the facing bench were Rebecca Rawls (Langley Hill) and David Fitz (York).

**Y2012-49** *Visitors or Representatives.* Visitors or representatives from organizations were invited to introduce themselves.

Jim Rose (Patapsco) introduced himself on behalf of the *Friends Journal* which, he reported, is reconstructing itself. He suggested that Friends look at the very dynamic website which includes 1600 articles from the last decade. The goal is to have all 45 years of articles on the web. He also mentioned the Friends Journal brochure available to all.

Brad Ogilvie (Washington) representing William Penn House introduced himself. William Penn House has organized a two week work camp at Pine Ridge SD for almost 2 decades, developing deep connections in the Lakota reservation; it is a very meaningful project.

**Y2012-50 *All-Age Celebration.*** The Clerk mentioned the joyful time we shared at the All-Age Celebration last evening. It was a time to be together outside in the coolness of the evening, eating ice cream, walking the candle-lit labyrinth, and helping the Junior Yearly Meeting raise money for the Friend of a Friend Program which helps prisoners.

**Y2012-51 *General Secretary's Message.*** General Secretary Riley Robinson (Washington) gave a powerful message about the journey and the miracle of seeking and finding heart connection with people whom we may initially perceive as being very different from us. (Attachment BB)

Friends accepted Riley's report with appreciation.

**Y2012-52 *Reading.*** Becky Cromwell (Sandy Spring), Reading Clerk, read an excerpt from the 2012 Intermountain Yearly Meeting Epistle.

The theme of our gathering was "Nurturing the Next Generation of Quakers." Gretchen Baker-Smith joined us as our resource person and inspired us to be "walking billboards" for Quaker values to the young people in our lives. In her moving sharing out of the silence she reminded us that we are all junior-highers inside (adolescents), and that we all need wide spaces, good elders, time, and the grace of God to help us through this life. She encouraged us to share our lives and spiritual stories, including our failures, with younger Friends. She also encouraged us to own our pain and the wisdom it produces, as the truth is all we have. Our children need to see what it looks and feels like to be a Friend.

**Y2012-53 *Appreciation of Friendly Adult Presences.*** The Clerk asked any Friend who has served as a Friendly Adult Presence to stand – a sizable group. We thanked all of them for this important work.

**Y2012-54 *Youth Program Committee.*** Deborah Legowski (Sandy Spring) and Jeanette Smith (Langley Hill) reported for Youth Program Committee. (Attachment CC) In her introduction, Debbie commented that one of the camp staff members had remarked that when she was growing up, she felt that she couldn't let all of her light shine – until she got to camp where she was able to express herself through her inner light. This feeling of empowerment is something that is sought across the spectrum of the BYM Youth Programs. During the report, pictures of Young Friends and their activities were projected on the screen in front of the room.

Friends appreciated this report.

**Y2012-55 *Advancement and Outreach.*** Walter Brown (Langley Hill) reported for the Advancement and Outreach Committee. He commented that for people who don't know him, he is the "wildly charismatic Clerk" of that Committee! He invited all to participate in Advancement and Outreach work.

He shared some information about Quaker Quest and an exciting opportunity which is an offer from Friends General Conference to do a free one-day Quaker Quest training for BYM. BYM can invite two Friends from each Monthly Meeting, Preparative Meeting and Worship Group in the Yearly Meeting to attend. He explained that Quaker Quest was started in England in 2002 and has been offered each Monday in London ever since, very successfully. The program came to the US and Canada in 2007. FGC has the franchise and Philadelphia Yearly Meeting has its own sub-contract. One Friend commented that Quaker Quest is both an in-reach and outreach program, and others commented on the value of Quaker Quest and the importance of letting people know about the Quaker way and Quaker Meetings.

**Y2012-56 *Ad Hoc Vision Implementation Committee.*** Marcy Seitel (Adelphi) reported for the *ad hoc* Vision Implementation Committee. She reminded us that the Vision statement was approved last year. She said the committee is now seeking input from Friends as to the implementation of the Vision Statement. There is a “Reflect and Share” response form available for all, and she urged Friends to use it. In their discussions so far, the committee has learned that there is a deep longing in all of us to bring us into the spirit and they have talked about the need for sharing between the Yearly Meeting and the Monthly Meetings.

**Y2012-57 *Proposed Faith and Practice – First Reading.*** Sheila Bach (Langley Hill) reported for the *Faith and Practice* Revision Committee which has been meeting almost monthly for ten years, and the members who were present stepped forward. She expressed appreciation to Susan Kaul (Bethesda) and Elizabeth Krome (Williamsburg) for their copy-editing. This report represented the First Reading for the resulting *Faith and Practice* which has been developed. The *Faith and Practice* Revision Committee members will be visiting Monthly Meetings to hear Friends thoughts and responses. Friends expressed great appreciation for the work of the committee and for their dedication in meeting for so long.

**Y2012-58 *Adjournment.*** After a brief silence, the Meeting adjourned for the day.

### **Saturday, August 4, 2012**

**Y2012-59 *Opening.*** Friends gathered for worship at 9:30 AM. Elizabeth Meyer, Presiding Clerk, quoted Micah 4:1-5:

In days to come, the mountain of the Lord’s house shall be established as the highest of the mountains and shall be raised up above the hills. Peoples shall stream to it, and many nations shall come and say: “Come, let us go up to the mountain of the Lord, to the house of the God of Jacob; that he may teach us his ways and that we may walk in his paths.” For out of Zion shall go forth instruction and the word of the Lord from Jerusalem. He shall judge between many peoples, and shall arbitrate between strong nations far away; they shall beat their swords into plowshares, and their spears into pruning hooks; nation shall not lift up sword against nation, neither shall they learn war anymore; but they shall all sit under their own vines and under their own fig trees, and no one shall make them afraid; for the mouth of the Lord of Hosts has spoken.

For all the peoples walk each in the name of its god, but we will walk in the name of the Lord our God forever and ever.

With Micah's vision of a peaceful world, she welcomed everyone to the 5<sup>th</sup> business session of this Annual Session and introduced those at the Clerks' Table: Ramona Buck (Pappasco) Recording Clerk; Elizabeth "Liz" Hofmeister (Bethesda) Reading Clerk; Frances Preston Schutz (Charlottesville) Ministry and Pastoral Care; Pierre Grahn (Adelphi) Clerk, Young Adult Friends; and Ana Phillips (Baltimore, Stony Run) Young Friends Executive Committee. Jason Eaby (Nottingham) managed the sound system. Holding the Meeting in the light from the facing bench were: Mary Stratton (Maury River) and Lamar Matthew (York).

**Y2012-60** *Visitors and Representatives.* Colin Saxton (Northwest Yearly Meeting) General Secretary of Friends United Meeting (FUM), introduced himself and brought greetings from FUM Friends. He also brought greetings from Mary Lord (Adelphi). He mentioned that FUM includes Meetings all around the world. FUM is undergoing restructuring and planning forty days of prayer focused on FUM and its future. There is a booklet to guide these prayers which Friends in the US may purchase. US purchases will subsidize the cost of booklets for African Friends.

Amy Ward Brimmer (Philadelphia Yearly Meeting) Executive Secretary of Earth Quaker Action Team introduced herself. She told Friends that she would be co-leading a workshop on non-violent direct action later in the day.

Thomas Fairbank (Downers Grove IL) introduced himself.

Walter Brown (Langley Hill) said he was representing the Friends Conference on Religion and Psychology which is having its 70th anniversary conference next Memorial Day weekend, and he invited Friends to attend.

Donald Gann (Baltimore, Stony Run) introduced himself as representing the American Friends Service Committee. AFSC's recent restructuring has caused some Friends who have worked with the AFSC for many years to feel disconnected from AFSC. So AFSC is attempting to have a liaison in each Meeting to facilitate communications.

**Y2012-61** *Carey Lecture.* The Clerk mentioned last evening's Carey Lecture given by Diane Randall, Executive Secretary of the Friends Committee on National Legislation. Diane shared from her heart reflections on spirit-led social action. For Diane, spirituality necessarily leads to social action. She cited the two great commands from Luke 10:25-27: to love the Lord your God with all your heart, and with all your soul, and with all your strength, and with all your mind; and your neighbor as yourself. For FCNL, Congress is the neighbor. A thoughtful conversation followed.

**Y2012-62** *Budget and Apportionments.* Jim Riley (Hopewell Centre) Co-Clerk and Martha Gay (Adelphi) of Stewardship and Finance Committee presented the Second Reading of the proposed budget and apportionments. Jim explained that the budget that is presented

for the Annual Session is really a summary form of the complete budget. He said that the budget should represent the vision and work of the Yearly Meeting as a whole.

Friends shared what was on their hearts concerning how we, as a spiritual community, spend our money. Concerns were raised about contributions for FGC, FUM and FWCC – each organization was to receive the same amount: \$6,000 in 2013. Some Friends wondered how we understand and define equality in our connections with each of the three organizations. Some felt that we receive different gifts and have different relationships with each of these three organizations, and our contribution levels should reflect that.

A concern was raised about the proposed contingent contribution (contingent upon BYM having sufficient surplus from operations to be able to cover the payment) of \$2,600 for FUM, to restore, over a period of years, a set-aside that was undesignated at Annual Session in 2010 (see Y2010-63). Considering that FUM has not yet changed the personnel policy that gave rise to our set-aside in the first place, the Friend was concerned about making this payment. Another Friend expressed that paying the FUM set-aside amount from the past is honoring a commitment made not only to FUM but also made to ourselves when we recorded the set-aside on our books.

A Friend questioned whether we were continuing to advocate for a change in FUM's personnel policy. In response, J.E. McNeil (Washington) assured us that she and Riley Robinson (Washington), both of whom represent us on the FUM Board, continue to labor with FUM and to share the views of BYM regarding the FUM personnel policy.

A Friend expressed concern about the expense of the development program and called for an independent evaluation of the development program. Another Friend clarified that besides raising the various contributions described in the budget, the development program expects to raise restricted capital contributions. It was suggested that as Friends visit Meetings throughout the Yearly Meeting, they should be open to hearing any issues individuals may have with the Yearly Meeting, its use of money and its work.

The Budget was APPROVED except for the contingent payment to FUM, which will be considered further at Interim Meeting. In addition, we expect continued discussion between Friends and the Stewardship and Finance Committee regarding future contribution amounts to FUM, FGC and FWCC; we expect to hear more about this at Interim Meeting. We also expect to hear at Interim Meeting from Development Committee about further review of the development program.

Jim Riley explained that we would not be revisiting the proposed change in apportionment method considered last year (Y2011-63). As explained in the Presiding Clerk's report to June Interim Meeting (I2012-41), last year, we requested all Monthly Meetings to provide input on this proposed change. In the absence of any groundswell of support for this change, the Clerk sensed that this issue need not be on the agenda for this Annual Session. The apportionments were APPROVED with appreciation for all the work that the Stewardship and Finance Committee has done to communicate with individual Meetings. Friends were urged to communicate with Meetings other than their own on the topic of apportion-

ments, particularly with those Meetings that may perceive problems with their relationship to the Yearly Meeting.

Appreciation was expressed for the diligent work of the Committee. A deep silence followed.

**Y2012-63 *Flash Mob*.** Suddenly, a new item appeared on the agenda that was projected on the screen at the front of the room. It said, “Very serious important matter.” Then Young Friends poured into the room, and we joined Young Friends in dancing to Twist and Shout by the Beatles. The Young Friends’ flash mob provided an upbeat break after our serious budget consideration.

**Y2012-64 *Reading*.** Liz Hofmeister, Reading Clerk, read a segment from the proposed *Faith and Practice* on “Fixing the World”

It should be remembered that “God is the Clerk of the Outcomes Committee,” that we are called to be faithful, and particularly we are called to testify, not called to fix the world. We gauge our effectiveness not by outward acclaim, but by whether or not, in moments of deep reflection, we feel “easy in spirit.” In retrospect, Quaker efforts have often proved to be the quiet “seeding” of social changes that came to historic fruition decades later.

**Y2012-65 *Peace and Social Concerns Committee Report*.** Brad Ogilvie (Downers Grove Meeting, Illinois Yearly Meeting, and Washington) Clerk, Peace and Social Concerns Committee, reported for the Committee. He indicated that he believes faith is a dance, not a stance, and that we all may need to sacrifice for the sake of our beliefs. (Attachment DD). Some Friends indicated the hope that we continue to labor with the concern of divesting ourselves from companies which profit from violence in the world, and specifically the occupation of Palestine.

**Y2012-66 *Nominating Committee Report*.** Rebecca Rawls (Langley Hill) Clerk of the Nominating Committee brought the Nominating Report for the Second Reading. She pointed out some changes since the First Reading. The nominations were APPROVED.

**Y2012-67 *Search Committee*.** Kevin Caughlan (Sandy Spring) gave a Second Reading from the Search Committee for nominations of Sheila Bach (Langley Hill) for Supervisory Committee for the Aug. 2012-14 term; and Bette Hoover (Sandy Spring) and Margaret Stambaugh (Gettysburg) for Nominating Committee for the Aug. 2012-15 term.

These nominations were APPROVED.

**Y2012-68 *Message from Friends Committee on National Legislation*.** Bob Rhudy (Patapsco), one of our representatives to FCNL, brought a message from FCNL. He mentioned the significance of the continuing connection between Meetings and FCNL, and reminded us that FCNL is the oldest faith-based lobby in the US. He urged Friends to be engaged in giving input for the policy and priority setting process for the FCNL. He said that there

are wonderful materials put out by the FCNL, as well as a new website, urging all to visit it. He read a minute that was passed by the FCNL Executive Committee in May, a call to action for Friends to work to reduce Pentagon spending, and asked us to bring this to our local Meetings. He requested Friends who might consider meeting with senators serving on the budget committee to identify themselves to him.

**Y2012-69 *Travel Minute.*** Clerk of Interim Meeting Margaret Meyer presided for this matter. Clerk of Advancement and Outreach Committee Walter Brown (Langley Hill) read a travel minute from Sandy Spring Friends Meeting to Ohio Yearly Meeting for Elizabeth Meyer to attend the 200th Annual Session Ohio Yearly Meeting (Conservative). Advancement and Outreach Committee seasoned this matter. Friends APPROVED endorsing this travel minute.

**Y2012-70 *Friend's Concern.*** Beth Gorton (Quaker City Unity Friends Meeting, New England Yearly Meeting) rose at this point to say that she found herself sitting with a strong concern about the earlier issue regarding the \$26,100 which had been set aside (and then undesignated) for FUM and which she strongly felt should be paid to them. Hoping to be an example to the rest of us, she brought forward \$100 in cash for this item. A Friend raised a concern about hearing from visitors to our Annual Session, but we were reminded that BYM traditionally gives our visitors the “liberty of the Meeting,” inviting them to be a part of our spiritual discernment.

**Y2012-71 *Epistle.*** The Epistle Committee, Michael Moore (Hopewell Centre), Deborah Haines (Alexandria), and Helen Tasker (Frederick), read the proposed epistle—the First Reading. Friends were urged to share suggested improvements with the Committee.

**Y2012-72 *Closing.*** After a moment of grateful silence, the Meeting adjourned.

### **Sunday, August 5, 2012**

**Y2012-73 *Opening.*** Elizabeth Meyer, Presiding Clerk, welcomed Friends to the closing meeting of this Annual Session. She introduced those at the Clerks’ table: Ramona Buck (Patapsco) Recording Clerk; Jean-Marie Prestwidge-Barch (Valley) Ministry and Pastoral Care; Jason Eaby (Nottingham) operated the sound system. Holding Friends in the Light from the facing bench were Marsha Holliday (Washington) and Walter Brown (Langley Hill).

**Y2012-74 *Coffee House.*** The Clerk joyfully noted that last night’s coffee house had an Olympic theme, complete with an opening parade of committees, and such sporting events as marathon sitting, speed agenda and synchronized “holding in the Light.” Many participated in the Coffee House, and a good time was had by all.

**Y2012-75 *Committee Clerks Roll Call.*** The name of each Committee was called with a request for the Clerk of each committee to be named, if known. The following list was developed:

Search – Kevin Caughlan (Sandy Spring)  
Supervisory – Meg Meyer (Baltimore Stony Run)  
Trustees – Rich Liversidge (Sandy Spring) and Harry Tunis (Herndon)  
Advancement & Outreach – Walter Brown (Langley Hill)  
Camping Program – Natalie Finegar (Sandy Spring) and Josh Riley (Hopewell Centre)  
Camp Property Management - Ron Lord (Sandy Spring)  
Development – J.E. McNeil (Washington)  
Educational Grant – Chris Fowler (Frederick)  
Indian Affairs – Pat Powers (Sandy Spring)  
Manual of Procedure – Howard Fullerton (Sandy Spring)  
Ministry & Pastoral Care – Donald Gann (Baltimore, Stony Run) and Michael Cronin (Washington)  
Nominating – Rebecca Rawls (Langley Hill)  
Peace & Social Concerns – Brad Ogilvie (Washington)  
Program- Peg Hansen (State College)  
Religious Education – Marsha Holliday (Washington)  
Stewardship & Finance – Jim Riley (Hopewell Centre)  
Sue Thomas Turner Quaker Educational Fund – Rosalind Zuses (Sandy Spring)  
Unity with Nature – Eli Fishpaw (Maury River) and Toni Hudson (Sandy Spring)  
Young Friends Executive – Sara Dean (Adelphi) and Kevin Hickey (Frederick)  
Youth Programs – Deborah Legowski (Sandy Spring) Jeannette Smith (Langley Hill)

#### Ad Hoc Committees

*Faith & Practice* Revision – Sheila Bach (Langley Hill)  
Intervisitation – Joan Liversidge (Sandy Spring) and Jolee Robinson (Adelphi)  
Vision Implementation Marcy Seitel (Adelphi)

#### Working Groups

Criminal & Restorative Justice – to be determined  
Friends in Education – to be determined  
Torreon/Star Lake – to be determined  
Racism - David Etheridge (Washington)  
Right Sharing of World Resources – to be determined  
Spiritual Formation – Amy Schmaljohn  
Women’s Retreat – Carol Beigel (Adelphi)

#### Special Groups

Young Adult Friends - Suzanna Roettger (Old Town) and Pierre Grahn (Takoma Park)

Representative Conveners

FGC Central Committee – to be determined

FUM Board – J.E. McNeil (Washington)

FWCC Reps – to be determined

**Y2012-76** *Junior Young Friends Epistle*. Thomas Finegar (Sandy Spring) read the Epistle for Junior Young Friends.

**Y2012-77** *Young Friends Epistle*. Sara Dean, (Adelphi) Co-Clerk, Young Friends, read the Epistle for Young Friends.

**Y2012-78** *Young Adult Friends Epistle*. Grace McFarlane (Baltimore, Stony Run) read the Epistle for Young Adult Friends.

Friends received each of these Epistles with gratitude and greatly appreciated the positive energy, imagination and sense of spirit that came through these epistles and through those who read them. Friends APPROVED attaching the Junior Young Friends, Young Friends, and Young Adult Friends Epistles to the BYM general Epistle when we send that out. A Friend commented that it is a wonderful experience to watch generations of Friends participate and grow up as part of the vibrant life of the Yearly Meeting.

**Y2012-79** *BYM Epistle*. The Second Reading of the BYM Epistle was given by Helen Tasker (Frederick), Michael Moore (Hopewell Centre), and Deborah Haines (Alexandria).

August 4, 2012

To Dear Friends Everywhere,

As athletes from all over the world gather in community in London at The Olympic games—an event celebrated by our Young Friends in an exuberant “coffee house” on Saturday night--we think of Friends around the world. Baltimore Yearly Meeting gathered in Frostburg, Maryland, for our 341st Annual Session, with 340 Friends of all ages present, including many first-time attenders. Our worship sharing, Bible studies, workshops and plenaries wove around our theme of “Spirit-led Social Action,” as we sought to discern the difference between political or secular social action and Spirit-led social action. How do we recognize the difference between the two in ourselves, in our meetings, and then in the world? How can we keep our actions centered in the Spirit, which is the best community builder and community organizer of all?

During the pre-session retreat, Clinton Pettus of the American Friends Service Committee asked us to consider what it means to be Spirit-led, and helped us explore our own experiences of Quaker social action. True Quaker social action, he told us, doesn’t take on easy problems, doesn’t ask us to choose sides, and always holds out the hope of reconciliation. He challenged us to see those

we serve as powerful in their own right, only awaiting the chance to speak their truth and find their own way forward.

In plenaries, reports, and worship sharing we heard from Friends who have felt led into social action guided by spirit. Jolee Robinson spoke of living in the segregated South when she was a child, and feeling that African American people shouldn't have to step off the sidewalk to let her pass. When she was eleven, she stepped off the sidewalk herself, her first witness for social justice, and the beginning of a lifetime of witness. Even as children, she told us, we can know what is truthful, kind and just. Micah Bales reminded us that a group of activists not grounded in Spirit can easily turn into a mob. He spoke of how he and others worked to bring Quaker practice to the Occupy DC movement, answering a real hunger for the sense of grounding and purpose that comes from Spirit-guided witness. He reminded us that God has a call for each of us; God has a call for Baltimore Yearly Meeting. He expressed his hope that we will be blessed in listening this week.

We heard how our camping program contributes to the spiritual and personal growth of campers and staff, and helps build the vitality of our Yearly Meeting. The co-directors of Camp Catoclin reported that in seeking to promote diversity they are working with the query: How can we become a community made up of very different people, not just a community that welcomes different people in? The camps help children discover their spiritual life, their capacity for friendship, and their inner strength. During our afternoon inter-generational program, Linda Garretson shared with us camp stories and songs, capturing the love, joy, and spirit of the BYM camping program. She engaged us in a game that sent 200 people of all ages scurrying around in search of their comfort, stretch and panic zones. We saw how different we are, and how much the same. As an old union song--now a camp song--says: "Drops of water turn the mill...singly none, singly none." We are profoundly grateful for the energy and spirit of the 68 youth through high school age who enriched our sessions this year.

Throughout the week we have been made aware of many injustices that demand our attention. Not far from these beautiful hills, there are nonviolent activists being jailed and beaten for protesting against mountaintop removal. We were invited to visit an art exhibit drawing attention to the destructive impact of fracking on the Dunkards Creek watershed. During our all-ages celebration on Thursday evening, our Junior Yearly Meeting dramatized the need for prisoner visitation and support, as well as engaging us in games, creativity, and ice cream.

Diane Randall, Executive Secretary of Friends Committee on National Legislation, spoke out of the silence to present the Carey Memorial lecture. She spoke of her conviction that "a Spirit-led life leaves us no choice but social action." She reminded us that we are charged to love God and love our neigh-

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bors. We need to relate to everyone: the neighbors who irritate us and disagree with us as well as our family and friends, and also our legislators and their staff. God's love is always there. All we need to do is relax into it, to find the strength we need. On Saturday we heard that our Peace and Social Concerns Committee has committed to visiting local meetings during the coming year, to engage in a corporate search for a Spirit-guided ways to address the conflict between Israel and Palestine. We are grateful for this challenge and opportunity.

We have struggled this week to discern how to use our resources wisely, and in a manner consistent with conscience. We have received with joy the "first reading" of our new *Faith and Practice*, which is being sent to all our Meetings for their discernment over the coming year. We have been challenged to offer ourselves in self-giving love, to practice a ministry of presence, to listen deeply, and to risk vulnerability. We heard from our General Secretary, Riley Robinson, stories about people who helped him see himself as part of a community when he felt like someone who didn't belong. He urged us to be more inclusive, and to welcome and care for those who may feel like outsiders among us. He reminded us that we may be able to give someone else just what they need and receive from them just what we need. We often receive gifts of the Spirit where we least expect them. As our Clerk of Trustees reminded us: "If you don't have doubtful accounts, you haven't been extending yourself far enough."

We have heard afresh George Fox's challenge:

Be patterns, 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 everyone; whereby in them you may be a blessing, and make the witness of God in them to bless you. (George Fox, 1656)

In the Light,

Baltimore Yearly Meeting of the Religious Society of Friends

Friends expressed appreciation for the attention to detail, the fact that it captured the spirit of the Annual Session, and the overall beauty of the Epistle. The Epistle was APPROVED with minor changes.

**Y2012-80**  *Holding in the Light*. Out of the silence, the Clerk invited the Meeting to lift up names of people to be held in the Light. We ended with the call and response that some Friends brought back from Kenya last year: *God is good; All the time; All the time; God is Good*.

**Y2012-81**  *Program Committee*. Peg Hansen (State College) gave the report for the Program Committee. She commented on the importance of completing the evaluation forms so

that appropriate changes can be made from year to year. She reported that the next Annual Session will be at Frostburg State University July 29 to August 4, 2013. The Yearly Meeting expressed great appreciation to the Program Committee for their work.

**Y2012-82 Registrar's Report.** Sheila Bach (Langley Hill) reported as the Registrar of the Yearly Meeting. She appreciated the great help she received from Wayne Finegar. She mentioned that this was the first year for online registration. 340 Friends attended Annual Session this year. The age range was from age 1 to 89. There were 22 in the Junior Yearly Meeting, 14 Junior Young Friends (JYFs), 32 Young Friends (YFs), 22 YAF (Young Adult Friends) and the rest were OAFs (Older Adult Friends). There were 46 first time attenders, of which 33 used the first time attender certificates. Sheila urged us to talk to Friends in our Monthly Meetings to encourage them to come and participate next year. Friends expressed appreciation to Sheila for her work and for the new name tags.

**Y2012-83 Bookstore.** Jennie Vekert (Sandy Spring) reported for the Bookstore. Including the silent auction, the bookstore took in \$11,080. She expressed thanks to all of those who helped in loading and unloading the books and expressed appreciation to Michael Conklin (Washington) assistant manager, and Steven Elkinton (Langley Hill) for their work in the bookstore. Friends indicated that they enjoy the bookstore at the Annual Session.

**Y2012-84 Camp Shiloh Contributions.** It was reported that a total of \$3000 came in as contributions to Camp Shiloh/General Fund during the week of the Annual Session.

**Y2012-85 Appreciation to the Clerks.** Gratitude was expressed to the Presiding Clerk and Recording Clerk for their work.

**Y2012-86 Closing.** The Clerk concluded the 341<sup>st</sup> Annual Session, purposing to meet again, God willing, July 29 -August 4, 2013 at Frostburg State University.

## ATTACHMENT S

### MEMORIAL MINUTE OF EARL WALLACE REDDING

**June 26 1932 - June 16, 2012**

Earl Wallace Redding was born on June 26, 1932, in Randleman, North Carolina. He graduated from Guilford College in 1957 at the top of his class, earning a Bachelor of Arts degree with a major in religion and minors in philosophy and Spanish. From North Carolina, Earl and his family moved to Miami, Florida, where he ministered to Cuban refugees while pursuing his Masters degree. Earl obtained his M.A. and Ph.D. from the University of Miami in Coral Gables, Florida. He served as a tenured professor of philosophy for many years at Guilford College and at Wilmington College in Wilmington, Ohio. He also served as Academic Dean and Professor of Philosophy at William Penn College in Oskaloosa, Iowa. In the latter part of his career, Earl served as Assistant Director of University Relations and Academic Advisor at American University in Washington, D.C. As a young man, Earl became a Quaker and always maintained an active membership in a Quaker meeting. He served as a Quaker pastor at Tenth Avenue Friends Meeting in Miami, Florida; Piney Woods Friends Meeting in Belvidere, North Carolina; and Springfield Friends Meeting in Wilmington, Ohio. During his last years, Earl held memberships at Adelphi Friends Meeting in Adelphi, Maryland, and Providence Friends Meeting in Pleasant Garden, North Carolina. Earl served on the BYM Committee for Nurture and Recognition of Ministry and was one of the last recorded ministers to hold membership in Baltimore Yearly Meeting. He found glory in the ordinary, whether it was carpooling or preparing a meal, or even waking up with the sun to go on his daily walks. Earl's profound belief in acceptance allowed him to see the good in even the most difficult situations. Earl lived at Friends House Retirement Community in Sandy Spring, Maryland from 2007 to 2010.

## **ATTACHMENT T**

### **MEMORIAL MINUTE OF ALLEN K. BRIGGS**

Allen Kenneth Briggs, died suddenly on March 3, 2012. Allen was born in Oak Ridge, TN on June 11, 1970. A life-long Quaker, Allen cherished his experiences at Camp Celo in Burnsville, NC. He was committed to social justice and other Quaker values and was active in both Blacksburg Friends Meeting and in Baltimore Yearly Meeting. Allen served as Clerk of the BYM Stewardship and Finance Committee. He is survived by his wife, Elizabeth Pandolfo Briggs; and twin sons, Allen Raymond and Grayson Thomas, who turned 11 in March 2012.

## ATTACHMENT U

### MEMORIAL MINUTE OF WILLIAM ANTHONY

Friends express gratitude for the well-led life of William Anthony who was born March 28, 1933 and died on April 28, 2012. He was a highly regarded former Clerk and treasurer of Sandy Spring Monthly Meeting.

Bill's first job was on the railroad as a chair car attendant. He spent two years in the army. Besides obtaining his degree in music, he studied at the University of New Mexico and Colorado State University and, in the master's program in bioengineering, at the University of Wyoming. Although he ended up working in the federal government for 30 years in the Public Health Service and the Department of Health and Human Services, earlier in his life he worked in laboratories such as a Veterans Administration lab.

Wherever he lived and worked, Bill gave generously of his free time to the community as a volunteer. This pattern continued after retirement both in formal ways such as working for the Senior Health Insurance Program and in informal ways such as visiting and driving elderly and ill people. He served on the Friends House Retirement Community board and the Baltimore Yearly Meeting's Ministry and Counsel committee. He laughed that at Sandy Spring Meeting, he served on every committee but the library and hospitality committees. Always stepping in where needed, he also taught first day school. Bill believed in service. His calm, steady, on-purpose mode of being radiated out to people around him. He was a rock for the Meeting. Bill was an idealist, working as a legislative analyst on government health care programs, but also an activist. He engaged in voter registration in McComb, Mississippi in 1964. He was surveyed and interviewed for a book by Doug McAdam entitled Freedom Summer. If this sounds like high seriousness, it is worth stating that Bill will be remembered as someone who was lots of fun.

## ATTACHMENT V

### MEMORIAL MINUTE OF RICHARD A. BELLIN

Richard “Dick” Bellin, of Friends Meeting of Washington, passed away on April 11, 2012 after battling pancreatic cancer. Dick was born March 5, 1933 in Albany, NY. From a young age, Dick had a natural ability with music. He could pick up any instrument and plunk out a tune without any thought to it. He considered a career in music, but marriage and family set him on a different course in life. He married his high school sweetheart during his first year of college and once his first child came along, he gave up the idea of a music career and studied engineering, a career better able to support his newly-growing family. He eventually had six children.

Dick was a member of the Friends Conference on Religion and Psychology since 1977 and a vital part of its leadership for the last quarter century. He served FCRP as Treasurer, Registrar, and Correspondence Secretary. Dick had his own way of birthing the hidden gifts of others, bringing those gifts into the Light, and teasing them into action. Dick would spot someone’s sleeping energy and talent and try to wake it up gently; if that didn’t work, he wasn’t beyond giving it a good kick.

He joined the Friends Meeting of Washington in 1998, after more than 20 years of insistence that he wasn’t “really” a Quaker. As time went on, he became more active both in FCRP and FMW. Up until his final days, the Friends remained one of the mainstays of his life. From 2007 until his death, Dick served as a Trustee of Baltimore Yearly Meeting.

## ATTACHMENT W

### MEMORIAL MINUTE OF STANLY BERKEMEYER

December 23, 1921 – May 19, 2012 - Born in Durham, North Carolina, Stanly Bernard Berkemeyer attended the Women's College in Greensboro, where she graduated in 1942 with an art degree and a teaching certificate. Deciding that teaching didn't suit her, she took advantage of the federal government's V12 program which offered classes in drafting to fill the need for technical skills during World War II. In 1943 Stanly accepted a draftsman position at the Marine Design Office of the Army Transportation Corps in the Pentagon, one of the first women professionals in that area. In the course of the next few years Stanly was promoted to naval architect, eventually moving to the Navy Department, Bureau of Ships. In 1948 she was introduced to Donald Berkemeyer, whom she married in 1950.

Shortly after her marriage Stanly began looking for a church that she and Don could join together. A friend recommended the Quaker Meeting, which led to her introduction to the Friends Meeting of Washington and "the almost explosive joy shown by Friends after rise of meeting". Stanly became a member, entering into an active engagement with Friends that lasted for the rest of her life. She loved the Quaker process and enthusiastically embraced committee membership on both the local and regional levels. She was a dedicated contributor at the Baltimore Yearly Meeting and the Friends General Conference, joining and leading numerous committees, boards and groups, including those focused on issues of social justice, the intersection of religion and psychology, and especially, the exploration of women's spirituality. Under the Ministry and Counsel Committee, the Baltimore Yearly Meeting Counseling Service was created with Stanly as the coordinator, a position she held for close to 18 years. Stanly was also the one who had the initial idea for the Women's Retreat for BYM. She was present when Langley Hill Friends Meeting was established, becoming an early and deeply committed member, and eventually serving as clerk. In the words of a Langley Hill Friend: "when Stanly was moved to speak out of the silence, her messages were often deep and memorable".

In 1972, Stanly earned a master's degree in social work at Howard University. She eventually became the coordinator of Offender Aid and Restoration of Fairfax County, assigning misdemeanor offenders to community service as an alternative to jail time.

As her health declined in recent years, one of her greatest pleasures was the company of family. Stanly could be seen every evening holding hands and sitting quietly with her husband of 62 years in one of the side rooms of Stabler Hall.

Holy Spirit  
With bright wings, warm breast  
and arms spread wide  
She enfolds us.  
Her breath heals us.  
Her arms lift us from grief to peace to joy;  
Her light leads us to wisdom;  
Her love fills and flows through us to embrace the world.  
May I mirror thy love  
all around me,  
the people  
the animals and plants  
the earth and its rocks and waters.  
May I learn and learn and learn to love so deep.

Stanly Berkemeyer, 1998

## **ATTACHMENT X**

### **MEMORIAL MINUTE OF MERIDA HARRINGTON**

Merida Jane Snyder was born to Betty and Harold Snyder on September 10, 1940 in Washington, D.C. Raised in Bethesda, she attended the Friends Meeting of Washington in her youth. A 1958 graduate of Bethesda Chevy Chase High School, she received a bachelor's degree in English from Earlham College in Indiana and a Master's in Early Childhood Education from Columbia University.

Merida's first job was teaching kindergarten at Holiday Park Elementary School in Wheaton. She and Lou Harrington were married at Friends Meeting of Washington in June, 1966. While children Julia, Linton, Clayton and Nathan were young, Merida taught at the Rockville Community Nursery School.

Throughout her life, Merida was actively engaged in the Quaker community. Merida and Lou became members of Sandy Spring Friends Meeting and Merida served on the Board of Directors of Sandy Spring Friends School for over 10 years. She taught at the Sidwell Friends Lower School in Bethesda from 1989 to 2004.

## **ATTACHMENT Y**

### **MEMORIAL MINUTE OF RON MATTSON**

Our dear Friend Ron Mattson passed on June 2, 2012. Ron was largely responsible for leading Friends toward equality for gay friends, and was a key founder of Friends for Lesbian and Gay Concerns and its successor organization (FLGBTQC). Sojourning from Nebraska Yearly Meeting, he served Baltimore Monthly Meeting of Friends, Stony Run, as General Secretary in the 1990's. He served Baltimore Yearly Meeting as Recording Clerk from 1998 to 2002, and also served as Interim General Secretary. Thereafter he served Friends at Center City Monthly Meeting, Great Plains Yearly Meeting.

Ron was active in several organizations of Friends, particularly the Friends World Committee for Consultation, Section of the Americas, FLGBTQC, and the American Friends Service Committee. In the latter, he was an important contributor to the Community Relations Committee, served multiple terms on the Board of Directors, and was for several years Assistant Clerk and Recording Clerk of the Board and Corporation.

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**ATTACHMENT Z****REPORT OF *AD HOC* COMMITTEE ON INTERVISITATION**

Ad Hoc Intervisitation Committee

August 2, 2012

Over several years of deep worship following the 2002 Friends United Meeting Triennial in Nairobi, Kenya, Baltimore Yearly Meeting recognized not only our own pain but that our relationship with others in **Friends United Meeting was broken and in need of healing**. Out of this deeply centered and spirit-led worship, we recognized a call at annual sessions to begin a healing process by re-instituting the earlier practice of visiting and worshipping among Friends. So in 2005, the first visitors were welcomed into our annual session gathering and a group of adults and young Friends traveled to North Carolina Yearly Meeting. Since 2005 we have sponsored over 60 visits to other yearly meetings of Friends United Meeting in North America and East Africa. Cuba and Jamaica are the only two FUM yearly meetings that BYM's Valiant 60 have not visited. In addition, we have hosted over 35 visitors from FUM yearly meetings.

Committee members, and many other BYM Friends, understand and meet the spiritual challenges of **peace-making and community building** that this ministry has presented. We continue to seek bridges of understanding through a traveling ministry of presence, deep listening, and hospitality. Over the years we, and many of our guests, have actually become the bridges. For example, one of our first guests, Micah Bales, from Great Plains Yearly Meeting, was on our opening panel at our 2012 annual sessions and is also a newly appointed staff person at Friends United Meeting. Another guest, Cliff Loesch, from Great Plains Yearly Meeting is now the Presiding Clerk of the Friends United Meeting Board. Wanda Coffin-Baker, our guest from Western, is now its Superintendent. And the list goes on.....

The experiences arising from our ministry of presence are well described by Richard Rohr, a Roman Catholic contemplative, "**When you can be present, you will know the Real Presence.**" We experimented with this ministry of presence; sometimes learning new lessons and re-learning old lessons. We have been gratified by the responses from travelers, their companions, our visitors, and Friends from the other yearly meetings that we have visited. And most importantly, we have been **faithful to the call** that we received for this healing ministry.

The **Yearly Meeting commitment and support** has been considerable: funds included in the annual budget; opportunities in meetings for business for travel minutes, reports from travelers, and committee reports; space for a gathering each evening at annual sessions for travelers, visitors, companions, and other interested Friends; publishing articles in the Interchange and sending out information and announcements from the yearly meeting office; and providing a warm welcome and hospitality to visitors during annual sessions.

At 2011 annual sessions, we began a period of discernment concerning our call to this ministry. Friends recognized the need for more healing and united in a leading to continue

but were unsure what form the Program should take. The discernment continued with two meetings at Adelphi and Sandy Spring Monthly Meetings. We were pleased with the response from Friends who came, especially those who had not previously been involved with the program. It became clear at our October meeting that we honor the request from other FUM yearly meetings to provide training on Intervisitation. That training occurred in April at Sandy Spring MM.

Through this discernment process it has been clear that we should explore how to integrate Intervisitation into the routine practice of the yearly meeting while maintaining the vitality of the Program. We recommend that the discernment continue with a focus on the following questions:

- Is it time to lay down the ad hoc Committee on Intervisitation and restructure with a new, more permanent structure?
- How do we provide financial support for outgoing BYM travelers?
- How do we provide financial support for incoming visitors from other Yearly Meetings?

We invite and encourage Friends to join with us this week at annual sessions to continue this discernment. Opportunities are varied: the Intervisitation Lounge in Westminster 326, starting at 9:15 every evening except Saturday; an interest group scheduled for Saturday at 4:15 (room TBD) ; and our workshop scheduled for Friday from 2-4 (room TBD). We also anticipate opportunities at fall interim meeting with a final report and recommendation scheduled for March, 2013 when our extension as an *ad hoc* committee ends.

We ask God to send us the wisdom to continue to heed the exhortation of George Fox:

“Be patterns, 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 ye may be a blessing and make the witness of God in them to bless you.”

### **Mission statement**

The Intervisitation Program of Baltimore Yearly Meeting (BYM) seeks to strengthen the Religious Society of Friends and nurture the beloved community of Friends, especially within Friends United Meeting (FUM). While BYM's concern regarding an FUM personnel policy planted the seed, that concern is not the program's focus. Rather, as we in BYM faced the pain we felt as a result of that policy, we awoke to the fragility, and in some cases brokenness, of the relationships among the yearly meetings and monthly meetings within FUM. Thus the goal of BYM's Intervisitation Program is 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. Our program assumes that Intervisitation will be in all directions and those interested will offer and receive hospitality. For more information visit us at [www.bym-rsf.org/intervisitationcommittee](http://www.bym-rsf.org/intervisitationcommittee)

**ATTACHMENT AA****PROPOSED MINUTE AND SUPPORTING INFORMATION  
OF INDIAN AFFAIRS COMMITTEE****Request for BYM to Adopt a Minute Proposed by the  
Indian Committee  
To Repudiate Doctrine of Discovery and Affirm U.N.  
Declaration**

BACKGROUND. The Doctrine of Discovery (discoverer takes all) is a preeminence ideology that asserted that European nations had the right to claim and seize Indigenous lands, establish territorial power and subordinate or destroy Native peoples. European explorers and sponsors believed they had the right and duty to establish dominion in the name of Christianity and Christian sovereigns. That belief became a reality, and the Doctrine became the basis for non-Indigenous governments' claims to legitimacy and to control over Indigenous territories. Less known is the fact that the reasoning underlying the belief in discovery/dispossession became embedded in law in the United States, giving rise to Congress having near-total power over American Indians. As Quakers, we abhor this doctrine and its destructive aftermath, just as we abhor the ideology of racial superiority and its attendant practices and injuries. We find it necessary to make a public statement of renouncement because United States Supreme Court decisions and federal government actions continue to utilize this doctrine (and related legal concepts such as laches) to keep tribes from having control over their land and self governance.

The colonizers who originally invoked the Doctrine of Discovery used Christianity as a primary legitimizing argument for their depredations against Native peoples. Therefore it is now the responsibility of faith communities to explicitly withdraw such implied or assumed permission to the colonizers' successors as they continue to rely upon the Doctrine—since, in so doing, they are again, in essence, acting under the moral cover of Christianity. Following the lead of Indigenous leaders and fellow Quakers, and in conjunction with the efforts of Episcopalian and Unitarian Universalist advocates and the World Council of Churches, we too repudiate the Doctrine of Discovery.

As a living document, the United Nations Declaration on the Rights of Indigenous Peoples is a moral counterweight to the Doctrine of Discovery. It has been described as a beacon and catalyst for achievement, well-being, and renewed hope. It affirms distinct peoples and cultures and the necessity of consultation with them. As a human rights instrument, it establishes a standard for the treatment of Indigenous peoples and can be a vehicle in assisting them in combating discrimination, marginalization, and oppression. Quakers participated in and supported the passage of the Declaration as a means to address present injustices and prevent future ones. We call upon the U.S. to be in full compliance with the Declaration, the implementation of which can be reparative to the centuries of damage caused by the false doctrine of discovery/dispossession.

**Statement from the National Congress of American Indians:**

“While it is not binding in law, the declaration represents the highest moral standard for the treatment of the world’s estimated 370 million Indigenous peoples, written as it is in a human rights framework that will guide government policies for indigenous communities and promote the participation of indigenous peoples in the political processes and decisions that affect them.”

PRINCIPLES. Whereas,

~ Friends believe in equality, non violence, right relationships, and that of God in every person;

~ Friends welcome opportunities to work with Native peoples to raise awareness, create understanding, and bear witness to their aspirations;

~ Friends do not accept that Popes and royal heads of state had the right to divide up lands they named the “pagan” world with its “barbarous peoples” so that they could take over lands inhabited from time immemorial;

~Friends deplore the fact that English, Portuguese, Spanish and other colonizers acted upon this premise of superiority and this Christian dogma;

~ Friends do not accept that violent conquest and occupancy give the conquerors sovereignty over and ownership of the lands and resources thus discovered, even though this has been embedded into national and international law;

~ Friends do not agree that the U.S. Congress should have plenary power—full and complete power—over Indian tribes, their governments, their members and their property, even though this is currently included in federal law;

~ Friends welcome opportunities to repair some of the damage caused by the Doctrine of Discovery, its successors such as the Monroe Doctrine and Manifest Destiny;

~Friends wish to acknowledge and apologize for related aspects of our own history such as the actions of Quaker forebears involved in the taking of Native lands and the suppression of Native cultures through Indian boarding schools;

~Friends view the United Nations Declaration on the Rights of Indigenous Peoples as a new and vital tool for advancing and implementing human rights; and

~ Friends agree that many of the rights enumerated in the Declaration will encourage countries to take new participatory approaches to issues such as care of the earth, sovereignty, and development; therefore

Proposed MINUTE

**In solidarity with initiatives led by Indigenous leaders and religious groups, the Baltimore Yearly Meeting of the Religious Society of Friends (Quakers) denounces and repudiates the Doctrine of Discovery. This 15th Century European doctrine sanctioned conquest of Indigenous *non-Christian* Peoples and seizure of their lands. It also sustained domination. In the United States, the Doctrine of Discovery became incorporated into federal law. We declare that such a doctrine cannot be justified in the name of Christianity and is contrary to all the principles of Divine Love.**

**Along with the World Council of Churches, Baltimore Yearly Meeting urges the governments and nation states of the world to dismantle the legal structures and policies based on the Doctrine of Discovery and dominance. We particularly urge our United States government to examine Supreme Court decisions that perpetuate the Doctrine-- thereby continuing to disadvantage and harm American Indians, Alaska Natives, and Native Hawaiians.**

**In addition, Baltimore Yearly Meeting reaffirms its support of the 2007 United Nations Declaration on the Rights of Indigenous Peoples. The Declaration seeks to re-define the relationship between Indigenous Peoples and the State and create opportunities for reconciliation. The Declaration promotes the principles of Indigenous self-determination and community governance and the process of peaceful consultation in decision making.**

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***Proceed As Way Opens:*** To undertake a service or course of action without prior clarity about all the details but with confidence that divine guidance will make these apparent and assure an appropriate outcome.

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## ANTICIPATED QUESTIONS AND MODEST ANSWERS

**Question: What is the history of the Indian Committee in bringing this Minute?**

**Answer:** The Indian Affairs Committee previously put forward a Minute, adopted by BYM in 2011, to endorse the United Nations Declaration on the Rights of Indigenous Peoples. A Minute to repudiate the Doctrine of Discovery was adopted in 2010 by our Indian Affairs Committee. A “blended minute” has been prepared to enable BYM to speak comprehensively to the two closely interrelated issues. It is presented, not as a new concern, but as part of a continuing commitment on the part of Friends to help repair 500 years of enduring injustice and harm to our Indigenous brothers and sisters. It illustrates that Quaker witness to dignify and befriend Native individuals and tribes is ongoing. (The BYM Indian Affairs Committee was established in 1795.)

**Question: What is the big picture as we consider repudiating the “Doctrine of Discovery?”**

**Answer:** The Committee’s recommendation to BYM to adopt the Minute is consistent with the mission of the Indian Affairs Committee and with Friends’ testimony. One purpose is for Friends to visibly and constructively answer the call of Indigenous peoples and of fellow faith groups to join them on this journey of healing and restorative justice. The broader faith community has new leadings to revisit the situation of Native people. The World Council of Churches is one of many religious organizations denouncing the Doctrine and endorsing the U.N. Declaration on the Rights of Indigenous Peoples. (Quakers are members of the World Council of Churches through Friends General Conference and Friends United Meeting.) It should be noted that Quaker effort long pre-dated that of the World Council. A statement of repudiation is one of many actions that can be taken to support Indigenous peoples, including American Indians and Alaska Natives.

The World Council of Churches calls upon each faith group to:

*. . . reflect upon its own national and church history and to encourage all parishes and congregations [and meetings] to seek a greater understanding of the issues facing Indigenous Peoples, to support Indigenous Peoples in their ongoing efforts to exercise their inherent sovereignty and fundamental human rights, to continue to raise awareness about the issues facing Indigenous Peoples and to develop advocacy campaigns to support the rights, aspirations and needs of Indigenous Peoples.*

**Question: Why publicly “repudiate?”**

**Answer:** Although renouncing the Doctrine may seem like a mere symbolic gesture, we know inhumane belief systems left unchallenged do centuries-long personal and societal harm: consider past thinking about females, gay people, people of color, and developmentally disabled individuals. Often what is left unexamined leaves us indifferent or hinders right action. Therefore consciousness-raising is worthwhile. To be most effective in future community education, religious groups can reframe concepts by revisiting and mentally releasing old world or erroneous assumptions and generalizations about Native Americans. They can acknowledge past wrongs to move forward.

Furthermore, as U. S. Quakers, we are not excused from responsibility to bear this witness simply because historically we were less overt participants in the establishment and implementation of the Doctrine. Think of William Penn getting a land grant from King Charles II for occupancy of the lands of the Lenni Lenape in the colony of Pennsylvania, a direct link to the ethos and practices of the Doctrine. Truth telling about history is necessary for current integrity.

**Question: Are there other reasons to take on repudiation of the Doctrine of Discovery as a cause? Why not let things rest? Don’t most well read people know the narrative anyway?**

**Answer:** In May 2012, during its eleventh annual session, the United Nations Permanent Forum on Indigenous Issues focused on the theme of the Doctrine of Discovery and the enduring impact of this religious justification for the seizure of Indigenous land and re-

sources that later became embedded in international law and policy. One reason was to learn historical lessons and compare them with current conditions in order to inform proper and relevant redress.

While the Doctrine may seem so old and dusty as to be irrelevant, it is not political correctness but modern concern that also prompts us to raise this up. An 1823 U.S. Supreme Court case *Johnson v. McIntosh* enshrined the Doctrine of Discovery saying the tribes only have rights of occupancy not ownership. That benchmark case continues to be cited today not only in U.S. courts but also in Australian, Canadian, and New Zealand courts. The U.S. Supreme Court relied on *Johnson* in 1946, 1955 and 2005 cases. Our proposed Minute reflects the belief that the justices and the public can be educated about Indian law--old and new.

**Question: What does this Minute and “campaign” mean for Quakers and Indians?**

**Answer:** We celebrate the rejuvenation and strength of Indigenous cultures. We are grateful for the wisdom and other gifts that Native peoples have shared with non-Native Friends and our ancestors. American Indians often speak about “all our relations” and Friends increasingly embrace that belief in the web of life. We seek a healthy blending of multicultural world views to help us face current and future challenges. And we listen to what Native leaders want to explicitly gain and/or challenge. In saying that Friends re-avow our historic commitment to witness for and with Indigenous peoples, we engage in continuing efforts of peacemaking, healing, and reconciliation. This Minute is a contemporary opportunity to bring Indigenous concerns from the shadow of invisibility to the sunlight of awareness, thereby encouraging Friends, including a younger generation, to undertake needed action. In doing so, Friends will work with others as gradual steps are taken to implement the principles of the U.N. Declaration on the Rights of Indigenous Peoples.

**Question: Who are some others that have supported repudiation?**

**Answer:** The Philadelphia and New York Indian committees have minuted their support. Since 2009, a growing number of Meetings have renounced the Doctrine of Discovery and affirmed the U.N. Declaration of the Rights of Indigenous Peoples such as Butternuts, Cobscook, and Syracuse. In January 2012, the steering committee of Quaker Earthcare Witness approved a short statement repudiating the Doctrine of Discovery and calling for Monthly Meetings and Churches and Yearly Meetings to renounce it. Some in the Quaker Earthcare Witness group previously considered bringing forward a longer Minute. An early *draft* contained the following ideas, which provide another perspective on the importance of this subject.

*“We encourage Friends everywhere to reflect upon Quaker historic and present kindnesses, injustices and ignorance vis a vis Indigenous Peoples. We urge Friends to cultivate joyful and meaningful relationships between Friends and Indigenous Peoples of their regions, and seek how best to support them in their ongoing quest for survival, respect, and inherent sovereignty. In many cases, this quest is inseparable from the care, protection, and restoration of the life-giving systems of the health of our planet.*”

*Indigenous Peoples are calling for revocation of historic Royal Charters and Papal Bulls, and ask us to show support by repudiating the Doctrine of Discovery. By doing this we*

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*acknowledge and make visible, to ourselves and to others, that our past practices, done in the context and mentality of the times, were in error, contributed to the physical, spiritual, and cultural near-genocide of Indigenous Peoples, and opened the way for the ongoing, heedless assault on the natural environment of their lands.*

*We affirm our responsibility to support and to lead in healing and restorative justice in the 21<sup>st</sup> century, including standing with Indigenous peoples against the continuation of judicial and legal injustices being perpetuated today, the foundation for which continues to be the Doctrine of Discovery.”*

**Question: What use will be made of the BYM Minute if adopted?**

**Answer:** Within the larger international Quaker and religious community, there is a network of people who are compiling statements of conscience, resolutions, and Minutes on this topic. They use a communications strategy to persuade additional faith organizations to make public declarations. We will forward the BYM Minute to approximately 15 groups such as the Canadian Friends Service Committee, the New England Yearly Meeting Committee of Racial, Social and Economic Justice, and the American Indian Law Alliance. The BYM Indian Affairs Committee has personal contacts in each organization.

The Minute can be used as part of community and religious education at Monthly Meetings. It can be used as a springboard to discuss a number of domestic Indigenous issues too such as stereotyping, pending national legislation to stop violence against Native women, protection of sacred sites, and federal recognition of the Virginia tribes.

“We pray that God will give us strength and courage to do this work together for the good of all our relations, in the belief that Christ Jesus ends hostility and brings together those who were once divided.”

The Most Rev. Katharine Jefferts Schori  
Presiding Bishop and Primate  
The Episcopal Church

(Presiding bishop’s letter on Doctrine of Discovery, Indigenous Peoples, Episcopal News Service, May 16, 2012)

Minute and accompanying materials  
submitted by the Baltimore Yearly Meeting Indian Affairs Committee  
after review and consideration at June 2012 Interim Meeting  
Patricia Powers, Clerk

## **ATTACHMENT BB**

### **REPORT OF GENERAL SECRETARY**

Friday, August 3, 2012

#### **In These Hands**

I thank you all for being here. I am very glad to see you. For those of you who arrived a bit late in the week and don't know, when our Clerk said that she was glad I was here, she was reflecting on the fact that I came a few days late after my partner suddenly had a stent put in his heart, a heart is dear to me. This has been an unsettling time. There may be times today when I pause for a moment and go into the silence. I hope that you will go there with me.

Baltimore Yearly Meeting has made good progress in the past year. You may have gotten the "Highlights" document that was sent out to Friends a few months ago. We have a new web site, new accounting software, a new emergency Meeting House loan fund, and we've been able to convert a difficult-to-manage student loan program into a grant program that will be smaller, but actually more useful. There is more. None of this was done by any one person. Each small statement has a whole story behind it and each story, if told, would illustrate what it really took to experience this progress.

In Linda Garrettson's talk the other day, I was very glad for the wider Yearly Meeting to gain from the rich spiritual experience of BYM camps. She spoke of each of us having a personal circle of comfortable activity, another concentric one that encloses an area where we find that we are stretching ourselves, and then the area beyond these that is the place of panic, beyond our capabilities as we understand them. She led us in an exercise in which we explored these.

I found as I went through the activity that I'm a person who is seldom just in one zone. In much of what I'm doing, it's a matter of degrees of comfort, stretching and panic. As I began to see myself as some vacillating comet travelling between circular planetary orbits in a solar system, it came to me that there was more to this picture, to this equation, than could fit into one exercise.

I am fresh from a series of experiences that are challenging me to look deeper into myself, and I thought about my recent contact with my panic zone. While I had gone beyond just stretching, and beyond what I could handle alone, and while I had certainly felt moments of panic, that term didn't really explain all that had happened to me.

Glancing back at Linda's exercise one more time, I saw that it had clearly invited me to take the step of looking further. I was one person in a room full of people all exploring our stretch and panic zones, and observing each other openly as we did it, a rare opportunity. We had even been open to sharing our panic with each other. I noticed one other thing that had surprised me. When Linda had called for everyone who felt comfortable being alone to go to the center circle, I was one of the few who had appeared there. I was reminded of the moment of sitting at my computer in an empty office in the evening in Sandy Spring, corresponding with the five or ten people I should have gotten to back to earlier in the day. I'm alone then, but aware of being in the midst of a community of stretching, sometimes

panicky, but largely functional people. It can be a feeling of being alone, yet connected, and included in something greater than myself, all at the same time.

I laugh sometimes to myself, picturing people I know turning to each other and explaining some of my eccentricities away as “Well, you know, he was alone a lot as a child ...” which is true, although I don’t talk about my past much. While I had more privilege than most, and have been given many true gifts, it just isn’t all pretty. Sometimes a simple question about my past leads quickly to stormy territory. It matters to say, though, that going from my solitary existence to being dropped into a boarding school where together the community did classes, household jobs, work jobs, sports, arts and crafts and hiking trips often and together explains a lot about why I am where I am, in an organization with two hemispheres of Meetings and camps. In these years, I had to keep stretching or fail entirely. It was during this school time that I began to attend Quaker Meeting. I began balancing my need to have an inner life with my need to be in community.

In the last couple of months, I’ve been to many memorials and funerals, more than any time since the 1980s when my friends were dying of AIDS. When that stopped, it was like so many dark clouds gradually clearing. After panic, numbness. I just pushed myself on. I’d like to, for a moment, give notice to something about three BYM Friends who have passed on, and how they chose to include themselves in community with Friends. Looking back, it seems that they were less affected by these three zones than I. Once each one of these people was as a stranger to me. In each case, I long vacillated before getting to know them.

Ron Mattson – In the late 1960s and early 1970s, Ron found himself to be both gay and a committed Friend, long before people were used to talking about such things openly. He set to work helping to found what was then Friends for Lesbian and Gay Concerns, opening the eyes of Friends to new possibilities and helping to make my own life more livable over the decades.

Michael Jack – I served on committees with Michael at Friends Meeting of Washington for years. He was a gay man who developed Amyotrophic Lateral Sclerosis (ALS). A writer, editor and wit, He led a vibrant life through his blog, appreciated by many at his memorial. He actively supported ALS research with a cadre of friends for as long as he lived.

Dick Bellin was just your everyday Jewish/nontheist/Republican Quaker, and gay-friendly before it was common in a Meeting that struggled mightily with the LGBTQ marriage issue for years. He participated in numerous Friends organizations in an array of capacities from Trustee to piano player, and didn’t mind respectfully sharing an opinion that he knew might not be the majority position.

I wonder how each one of them did it. It has been Friends like these in BYM that have brought me to saying simply, “Why should I assume that anyone I meet does not like gay people, or me, until I hear otherwise?” And they have helped me to begin to stretch beyond that question to a broader view.

A recent trip I took helps to illustrate their gifts to me. I needed to go to a Friends United Meeting board meeting in Richmond, Indiana, then on to Friends General Conference Annual Gathering in Rhode Island. Just before the trip, however, plans had to change. I needed to attend the funeral for my partner's sister in Toledo, Ohio. This would be a lot of driving, some at odd hours, and I'm grateful to my travel companion, J.E. McNeil, who had to go to both meetings as well and helped make all of this happen.

Now, my experience on the FUM board has been an interesting one as an out gay man. Some Friends are very supportive and some Friends think that I should not be there. This organization is transforming, and I am as well. One example: One time at a board meeting, I was walking down the hall as a man who is a Midwestern Friend and deeply committed to the organization approached. He began, "I just want to say one thing . . ." (I braced myself) ". . . I'm glad you're here and I appreciate your contributions."

There was a moment at this board meeting worth recalling. Late in the afternoon, the sky went very dark. The wind howled, and it was like, "The house began to twitch . . ." Suddenly a door blew wide open and the gusts came in. A man went to the door and held it for the rest of the meeting. Poetic justice calls me to say that it was the Superintendent of Indiana Yearly Meeting which has been experiencing its own storms, and I could only think of the roles in which we Superintendents and General Secretaries can find ourselves. It is also worth noting that as the weather radar on my computer showed the storm pushing east, I thought about calling friends at home, but did not, unsure if it would help. Nonetheless, easterners really should be more open to accepting that prophetic witness really can come from the Midwest!

The next morning we drove to Toledo amidst downed trees and power outages to the funeral. Now picture, if you will, for a moment: I am standing under the portico outside the church after the service. I'm feeling, frankly, a bit spacey, disconnected, and I'm trying to collect myself. It's not working too well. I have come to be here for others, but my partner's whole family is busy greeting people and I don't really know anyone else. An elderly woman is being escorted by a young man to a shiny black car. She wears a long summery flower print dress in soft blue and a straw picture hat that stretches out like a wide smile. Once she is in the passenger seat, she leans out the window and says, "Who are you?"

Well, who am I indeed. It's a pretty sure thing that she has seen me sitting in the front row of the church with all four siblings of the deceased. This is a church where everybody pretty much knows everybody. And out of the two hundred people at the Warren African Methodist Episcopal Church that day, I'm the white guy. And in the course of the day so far, about five nicely-dressed elderly ladies have walked up to me, smiled and said, "Now, who are you?" I have answered, "I am Gregory's partner." To a person, the response has been, "Well, that's okay!" While I've been appreciating that these long-lived ladies have been through many changes and stretches in their lives, and I appreciate the welcome, by the fifth time I've been told I'm okay, I start to wonder a bit if I really am.

It has been a truly beautiful service. There is much to celebrate about the life of Greg's sister, Karen. The church environment is calming, the music has been wonderful, and Greg's

niece, Jasmine, a sophomore in college who does not regard herself as a musician, has performed a stunning song that she has written. This family doesn't fool around. They have advanced degrees and stellar careers. I've been seeing myself as the quasi in-law, numbly hoping to measure up.

Back to the lady in the shiny black car. I take a breath and put my hand on the door. "I'm Riley, Greg's partner." She takes my hand with both of hers and responds, "I'm Martha Gaston. You know, there is something wonderful here today. Years ago, I used to have a big station wagon. I guess they call them SUVs now. I used to pile a lot of kids into my car and we'd all go to sporting and music events. And we had a big family room in our basement. They'd all come over, and I'd just listen to them talk. It was exciting to hear what they were thinking. And they're all back here for this today, with their careers and their children, and it just means so much to me!" I love this picture. It's as though Martha is rolling the home movies of these people that I know only from Greg's high school yearbooks - now two are college administrators, one an engineer, one a minister, and more. I'm grateful for this moment of connection. It seems like a greater realization is coming to her that is easier to first tell a stranger. Martha continues on and I listen. I realize that Martha is not letting go of my hand. I'm wondering where the young man has gone who is to drive her home. Then I begin to wander about something else. How did I first appear to her as I stood there? Am I looking more deflated than I realize? What is Martha seeing in me? What am I feeling, anyway? In any event, it is a relief to be included in Martha's life and joy just now. It feels as if she's holding the door open to the church for me. By the time she departs, I'm more collected, able to return to the reception briefly and then to leave for the Gathering in Rhode Island, though feeling torn at leaving Greg.

It was days later that the fuller realization of the morning at the church became clear to me. At the Friends General Conference Annual Gathering, workshops create a special space for sharing. 1200 or more Friends from all over the country gather, and then groups of 10-15 Friends who have chosen an activity of special interest form a small community together that spends the morning hours sharing, often quite deeply, for the week. Understanding is gained; trust is formed. In this workshop, we had to develop exercises to perform for the group.

As I prepared mine, I couldn't let go of my time with Martha at the church. As I pushed myself to prepare, I turned the scene over in my mind it finally hit me. Perhaps the underlying emotion was what Martha had seen in my face. I now recalled the last time that I had come for a funeral in Ohio. It had been many years ago. I'd come for my mother, who had been run over by a car. This simply had never entered my mind that whole day I was in Toledo. I'm sure that I couldn't let it. But in my workshop I was able to incorporate it into my presentation, and people understood with calm caring and respect. So Martha's willingness to reach out, along with this group's supportive environment for risk-taking, helped me integrate these experiences that were, at that time, very tough to handle in my own panic zone. I was no longer numb, yet not overwhelmed, either. My thanks go to her and to them.

Two weeks later I spent the weekend at Shiloh Quaker Camp, working for my first time in the kitchen and being present at meals and fire circles. The kitchen work environment was

open and friendly, with Friends treading lightly with what I needed to learn, and, in good camp spirit, pushing me gently with “You can do this – here’s how.” I reflected back over my own experiences growing up, comparing them to what I was seeing in camp. I wondered what it would have been like if, as a middle schooler, older teens had been around to show me how to gain fun and useful new skills, or if I’d been in a place that had helped me to learn about and to express my spiritual self, or if being gay hadn’t been like a long shadow looming over the rest of my life.

The next day brought news about someone I had been neglecting to call, and now it was too late. My cousin, Jane Lee, had died over the weekend. Jane Lee and I had stories going all the way back to when I was born, when she, the first relative to visit my family after I was born, wrote back to them that I was “just fine.” But lately I had been recalling another time. When my mother had died, it had been Jane Lee who met me at the Cincinnati airport. We hadn’t seen each other in a while. I was a Quaker now, and Jane was now an Ohio real estate lady, complete with big hair and a white Cadillac. As I sunk down into the soft leather seat, I wasn’t in a condition to reassess our current relationship. I shouldn’t have worried. Jane, completely composed, asked me how my flight was, and I answered. She then said, “There was a picture of the accident on the front page of the newspaper.” I felt a dull thud. She changed the subject for a while, then told me, “She died instantly. They told me that at the hospital.” She let me breathe for a moment, then started talking about some of the relatives who were gathered, and how they were doing. Then she added, “She knew the person driving the car. They went to the same hairdresser.” For the rest of the ride, Jane crafted a way to give me the facts in small doses, and by the time we got to the house, I was able to be present with the extended family and still keep my balance. There was comfort, stretch, panic, and also caring. And shared struggle, too, although I don’t know if I was much help to Jane that day in her grief.

Today I think about the richness of openness, understanding, and inclusivity that I know is in our Yearly Meeting community. I think about the many times and ways that I have been the grateful recipient of it, in places where I was well-known and less well-known. I have shared some of these before, but perhaps I appreciate them even more today. I now also recall that I have been in many a Quaker Meeting House where there was just one person of color. I think of how I complacently accepted the “normalness” of that. I think of the times when my conversation may have come across to someone else as, “Well, that’s okay,” missing a chance to be more completely inclusive, to meet someone person to person. If my place of “comfort” is really numbness, it may not always be a safe place for myself or for others.

I note that the population of the State of Virginia is now more than 30% people of color, and yet our Meeting Houses do not reflect that. I’m not talking quotas or recruitment, but I have been warmed and welcomed by BYM members many times in many ways. I feel that we have something true and good to offer, and very likely much good to receive.

For that matter, when we meet each other week after week at Meeting, are we open and inclusive to newness, or even “revelations,” about ourselves and each other? Can we help each other stretch? Ron, Michael and Dick all helped me with that.

What would it take for me to truly extend my hand? And am I ready to be welcomed by someone new, someone with a quite different life than mine in “my own Meeting House?” Could I stretch enough to release myself into the hands of the Spirit in those moments? I think that in the Spirit we are given experiences to be shared that do not have to leave us vulnerable, but instead leave us even stronger, as Martha helped me see.

We may in time even come to know and trust each other well enough that we can truly help to heal each other in “impossible” situations, as Jane Lee helped me see.

I know that these events that I have described are going on in all our lives. Maybe I, we her in this Yearly Meeting, can pause and reflect in the Spirit to allow for the deeper connections to come clear, in that place inside ourselves where the Spirit’s hands can reach out to us and hold us gently, whether we are feeling comfort, stretch or panic.

I think we’re game.

## ATTACHMENT CC

### REPORT OF YOUTH PROGRAMS COMMITTEE

Annual Report for Baltimore Yearly Meeting of the Religious Society of Friends  
Annual Session, Eighth Month, 2012

The Youth Program Committee (YPC) works to create a spiritual home for middle and high school age youth in Baltimore Yearly Meeting. Teens and tweens gather for weekend conferences throughout the BYM region. Amidst schools and communities where young people often see their spiritual gifts undervalued, these conferences give our youth an opportunity to practice their leadership skills and ground themselves in Quaker process.

Here are some highlights of this year's program:

- Four Junior Young Friends (JYF) conferences were held this year with an average of 33 middle-schoolers per conference. This year the JYFs chose the theme of "Insecurity" and Alison Duncan presented an excellent series of workshops at each conference exploring insecurity as it relates to body image, learning styles and social groups.
- Five Young Friends Conferences were held with an average attendance of ninety high school age teens for each conference. In addition to transcending the issues relating to the growth of their community, YFs also worked on several service projects in conjunction with the William Penn House.
- The Young Friends are also gathered here at Annual Sessions. In addition to governing their own program through daily business meetings, they are participating in workshops and intergenerational activities. They lead several programs for the larger yearly meeting, including the inter-generational Produce Department, the annual Coffeehouse, and a Friday afternoon meeting for worship. Their 'red hat' project at meals is an opportunity for them to lend a helping hand to others.
- Three additional conferences were held for the Young Friends Executive Committee in order to work out the governance and the creation of community within their large group.
- Two trainings sessions were presented for new Friendly Adult Presences and other Friends who work with youth in their monthly meetings.

These programs couldn't provide such a depth of Quaker experience without the guidance and dedication of Youth Programs Manager Alison Duncan, to whom we are profoundly grateful.

The Youth Programs are made possible by a network of adults, both parents and non-parents, including a growing number of former YFs who are giving back to the community that gave them so much. Friendly Adult Presences have spent over 3,100 volunteer hours at these conferences. It truly takes a village to raise our children!

This year, YPC will present a workshop entitled “Raising Quaker Teens” on Oct 20-21 at William Penn House. The workshop will feature Harriet Heath of Philadelphia Yearly Meeting’s Quaker Parenting Initiative. Concurrent with the workshop, our first Junior Young Friends Conference will be held at historic Alexandria Friends Meeting. Our middle-schoolers can enjoy a weekend of fellowship, while their parents and others can re-invigorate their parenting skills and leave better able to cope with the challenges presented by trying to raise Quaker youth in these difficult times. People who are engaged in or would like to start a Middle or High School RE program in their Meeting are encouraged to attend. Please encourage Members of your community to register early to ensure a space.

As YPC members, we are deeply grateful to the entire BYM community for their continuing support of programs for our youth. Programs like JYF and YF fulfill a very important role in the spiritual growth of our youth, tenderly moving our community’s children from their comfort zone to a place of stretching their fledgling wings.

We are also grateful for the ways that God works through Friends—both capital and lowercase—and even complete strangers to make this program possible. For instance, when county sewage problems threatened to send over 100 YF home from their Thanksgiving Conference, dozens of calls to port-a-potty vendors proved fruitless. At last we reached a woman who, upon hearing our plight, was determined that the conference continue. She said that the work we were doing with youth was so important, especially in this day and age. She convinced her husband to make the 3 hr. round trip to Sandy Spring Friends Meeting on the Saturday after Thanksgiving. He delivered 2 port-a-potties to a standing ovation from our deeply appreciative Young Friends—a career first, according to him.

And finally, we are grateful to the youth themselves for the many ways they minister to us about the transformative power of love.

## ATTACHMENT DD

### REPORT OF PEACE AND SOCIAL CONCERNS COMMITTEE

As I stand here, my Lakota brothers and sisters in Pine Ridge, SD are beginning their 4th day of Sundancing – fasting, dancing, and praying – all as an expression of their faith. Their commitment, sacrifice and struggles remind me that to be people of faith and to commit ourselves to living that faith is not easy or comfortable. Sometimes, it calls on us to do things that can only be understood by faith, not intellect.

For Friends, our faith calls on us to work for Peace. As I said last year to this body, I believe that faith is a dance, not a stance. To dance with peace means not just seeking justice, but having faith we must simultaneously seek harmony and perhaps even sacrifice so that true peace can emerge.

This past spring, we received a request to consider a minute calling for divestment from corporations that profit from occupation of Palestinian lands. This spurred this committee to a series of communications—sometimes very uncomfortable and even contentious communications—as we considered how to proceed. We abhor, as does most of the global community, of the blatant and violent violation of policies and human rights that the Israeli occupation policy perpetuates. In our seeking clarity on this minute, we found many allies in our communities of faith and region who share this outrage. This includes friends, neighbors, and people doing interfaith work. We also found, however, disagreement on the role and prioritization of divestment. It was this lack of harmony among our allies and friends that has led this committee to make the following commitment for the next year:

This is a complex issue: history, politics, nationality, faith, anger, fear, hatred and love are all players in it, and it has global implications. We will be embracing the issue of peace among the Israeli government and Palestinians as our work for the foreseeable future, recognizing that peace in the world will not be achieved until there is peace here. The committee members will venture out into our various circles and explore what people know and feel about the challenges in this part of the world and how it affects our daily lives and sense of security. We will take time to hear from people of faith and interfaith work to learn more about other peace-making efforts, and explore ways we as a yearly meeting can support that work. We will reach out and visit monthly meetings' peace and justice committees among our body – not with an agenda, but to simply learn more about their works and how this issue connects, or perhaps how embracing this issue can inform their work.

Basically, for the next year, we will be dancing with this issue, learning how to be and create loving places. But let's be clear; this does not mean we are going to a dance party. We will be having a serious dance, looking at one of the most important issues of our times, and bringing in allies as partners, and considering not only what others must do but perhaps what we must sacrifice of ourselves. We will also be dancing with our testimonies, relying on the partners of Simplicity, Integrity, Community, Equality and Stewardship as our leads towards the Peace we all seek while seeking what is mine and ours to do.

We look at this as an opportunity to not only address this serious issue, but, as a committee, to see how we can best serve the Yearly Meeting and monthly meetings on any number of issues. The world is interconnected. It is a corporately driven world where causes and conflict thrive on division. When we find ourselves being separated from our allies, we will not achieve the peace we seek. But we cannot afford to be shy and avoid the conflict and tension. We must lovingly embrace it, thoroughly convinced in our faith that there truly is that of God in all and ours is to joyfully seek it.

Where, exactly, will this lead us? Who knows, but that is the mystery with which we live. It may lead to a single call to action, or it may lead to a variety and increase of action from among individuals, Meetings and networks – perhaps a series of actions that is greater than the sum of our parts. For this body here, we will be reporting back at every meeting. We invite all who are interested to let us know, and we will also be reaching out to some of you specifically to be a part of this work. We are grateful to those who have brought the issue forth. It has created this opportunity to take seriously the responsibility we share to be good stewards of all of our resources – fiscal, emotional and spiritual – to bring greater peace to the world. In the process, we will be also discerning what it means to be a Quaker Peace Committee in the 21st century, how we can support individual leadings while being stewards of all the new technologies to help us better understand and communicate in this world while holding on to our time-tested practice of listening for what God calls us to do.

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# COMMITTEE ANNUAL REPORTS

## SEARCH

No report received.

### SUPERVISORY

Third Month 17th, 2012

Supervisory Committee acts as the Personnel Committee of Baltimore Yearly Meeting. During this year, there have been changes in the staffing patterns for camp property managers, and camp directors. In addition, the Committee oversees provision of benefits for our employees. The Clerk of the Committee The Clerk of the Committee serves as supervisor, consultant and support person for the General Secretary. The Committee meets about eight times each year.

**Continuance of General Secretary:** Presiding Clerk, Elizabeth Meyer, and Supervisory Committee Clerk, Margaret Meyer, met with Riley Robinson in December to review his work for the year. Prior to that meeting, the Committee solicited feedback from staff, Committees of the Yearly Meeting, and Clerks of Monthly Meetings. Supervisory Committee also contributed insight. Friends are quite pleased with Riley's work on our behalf and congratulated him. Supervisory Committee heard the report of this review in January and has continued the employment of our General Secretary for another year.

**Priorities for the General Secretary:** The General Secretary continues as the chief administrative official of the Yearly Meeting, responsible for supervision of staff and for financial and legal matters.. These duties involve several committees and initiatives for revised activities. In addition, he is responsible, with Supervisory Committee, for maintenance of the Yearly Meeting property in Sandy Spring. We have asked him to spend additional time with the Camping Program this year. He continues to represent us to other Quaker organizations, and to help us envision our own future. In addition, he works closely with other Yearly Meeting staff to ensure that they work effectively and continue to grow in their activities. The General Secretary also tries to visit Monthly and Quarterly Meetings on a rotating basis. There is more in this list than one person can accomplish, so we ask for each and every member of the Yearly Meeting to consider how he or she can also contribute.

**2012 Budget and Personnel Costs:** During 2012, staff costs to Yearly Meeting are anticipated at:

Total staff cost to YM: \$577,117

Aggregate salary \$424,193

Employer portion FICA tax \$32,448

Benefits, including Health care and contribution to 401(K) \$120,476

**Future Plans:** The Committee is working on materials to help staff and committees work together well. In addition, a new sabbatical policy is being written. Riley Robinson will be eligible for sabbatical in 2013. The Committee expects to revise the arrangement of ad-

ministrative assistance activities in the main office, possibly employing another part-time individual.

## ADVANCEMENT AND OUTREACH

The mission of the BYM Advancement and Outreach Committee is to support meetings growth and revitalization and encourage outreach to seekers. The Committee deals with issues of visibility, welcoming newcomers, knitting in newcomers, strengthening community, sharing our faith, witness and service, and reaching out. The committee has also taken on support and cooperation with Quaker schools. We meet three times a year at Interim Meeting, and once at Annual Sessions. All committee meetings are open meetings. Here are some things we are continuing to work on:

**“Q-Tube”** – Video clips of Friends talking about what brought them to Quakerism, what appeals to them about the Quaker way, their experience of Quaker worship and how being a Quaker effects their lives. The project was wildly successful in 2009 and can be viewed at the BYM web site. [[bym-rsf.org/Qtube/](http://bym-rsf.org/Qtube/)]. We are still hoping that more will be done by various meetings that will speak about their home meetings and what they love about their home meeting. We are looking at various ways we can help meetings and other BYM groups in this project.

**Quaker Quest** – An approach to outreach that was developed by British Friends and is now being promoted by Friends General Conference. It uses a series of brief personal presentations on a particular topic, followed by small group discussion, to show how shared experience of Spirit, not doctrinal unity, holds the Religious Society of Friends together. Our committee is supporting Quaker Quest in BYM. Quaker Quest is going forward in many parts of the country and we hope to continue to be part of it and see it grow in BYM. The A&O Committee has funds to support meetings. Since early 2008, 11 Meetings in BYM have done either the full day training or done the public sessions as well. We hope to continue giving out small grants to help our meetings but Friends General Conference also has funds to help meetings. FGC is offering to do a free one full day training for each Yearly Meeting in FGC and have the Yearly Meeting invite two Friends from each Meeting in that Yearly Meeting. This training would be basically the same as the full day training that Meetings do when they are exploring if the Meeting would like to do Quaker Quest. The A&O Committee is hoping to take the lead in accepting the offer from FGC and set up the training in BYM. We are planning to have an interest group at annual sessions to discuss this.

**Google Ads** – We are still planning two small pilot projects to do some on-line advertising which will target certain limited areas and use certain key words to try to reach seekers.

We have been doing some visiting to monthly meetings and if any Friend thinks their meeting might be interested in having a visit, please contact me or any committee member. There is another outreach project called Inreach/Outreach which we are eager to talk about

and do with meetings. We are also considering doing a workshop for small meetings or start-up groups. Our committee has much we want to do. If any Friend is able to help with a time limited project or would like to be a corresponding member please let us know. Just sharing information with your monthly meeting would be a great help.

Walter Brown, (Langley Hill) Clerk

## CAMPING PROGRAM

The Camping Program Committee began its year with a day-long meeting at Catoctin Quaker Camp in conjunction with the annual camp alumni gathering, which has been held there for several years. This first meeting offered the opportunity for members to see the camp, get acquainted and re-acquainted, form subcommittees, and to set priorities and identify tasks for the year. What follows are highlights of some of the work this year:

**Open Houses:** The outreach subcommittee, in conjunction with local camp families, held two open houses to spread the word about Shiloh and Opequon and to attract/enroll new campers. Committee members and current camp families, acting as hosts, coordinated space and food for the events, which were held in Baltimore and Takoma Park. Camping program committee members, along with current parents, campers, camp staff, and directors attended the events. Slide shows of photographs depicting the camp experience were playing on laptop computers, and immediate online registration was available as well. Both open houses were well attended and favorably received. The events yielded several new campers. We believe this open house model to be an ideal outreach approach and we intend to hold them in other locations in the coming year. Several aspects of these events were noteworthy: 1. Open houses were held at “neutral” (non Quaker/non-religious) locations (hair salon and community center), which seemed to attract different/new families outside our established networks. 2. Camp families who hosted spread the word through their own personal and professional networks. In the case of the Baltimore event, the host was a local salon owner who invited her client contacts to come learn more about camp. 3. Having a variety of perspectives represented (camp staff, current campers, camp director, CPC members) was extremely helpful.

**Pond at Shiloh/20th Anniversary:** In June we celebrated the official completion and opening of the new pond at Shiloh. This event coincided with the 20th anniversary of Shiloh’s opening. Many former campers, staff, and other supporters—both financial and spiritual—attended the event, which was a great success. The event included a pot-luck lunch, brief words from staff, committee members and others, a tree planting, and lots and lots of swimming! The day concluded with singing and a firecircle. Later in the evening some new residents—frogs living around the pond—added their voices to the celebration. Throughout the summer, we heard from the camp director, parents, campers and others about how positively the new pond has impacted the programming and comfort at Shiloh. We continue to be grateful for the efforts of so many for making this critical addition to the camp property and program a reality.

**Director Transitions:** This year we bid farewell to Linda Garrettson who retired from her directorship at Catoctin after 22 years of working in the camping program. A surprise party at Catoctin, with many in attendance, and a minute of appreciation were two highlights from a year filled with gratitude for Linda's incredible commitment and contribution to the program.

Minute of Appreciation for Linda Garrettson on the occasion of her retirement as Director of Catoctin Quaker Camp – 3 August 2011

If Linda Garrettson had done nothing else in her life (and she's done plenty), her 22 years of service at Catoctin Quaker Camp would be a remarkable and worthy accomplishment to celebrate. It's not an exaggeration; it's a fact: an entire generation of campers and staff at Catoctin has been mentored and nurtured through her vast experience, her centered leadership, her joyful energy and enthusiasm, and her grounded spiritual direction.

Today we celebrate Linda's honesty, her wisdom, her sense of humor, her infectious love of singing, and her unwavering commitment to making camp a life-changing and life-giving experience.

It's easy to picture Linda in the middle of the dining hall, all eyes on her, or leading a rowdy song, all voices lifted up, but in the quieter times, she has also made difficult decisions with integrity and supported her sister camp directors whole-heartedly. She has worked hard to balance the work of camp, teaching, and family. She has stood in the center of the fire circle, grounding a worship sharing, and she has mentored innumerable young people who trusted her judgment and her leadership. Linda's practical and radically simple example of a Spirit-led life has inspired more people than she will ever know.

Thank you for the Light you let shine and for truly living with the fire at the center. We love you, Linda, and with overflowing hearts and deep gratitude we wish you a future filled with every blessing of the Spirit.

After a search process in the fall and winter, Dyresha Harris and Kathrin Gilbert, both long-time campers and staff members at Catoctin, were hired to direct the camp. They had a successful first summer and we look forward to nurturing their continued leadership. Also this year we said farewell and thank you to Riley Lark, co-director of Shiloh. In 2012 Hope Swank, co-director in 2011, will continue as director of Shiloh.

**TA Bike:** TA Bike, the newest programmatic addition for teenagers aged 15-18, completed its second successful summer. The program was slightly smaller this year. Feedback from those who attended has been overwhelmingly positive again this year and we look forward to continuing to offer the program, both to expand capacity for this age group and to offer a different kind of camp experience.

**Evaluations:** Each year we solicit feedback from parents, campers, work grantees, and staff, about their experience at camp. We received 238 responses after the summer of 2011 and spent the year processing and integrating this feedback. Two noteworthy changes based on this feedback were continued improvements to the bathhouses at Opequon and Catoctin in an attempt to brighten and dry them, and a new approach to communicating goings-on at camp to parents and families during the camp session. These evaluations are so valuable for helping raise important issues and identify trends. We will continue this practice again this year.

**Other Items:** We held a joint meeting in January with the Camp Property Management Committee to discuss shared concerns and plan together. We appreciate their work and our positive working relationship. Ongoing coordination with the Development Committee this year included assisting with drafting a new grant application to the Bama Works Fund (who previously awarded BYM a grant to help support the pond construction) and other written materials. We are grateful to the development committee for their work supporting the pond project. We look forward to continuing to strengthen this relationship.

We continue to benefit from the Camp Program Secretary's training, expertise, and experience as manager and chief nurturer of our large, complicated, and life-changing program.

Respectfully Submitted, Josh Riley and Betsy Krome,  
Co-Clerks of the CPC, September 2012

## **CAMP PROPERTY MANAGEMENT**

The Camp Property Management Committee is pleased to report that during the past year our BYM camp properties again provided many members, attenders and campers a safe and spiritually enriching environment in which to be nurtured and grow in the spirit.

The issue on which we focused the most time this past year was preparing our Committee's response to the initial report of the BYM Camp Finances Working Group. Many of our members have labored long and hard to discern the most appropriate way for BYM to fund the camp programs and properties in light of our resource constraints and our common goals. We stated in our Report to the Camp Finances Working Group:

“The committee would urge the Yearly Meeting explicitly to recognize the camp properties as a vital natural resource for the community, an opportunity for multi-generational stewardship, and one of BYM's most valuable financial assets, the prudent and self-interested maintenance of which requires a substantial and sustained commitment of support.”

In a parallel vein, we also spent significant time on capital planning, cognizant that other BYM committees, officers, and staff depend upon having good financial data and forecasts upon which to base their planning. We thank the Stewardship and Finance Committee and the Camp Properties Manager, David Hunter, for their continued development of improved and more-transparent financial data on the camps.

Some property concerns may never seem to go away, such as the state of bathrooms at Catoctin and Opequon. However we continue to chip away at those and other similar issues, resolving them as we can, based on budget priorities and limits. But this really was a year of mostly good news. A temporary wind tower is collecting a year's worth of data at Catoctin, and we may someday have our own wind-powered electricity. The Shiloh pond was built on time and within budget, largely due to the hard work of many including Allen Fetter - our volunteer project manager and Jake Butler – our new caretaker at Shiloh. And the Catoctin site plan, which involved many years of dealings with County officials and contractors, has been approved; we may now resume replacing Catoctin cabins, and will be able to devote more time to other priorities.

Looking forward, a sub-Committee, called the “Green Working Group”, has already started to provide us guidance and advice on how we might manage our properties in more environmentally-responsible manner. Mindful of tight resource limitations, we will continue to try to be good stewards of our wonderful properties.

We wish to express deep thanks to our departed Shiloh caretaker, Ralph Reed, to our new Shiloh caretaker Jake Butler, and to our Catoctin caretaker Don Frame for their hard work and good stewardship of the cherished camp properties.

On behalf of the committee and yours in the light,  
Ron Lord, Clerk

## DEVELOPMENT

The 2011 fiscal year was the third full year of the Development Program, and it was an eventful one. The year 2012 has continued to draw on both our creativity and our sense of discipline. We are grateful to the many Friends, Monthly Meetings, and camp families who so generously support the BYM general operating budget, the operation of the BYM Quaker Camps, and the capital needs of the camp properties and the BYM office building. We want you to know about all of the good things the BYM does, and there's plenty of news to share.

### Gift Activity

The Development Committee meets monthly by phone. Because we believe it is important for us, interpersonally and spiritually, to meet in person we also schedule half-day “retreats” twice a year. Between meetings, both staff and committee members work actively on reaching our goals. The more that we speak and listen with BYM members, the more we appreciate the great strengths that are present in our community.

Highlights of our work over the past 12 months include:

- Raising over \$231,600 in fiscal year 2011, including over \$81,000 in general operating support. This is the second time the Yearly Meeting has topped the \$200,000 mark in gift income; the first time was in 2006, when BYM received a large bequest from the Turner estate.
- Increases of over 84 percent in total gift revenue; and nearly 29 per-

cent in donor participation. We also exceeded our year-end challenge goal, with gifts received in excess of \$70,000 in the months of November and December. Committee members reached out by phone as part of this effort. It's a pleasure to talk with Friends!

- We are seeing increases in first-time donors, average gift size, and donor retention and renewal (see attached Preliminary Evaluation).
- The successful completion of the \$90,000 capital campaign for the Shiloh Pond. Pond fundraising included proposals requesting support from Monthly Meetings and a Virginia-based foundation; a volunteer phonathon; the online auction of a donated handmade Quaker quilt; sales of the newly created BYM Cookbook of Camp Recipes; sale of tickets on the Teen Adventure bus; and special mail and online appeals. If you are reading this, you were very likely a part of this success – thank you!
- Construction of the pond began after the close of the 2011 camping season, and was completed in spring 2012. On June 9, 2012 we hosted a celebration commemorating the 20th “birthday” of Shiloh Quaker Camp and the opening of the beautiful new pond.
- Development director Robinne Gray has continued to visit Meetings and to host workshops, alone and with committee members, to help build understanding of the role of Friends as donors in the 21st Century.
- Thus far in 2012, we have sought to encourage “early” giving (in the first half of the year) by conducting a phonathon to contact consistent BYM donors, inviting them to become monthly donors. If you are one of the people we have called, we're grateful for your time and your sharing.
- Because the need for camper financial assistance is greater than expected this year, we are also formulating appeals and proposals regarding campership aid.

### **Gift Policy**

Our work raising money goes hand-in-hand with creating, and collaborating on, sound policies relating to gift income.

- In February 2012 the Development Committee made a response to the June 2011 report of the Camp Finance Working Group. Our report contained five recommendations pertaining to camp operations, including coordinated planning for camp capital expenses; and allocating administrative costs to all BYM programs.
- We are currently at work on a policy related to the soliciting and accepting of restricted gifts. We need to discern how the Yearly Meeting might craft a policy that meets the ongoing need for unrestricted funds while fully engaging the interests of donors and potential donors.

### **Development Program Evaluation**

Recognizing that it is good practice to periodically evaluate and improve all Yearly Meeting programs, the Development Committee has initiated a comprehensive evaluation of the BYM Development Program.

- We have begun identifying the questions, metrics, and other elements such an evaluation should include, including what benchmarks are most appropriate to organization similarly to Baltimore Yearly Meeting in size, function, and culture.
- Using available metrics, we have taken an initial measure of the program's progress. The attached Preliminary Evaluation reports what we have learned thus far and what remains to be done.

### **Future Directions**

Energy stewardship (efficiency, renewable sourcing) is an important issue amid concerns about climate change and energy descent. In addition to being the right thing to do, making this kind of investment will save the Yearly Meeting money over time. BYM is gathering information and doing research to discern the viability and cost of "green" features.

A possible "Greening BYM" initiative may include the following:

- At the Quaker Camps: Wind power, solar power, composting toilets
- At the BYM office: solar power, geothermal power, efficient windows, insulation

Direct gifts are an important and growing revenue stream for our Yearly Meeting. The Development Committee sees a clear need for a strategic consideration of BYM's overall revenue mix, particularly how development relates to apportionment.

Please feel free to talk with us at any time. We enjoy talking with you, and were glad to be supporting a vital growing community of Friends.

## **EDUCATIONAL LOAN**

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 has worked diligently to try to find a way to continue to make that possible.

As of May 31, 2012, repayments on existing loans have been received totaling \$23,833.00. Four loans have been paid in full. In June of 2012 the committee recommended to Trustees that three chronically delinquent loans totaling \$15,764.54 be written off.

The committee has continued to seek a new way forward to continue to provide financial assistance to students for their education, while at the same time clarifying how the remaining loans in our care are to be administered.

We developed a proposal to offer grants of up to \$2,000.00 per student per year with a maximum of \$8,000.00 to be awarded to any one individual which was approved by the June session of Interim Meeting. We are continuing to work on the support materials, formulas and policies needed fully to implement this program, and also to provide further clarity on how the repayment of the remaining outstanding loans is to be managed.

After years of offering loans only to those students who already had outstanding loans with BYM, and then offering no loans at all while we pursued the revision of the program, our plan is to be ready to begin accepting applications for grants for the 2013 school year.

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.

For the Educational Loan Committee,

Christopher B Fowler, (Frederick) Clerk

### **FAITH AND PRACTICE REVISION**

With the help of many Meetings and many individual Friends, we now have a final draft *Faith and Practice of Baltimore Yearly Meeting of the Religious Society of Friends*. We thank you very much for your help. This year marks the tenth year of working on your *Faith & Practice*.

Each and every one of the comments and suggestions you have sent to us have been carefully read and worshipfully considered. We have accepted many and incorporated them into this 2012 version. There were some which we felt were not consistent with the other comments and suggestions and so are not incorporated in this. We are sure that you are not surprised by this!

We ask that each and every one in BYM listen carefully as you read this book. As with all major decisions made by those present at Annual Session, this will lay over so that Friends can contemplate what they will be asked to approve. You will notice that the cover says "First Reading" on it. With God's help, it will be approved at Annual Session in 2013.

As you go through this copy, both as individuals and as a meeting, you may find some wording is really troubling to you. If so, you might ask a group from your Meeting to get together to read it. There are times when individual perceptions in a particular passage may vary. A group discernment is helpful to understanding.

There have been quite a few comments about the alphabetical way the headings of the Queries, Advices, and Voices are listed. We arranged them this way because we feel that each is as important as all others.

Another comment from several sources wonders why there are seventeen Queries, Advices, and Voices. Again, once we started writing, we realized that there were aspects of our lives that needed to be considered in this section. We also realized that not all Meetings have a Meeting for Worship with a Concern for Business every month of the year.

As you get familiar with all that is in this new book, you will find that there are many more sections to help individuals and Meetings. Many of the sections carry much more

information than the 1988 *Faith & Practice*. We feel that the Faith part has been enhanced considerably. The Practice has also been enlarged greatly.

While it would be impossible to write about every possible situation that could arise out of all the Meetings within Baltimore Yearly Meeting, we do hope that each Meeting will use what is here as a guideline and mold the information to fit their own particular needs. For instance, the wording for the wedding certificate is the original, and it must be changed to suit each couple.

This is your *Faith & Practice*. We encourage you to read it well, use it faithfully, and practice what is here. May this new *Faith & Practice* become part of your spiritual life.

### INDIAN AFFAIRS

Members: Those serving have long histories of caring about Native concerns, addressing needs, and advocating for justice. They are Martha Catlin (Woodlawn), Mary Corddy (Deer Creek), Dellie James (Stony Run), Elizabeth Koopman (Gwynedd, Stony Run), Jeff Leber (Dunnings Creek), Susan Lepper (Washington), Sue Marcus (Woodlawn), Nancy McIntyre (Sandy Spring), Jerry Miller (Dunnings Creek), Patricia Powers (Sandy Spring), Gerri Williams (Washington), and Roger Wolcott (Sandy Spring).

Contributions: Administering an “endowment” fund is one committee responsibility. In 1795, Quakers in the northern Shenandoah Valley established a fund to pay Indians for land that Quakers settled. Unable to locate survivors of the Natives who previously lived in the Valley, these Friends set aside those monies for assistance of American Indians. Approximately \$11,000 remains and small sums are distributed to Indian organizations, events, and projects. This year, donations of \$200 each were given to the American Indian Society of Washington, D.C.; the Baltimore American Indian Center in support of its new museum; Ramah Navaho chapter projects, and Torreon’s Eastern Navajo Arts and Crafts fair.

Projects and Activities: The committee completed its major public education project. Fact sheets or profiles are now available about contemporary Native Americans and tribes in Maryland, Pennsylvania, and Virginia. These materials will be distributed at Annual Session and, we hope, used in years to come to help Friends and others learn more about Indians in our region. During 2011-12, we focused especially on one regional concern. The Virginia Council on Indians was abolished as part of restructuring. It had been helpful to us as a committee, other citizens, and state/federal agencies. During the process, Martha wrote letters and met personally with staff to see what we could do to keep the office operating (without its state recognition authority which tribes felt had been compromised) or to assure that its functions were maintained by the parent department—Natural Resources. Sue joined in the effort. We will continue to track who is picking up what functions so we can keep the public informed.

Under Elizabeth’s leadership, we joined with other religious groups to acknowledge our history and formally renounce the Doctrine of Discovery and Papal Bulls (e.g., those is-

sued in 1455 and 1493) that proclaimed Christians enjoyed a moral and legal right based solely on their religious identity to invade and seize Indigenous lands and dominate Indigenous Peoples. The World Council of Churches points out that the current situation of Indigenous Peoples around the world is the result of a linear program of 'legal' precedent, originating with the Doctrine of Discovery and codified in contemporary national laws and policies on sovereignty and property and title law. Dellie brought a Minute to the June Interim meeting, which was well received and sent back for us to heighten the significance of Christianity in the Minute wording. To see the Minute and accompanying materials (background, principles, question and answer section), go to <http://www.bym-rsf.org/events/annualsession/as12welcome.html>.

We support the extended effort of the Virginia Council of Churches to secure federal recognition for six tribes. Bishops, Judiciary Executives, local pastors and laypersons have lobbied Congress. Recently tribal leaders met with Congressman Cantor. Senator Webb has stated he wants to make this happen before he leaves the Senate. There has been a hearing in the U.S. House and action in the Senate. [Individuals on our committee often write personal letters rather than our writing as a committee because having the word Baltimore in the title makes our letterhead less effective in states other than Maryland.] Sue sent this message to Representative Wolf: *“Federal recognition is long overdue, and lack of it is an embarrassment to those of us who work with Tribal governments throughout the U.S. It is unconscionable that the successors of those who met the first Europeans here are not Federally recognized while more than 560 Tribal governments have such recognition..... Federal recognition of the Native peoples who met, and helped sustain the original European colonists--my ancestors and possibly yours--is long overdue. The Tribes came close to Federal recognition during the anniversary of the founding of Jamestown--which they predate. Please don't let the current opportunity slip away.”*

Participation: Martha attended a Senate “Roundtable on Protecting our Ancestral Remains, Religious Freedoms, and Sacred Places.” Susan went to the National Congress of American Indians legislative session (and continues involvement with Torreon projects). Mary, Nancy, Pat, and Roger drove to Baltimore for American Indian Heritage Day. Mary and Pat heard Sherman Alexie discuss his book *The Absolutely True Diary of a Part-Time Indian* selected for the “One Maryland One Book” Humanities Council program. Elizabeth, Nancy, Pat and Roger attended a talk by Mark Tayac (Piscataway) at Sandy Spring meeting. Gerri participated in numerous National Museum of the American Indian events. Dellie works closely with the Baltimore American Indian Center and Sue is part of the leadership of the Society of American Indian Government Employees. Jerry plans to arrange a traditional Indian dance for Dunning's Creek.

Annual Session Activities: In 2011, our committee set up an interest group session to report on current Indian issues and give a legislative update. For the 2012 session, the committee will sponsor an interest group on international Indigenous activities. Pat and Gerri will facilitate a workshop entitled “Huge Social Action Successes: Hallelujah,” inspired in part by this delightful video: <http://www.youtube.com/watch?v=LyvivyF-N23A>.

Good News: Piscataway tribes received official state recognition. Dellie attended the ceremony. Pat and Martha sent thank you letters to MD Governor O'Malley and Dellie wrote an article for Interchange newsletter.

Due to the Supreme Court decision to uphold the Affordable Care Act, the permanent re-authorization of the Indian Health Care Improvement Act remains is affirmed. Ten years of effort would have been lost if the Supreme Court had struck down the entire health reform legislation, as four Justices wanted to do. Pat sent congratulations to the National Indian Health Board.

Patricia Powers (Sandy Spring), Clerk

### MANUAL OF PROCEDURE

From the close of our Annual Meeting until the *Yearbook* is sent to press, the Manual of Procedure Committee concentrates on copy-editing the *Manual of Procedure* and making sure the changes approved by the Yearly Meeting in Session are inserted correctly. It then rests until the beginning of the year.

The remaining work of the Committee may be seen in the minutes of Interim Meeting as the Committee only presents proposals approved by Interim Meeting to the Yearly Meeting. Part of this work may be seen in the minutes of Spring Interim Meeting as **IM2012-8** and Appendix H to those minutes. These represented two changes: 1) to provide for appointing trustees to the Miles White Beneficial Society, and 2) streamlining the process of changing the Manual of Procedure.

At Summer Interim Meeting the Committee will propose the following two changes: 1) clarifying when the term of office for Trustees ends, and 2) changes in the description of the Youth Programs Committee to reflect the current practice of Young Friends.

The committee has been working on a listing of *ad hoc* Committees, Task Groups, Working Groups, and Special Groups active in the past twenty years. It is attached to this report.

The Committee met face-to-face once and corresponded frequently. We enjoy our meetings.

Howard Fullerton (Sandy Spring) Clerk

#### *ad hoc* Committees

Name	Established	Charge	Chartered by
<b>Current <i>ad hoc</i> Committees</b>			
<i>Structure of Yearly Meeting Committees and the Role of the Staff</i>	8/2011	none	
Intervisitation <sup>1</sup>	Y2004-28	I2005-5	2013
<b>Special Groups</b>			
Young Adult Friends	1988	Y1998-62	Continuing
Families of Diversity	1988	Y1998-63	?

**Task Groups**

<u>Task Group on the Structure of Yearly Meeting Committees and the Role of the Staff</u>	3/2000	Y2000-31	10/2003 I2002-42
Task Group on the Role of Committees	1991	R91-53	Y95-59
<b>ad hoc Committees that have been laid down</b>			
Gender and Sexual Diversity Concerns	Y93-58	Y2001-46 & Y2003-33	2011 Y2011-22
Visiting Ministers	3/2010	6/2010 I2010-23	2011
<u>Youth Safety</u>	10/2005	I2005-65	10/2009 I2009-47
ad hoc Committee on Friends Schools	1996	Y96-68	Y2001-58
Web Publishing	1996	Y96-6	Y2001-20
Families of Diversity	1995	R1995-11	Y1998-63 Became a Special Group
Friends Committee to Abolish the Death Penalty	1996	Y96-75	1997 (moved to Philadelphia)
Friends Schools	1995	Y95-56	8/2009 Became a Working Group
FUM Membership in the World and National Council of Churches	1993	Y93-33	Y95-19 (Apparently)
Camp Management <sup>2</sup>	1991		Y95-12
Shiloh Development (GOOD)	1992		Y93-37, -39
Youth Programs Oversight	1993	Y93-8	Y95-31 (by establishing a standing committee)
BYM/AFSC-MAR/Voluntary Service	1991	Y91-73	Y94-25 (by becoming a standing committee)
Prison Concerns	1989	VII-10	Y93-31 (by establishing a standing committee)
Committee of Four Committees <sup>3</sup>	2004	I2004-2	2008 Y2008-63
Oversight of the Fishertown Friends Meeting	2008	Y2008-56	2010 Y2010-04
Long Range Property Planning	2002	Y2002-45	2004 <sup>4</sup>
<sup>1</sup> Intervisitation is an <i>ad hoc</i> Committee of Interim Meeting			
<sup>2</sup> A sub-committee of Trustees			
<sup>3</sup> Originally three committees: M&PC, S&F, and ad hoc on Gender and Sexual Diversity Concerns; A&O was added later.			
<sup>4</sup> See Y2004-22. The Clerk asked for a report on follow-up work at Interim Meeting. The report was presented and laid over and never approved. See I2004-39.			

**Working Groups**

<b>Name</b>	<b>Established</b>	<b>Charge</b>	<b>Chartered by</b>
<b>Current Working Groups</b>			
Racism <sup>1</sup>	2001	I2001-2	Ministry and Pastoral Care
Torrean/Starlake	2003	Y2003-34	Indian Affairs
<b>Converted from existing standing committee</b>			
Criminal & Restorative Justice	2010	Used standing committee's description	Peace and Social Concern
Friends in Education	8/2009	Used standing committee's description	Advancement and Outreach
Right Sharing	I2008-48	Used standing committee's description	Peace and Social Concern
<sup>1</sup> Originally chartered by P&SC, change to M&PC in 2007.			

## MINISTRY AND PASTORAL CARE

The Ministry and Pastoral Care Committee is concerned with deepening the spiritual life of Yearly Meeting. We do this by calling forth and nurturing individual gifts of the Spirit, and by supporting and assisting the Yearly Meeting with programs, retreats, workshops, and Annual Session. The clerk of the Committee or a designee serves as a member of the Program Committee.

The Committee recognizes the need for grounding in shared worship as a foundation for our work in the world. We desire to deepen spiritual fellowship and grow our reliance on Spirit to guide us in spite of the busy-ness of our members, and we seek creative ways to bring this commitment to fruition at each opportunity.

The Committee is responsible for bringing forward a lader or leaders for the Annual Session opening Retreat. This year Clifton Pettus leads the retreat, drawing on and sharing his insights on the spiritual basis for action in the world.

At Annual Session Meeting for Worship with a concern for Business, Ministry and Pastoral Care Committee has delegated Friends to serve as Greeters and called upon others to sit on the “facing benches” holding the Meetings in the Light. The Committee has also identified leaders to facilitate Worship Sharing groups and Bible study both in the morning and the afternoon. There are several members of the committee who wear “yellow tags” during sessions to indicate their availability to serve as a listening ear when needed. The Committee takes responsibility for Meeting for Worship on the last day of Annual Session.

The Committee has begun to clarify our relationship with the Working Groups under our care: The Working Group on Racism, the Spiritual Formation Program, and the Women’s Retreat. These programs provide important spiritual support and guidance for Friends from across the Yearly Meeting. We receive periodic reports from these groups throughout the year and we will continue to hold this work in prayer. We have been pleased to have opportunity to sit with members of the Working Group on Racism to help them focus their work for the coming year and consider how they might evaluate their impact. A brief summary of the reports from these three groups follows.

The Working Group on Racism offered an interest group at Annual Sessions 2011 in which they screened the DVD *Teens Talk Racial Privilege* so that adults could consider whether or not this would be useful for use by their meeting. In addition, members of the working group led a workshop looking at the history of engagement with racism in Baltimore Yearly Meeting. The working group sponsored and organized a visit to the Sandy Spring Slave Museum for more than 70 Friends. At their monthly meetings, they share experiences, books, articles, films and presentations on the topic of race. This year, the working group said good-bye to Elizabeth DuVerlie as she ended a 5 1/2 year tenure as clerk and welcomed David Etheridge into that role. They have been assisting in the revision of Faith and Practice history section on enslavement. The working group coordinates with Friends engaged in working on racial justice issues across North America and is available for visits to local meetings.

The Women's Retreat Working Group coordinated a successful retreat, which was held January 27-29 at Skycroft Conference Center in Middletown, Maryland. The theme was Women of Power and Presence: Sharing Stories of Courage and Transformation. 130 women attended and were deeply moved by the opportunity to worship and learn together.

The Spiritual Formation Working Group has seen significant increase in participation in their program this year; in addition, additional Friends were drawn to participate in local groups who did not attend the retreats. They were successfully able to raise donations and carefully steward their funds to allow them to provide full or partial retreat scholarships for four friends. The retreats were held at Priestfield Pastoral Center, which provided a quite place for contemplation, with generous hospitality. There were twice monthly gatherings of local groups, which deepened relationships and enriched Friends' spiritual journeys. The working group plans to focus more deliberately this year on the nurture of local groups and to explore how to foster continuity when Friends participate only in the local groups.

The Committee and the working groups will continue to explore how to grow in our relationship over the coming year for our mutual support and the benefit of the yearly meeting.

The Committee is available to help Monthly Meetings foster community and deepen their spiritual life, encouraging and supporting them to recognize, publicly affirm, and practically support those individuals who exercise their gifts in faithful ministry and service. We welcome opportunities to visit with meetings and appreciate invitations to worship with you. We have visited several meetings again this year and profited from learning how Spirit is moving among us. In addition, members of the committee have been called upon for consultation to meetings where there are pastoral care needs; such consultation is, of course, confidential.

The Committee sends suggestions to Monthly Meetings to support preparation of the Annual Report of the Spiritual State of the Monthly Meeting in accordance with the guidelines in Faith and Practice. The approved reports are received and incorporated into Spiritual State of the Yearly Meeting Report presented at Annual Session.

The Committee considers requests for Yearly Meeting endorsement of minutes of support for members traveling in the ministry outside our Yearly Meeting. Such minutes, usually prepared by the traveler's Monthly Meeting, are reviewed by the committee and passed along to Interim Meeting or Yearly Meeting in session for final endorsement. We are completing a revision of the written policy, offering a streamlined and more comprehensible policy for the use of our Yearly Meeting regarding embraced ministries.

We continue to offer a one-day scholarship to encourage those interested in attending our committee meetings during annual sessions.

The Committee meets 5 times during the year (at each of the 3 interim meeting days and twice during Yearly Meeting sessions) with an attendance of committee members of 8-10 and a number of visitors.

Jean-Marie Prestwidge Barch, (Valley Friends Meeting), Clerk

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## NOMINATING

No report received.

### PEACE AND SOCIAL CONCERNS

This committee has these items to report:

- We committed to having items in each edition of the Interchange newsletter, and we met this goal 2 out of 3 times. There were articles about Prison Ministry and about ending torture. The missed article was supposed to be about HIV and the potential for self-testing. The clerk of the committee will be presenting on this at Annual Sessions. There will also be more about this throughout the fall.
- The committee has been charged with finding a replacement to serve on the Board of Directors for Quaker House. To date, no one has been found.
- From the Prisoner Visitation and Support board representative David Connell there is this: “In the past year Prisoner Visitation Service (PVS) has continued to focus on growing it’s volunteer base and maintaining fiscal stability. Volunteer recruiters are focusing on several priority areas where there are either no visitors or long waiting lists. They are also working to form relationships with local coordinators and encourage them to view PVS as a resource for support. They also made an effort to follow up in a timely manner with all new applicants, attempting to shorten the interval between when a prison volunteer submits an application to the time when she/ he is officially appointed. Please contact David Connell (connelld@sidwell.edu) if you would like to learn more about volunteer opportunities with the only nationally based organization that facilitates volunteer visitors in federal detention facilities.

The committee has also had challenges. We are learning what it means to be a working committee in the 21st century. Many committee members have passions and knowledge about a wide range of issues, as well as busy schedules. We are still on a learning curve about how to communicate more fluidly via e-mail and other new technologies so we can remain informed and get more educated about issues, while being mindful of the importance of not mistaking this exchange of information with the tried-and-true practice of coming together, seeking unity and harmony in the presence of each other as we make decisions. This report is in itself a reflection of the changing process as the inclusion of work that happened via e-mail is new and perhaps not something all are comfortable with. Even the content of this report—which has been shared with the committee—has only had input from a few members and, as such, should be held in that light.

Just as there will not be peace without justice, there will not be peace without harmony. If we cannot be practitioners of justice AND harmony within our own spiritual body and in our wider circles, can we realistically expect peace in the larger world? This is the tension we are learning to hold and will continue to be a part of our upcoming work, and ask for the loving support of the Yearly Meeting as we proceed.

## **PROGRAM**

The members of the Program Committee along with the Yearly Meeting staff make Annual Session happen for all Friends. From the registration process, work shop development, Daily Minute publications, information table staffing and food coordination to the Bible studies, worship sharing time, book store operations, provision of transportation from building to building, and the arrangement for speakers the committee works hard to make it all happen. And to think we meet a mere 4 times during the year!

During the past year the Program Committee has changed the procedure for choosing a theme for each Annual Session. This has proved to be a work in progress and many members of the committee have stepped up and taken on yet more work. We are now planning, and have been working for several months on Annual Session 2013. Of course we were also hard at plans for 2012 at the same time. Also during this year we have worked with Frostburg State University staff toward a cleaner dorm situation. We have been able to solve last year's handicap transportation issues and have said farewell to Tawes building. It is the hope of the committee that these changes will help increase attendance at Annual Session.

We are pushing for an increase in feedback this year from Friends. We hope that more of you will take the time to evaluate your experience at Annual Session. We really do read all of the forms that come back to us and use them to make plans and possible improvements to future Sessions. Please take the time to give us your thoughts!

Program Committee has a small but hard working group of Friends who make it possible for all to gather at Frostburg in community to work, learn, share a meal and enjoy time with one another. I hope that you will join me in thanking these hard working folks with the red dots.

Peg Hansen (State College) clerk

## **RELIGIOUS EDUCATION**

This has been a quiet year for the Religious Education Committee.

We welcomed three new committee members: John Bakker of Stony Run, Sarah Huntington of Goose Creek, and Christine DeButts of Langley Hill.

Guidelines of Child Safety for First Day School were added to the website.

Kathleen Karhnaak-Glasby and Sarah Buchannon-Wallaston both presented workshops at BYM Annual Session in 2011. Sarah shared literature which she had used to enrich her first day school plans. Kathleen not only facilitated a workshop, she was our FREC (Friendly Religious Education Consultant) for the 2011 session. Kathleen shared reflections she had regarding her experience as our FREC, and this report will close with those reflections.

MJ Foley, (Williamsburg) Clerk

Kathleen's reflections:

I very much enjoyed the chance to be with BYM friends with a focus on religious education. I was honored to be invited into the JYF and YF programs as well—they are both very energizing groups! The workshops I offered for adults were sparsely attended—MJ and one other participant and I were the only ones for the workshop titled, "Talking with your kids about sex." It was a good conversation, however, and I trust that the right people were there and that the right words were said. The other workshop, "Starting a sexuality program at your Monthly Meeting," drew no participants so instead, I joined the workshop Sara led on new literature for use in First Day School.

I was blessed with many wonderful conversations over meals and in other impromptu situations, some of which were specific to sexuality education, and some more generally about children's religious education. There were Friends from several different Monthly Meetings who asked specific questions about the program I have used and took information about it. I also received feedback that for some Meetings, it seems like there are so few First Days when they see the kids that they would rather focus on topics that are more explicitly religious. This feedback told me a few things: one is that the topic of sexuality is not given the same weight as other areas of our lives, and a second is that we (as the Religious Society of Friends) are not looking broadly at what our children get in First Day School over their lifespan (i.e., if there was confidence that a broad array of topics had been covered throughout the child's life, there may be less concern about "losing" some Sundays to the topic of sexuality). This is by no means a reflection on BYM Friends -- it is something I have noticed very clearly among Philadelphia YM Friends as well!

One Friend told me that if First Day School teachers are the intended audience for the FREC, annual session is not the best choice of venues. Few First Day School teachers come to Annual Session. (In my experience in Phila YM, those who do tend to be busy running the children's programs and a bit too worn out for workshops anyway.) Something that we did in Philadelphia YM many years ago was a "share-shop," where FDS teachers gathered and 6 or 8 offered sessions about particular topics which they had prepared in advance. Each participant received a binder with the handouts from all the sessions, so even if they did not attend a particular session they would still have some resources on the topic. Child care was available, we had a lunch together, and all tolled we were probably together about five hours. We all came away energized with new ideas, and we felt spiritually supported in our work as FDS teachers by the act of gathering together with our attention to FDS. This might be an option to consider in BYM, with regional share-shops in a couple of geographically dispersed locations within the YM over the course of the year, and it may reach well beyond the audience of those who are already involved at the Yearly Meeting level.

I also had occasion for wonderful conversations with Friends about the Yearly Meeting more generally, and enjoyed getting to hear about what is working well and where some of the YM's sticking places are. This was the first time I have engaged in intervisitation to another YM and I found this part of my experience to be very satisfying and spiritually refreshing. And since BYM was where I first started going to Meeting, it was a particularly sweet visit for me.

There was a topic mentioned in the committee meeting, death and children, which I did not have occasion to speak to at the time, but I would like to provide a few resources I know about. The Phila YM has developed an extensive set of book lists on various topics, and one of them is on death. There are a few children's books and books for adults regarding children and death on that list: [http://archive.pym.org/pm/lib\\_comments-53656.php](http://archive.pym.org/pm/lib_comments-53656.php). Also, while this is for younger children than the middle schoolers that the Friend present was thinking of, there may be a kernel in here that's helpful for older children also: a piece written by Fred Rogers. <http://www.fredrogers.org/new-site/par-death.html>

Another topic that has been on my mind generally for Quaker religious education, and which a few conversations at BYM triggered additional thoughts, is how we share resources across YMs. There are some ways that are obvious: intervisitation, traveling ministers who are invited to particular Monthly Meetings or other gatherings, and FGC's work are three ways that come to mind. I am interested in fostering better collaboration across YMs, extending beyond those areas. I would like to be in touch with the BYM religious education committee in the future if this nudge takes a more structured form.

Thank you again for your invitation and your hospitality. I was blessed to spend that time with you.

Kathleen Karhnak-Glasby

## **STEWARDSHIP AND FINANCE**

The Stewardship and Finance Committee spent most of its time developing the proposed FY 2013 budget. We worked with the supervisory committee in regards to personnel issues including annual wage increases for staff, budgeting for sabbaticals, changing the Comptroller's position from part-time to full-time, and addressing the need for additional part-time staff in the office. Our first draft of the budget reflected a deficit of approximately \$17,000. Included in the initial budget was an estimate that the Development Committee provided for unrestricted contributions, an estimate for personnel insurance costs, and other items that needed to be estimated because actual requests were not provided. Based on this information (April, 2012), we recommended that total apportionment income be increased by 3%.

The Development Committee spent considerable time studying the history of giving since the development program was established, and recalculated their proposed estimates. With this change and lower insurance costs for employee benefits, the revised 2013 budget had an excess of income over expenses. The committee then reconsidered the apportionment increase and decided to reduce the total back to the 2012 amount. Letters then went out to all meetings informing them of their 2013 apportionment amount.

Other work of the committee related to the issue of increasing the unrestricted reserves of BYM. A sub-committee composed of members of the Trustees and Stewardship and Finance was established and met at Annual Session in 2011. A follow up meeting was held by phone in February, 2012. After much discussion, the committee recommended that we plan to increase the unrestricted fund balance to an amount equal to twenty-five percent

of the total expenses in the 2012 budget. This amount is \$389,895. The unrestricted fund balance based on an unaudited report of December 31, 2011 is \$271,251. The committee suggested that we plan to reach this goal in a ten year period if possible.

At Annual Session in 2011, the Stewardship and Finance Committee recommended a change in the way apportionments are computed. The suggested new method would be a move away from the current formula method and be based more on voluntary increases or decreases from year to year by the Monthly Meetings themselves. After discussion at Annual Session, the matter was referred to the individual Monthly Meetings for more feedback. An information packet was sent to Monthly Meetings in October, 2011. The Yearly Meeting office has been collecting comments and they will be reported back at the next Annual Session.

The annual meeting to discuss Monthly Meeting apportionments was held at the Valley Friends Meeting at Dayton, Virginia on April 21, 2012. In addition to discussion regarding apportionments, there was discussion on the proposal regarding the possibility of changing the method of setting apportionment amounts. There were also presentations made on three programs that are offered for adults by Baltimore Yearly Meeting: Spiritual Formation, Women's Retreat, and Intervisitation.

The Camp Finances study is at a stage that all reports have been returned to Stewardship and Finance. The next step will be for Stewardship and Finance Committee to work on a proposal to come before a Meeting for Business.

Letty Collins (Roanoke) and Jim Riley (Hopewell Centre) Co-Clerks

### **SUE THOMAS TURNER QUAKER EDUCATION FUND**

In 2012 the Sue Thomas Turner Quaker Education Fund received 19 requests for funds from schools & organizations. The committee is very pleased with the opportunity to support Quaker faith and practice in education again this year, and reach an ever-wider group of Friends Schools. Representatives of the committee considered the requests and distributed, with great pleasure, \$12,793 in full or partial grants for 16 uses consistent with the purpose of the fund. The recipients were:

Alexandria Friends School, VA, \$300, student attendees to Quaker Youth Leadership Conference; Delaware Valley Friends School, PA, \$1,000, books to enhance the Quakerism curriculum; Friends School Baltimore, MD, \$840, attendees to FCE Clerking workshop; Friends School Minnesota, MN, \$1,000, Art Larrabee to present workshop to school community; Friends School of Wilmington, NC, \$1,000, bring Educators New to Quakerism workshop to school; Friends School Portland, ME, \$750, books to enhance the Quakerism curriculum; Friends Select School, PA, \$568, publish a pamphlet on Meeting for Worship for school community; Greene Street Friends School, PA, \$1,000, design of curriculum more integrated Quakerism curriculum; Greenwood Friends School, PA, \$500, to send 2 teachers to FCE "Educators New

to Quakerism" workshop; Moses Brown School, RI, \$1,600, 5-Friends School one-day forum to discuss Friends education; Newtown Friends School, PA, \$500, bring a presenter for workshop on living the Quaker testimonies; Quaker School at Horsham, PA, \$600, presenter on historical Quaker view on war, peace & conflict resolution; Sandy Spring Friends School, MD, \$1,000, year 2 of grant for curriculum & activities on testimony of peace & justice; Scattergood Friends School, IA, \$750, to send teacher to FCE "Educators New to Quakerism" workshop; West Chester Friends School, PA, \$885, to send 3 teachers to FCE "Educators New to Quakerism" workshop; Westbury Friends School, NY, \$500, print curriculum on Quaker role in Underground Railroad.

The committee will meet in March 2013 to consider requests. Request deadline will be MARCH 1, 2013. Please do not apply for purposes that occur before mid-May so you can be sure to hear from the Committee in time.

Rosalind Zuses, (Sandy Spring) Clerk

## TRUSTEES

The Trustees of Baltimore Yearly Meeting have met at each Interim Meeting in the past twelve months. In addition we have met by telephone in December. Each meeting begins and ends in worshipful silence as we seek the aid of divine guidance as how to best serve the Yearly Meeting as a whole.

At Annual Session, Trustees reported on Miles White Benevolent Fund's request to be a part of our Yearly Meeting while maintaining separate books and trustees. The Miles White Fund Trustees would now be appointed by the Yearly Meeting.

At October 2011 Interim Meeting, Trustees approved a report from the Educational Loan committee concerning the handling of old outstanding loans. In addition they also discussed the scholarship programs for BYM's camps and the need for the camping committee to report back to Trustees on scholarships given. A report on the physical needs and possibilities for the Yearly Meeting office building was reviewed with the understanding that further research will be done.

In a telephone conference meeting on December 20, 2012 Trustees addressed the old Meeting House Fund. After reviewing the documents that set up the fund Trustees approved that:

- These funds should be used for emergency loans for any BYM Meeting, particularly smaller Meetings with fewer resources.
- There should be no limitation on the amount of the loan other than what is available in the fund itself.
- The loan can be made at the interest rate currently being used at the time as the IRS AFR rate.
- The payback period can be as long as five years.

- The fund is for repairs on Monthly Meeting-owned property, although Meetings with other arrangements might be considered.
- It will be administered by the Trustees. In an emergency, a decision can be made by as few as three Trustees.
- The form will be developed by staff.

The form was reviewed at the March 2012 Interim Meeting and approved at the June 2012 Interim Meeting.

Trustees began work on revising the investment of funds and the recording and allocation of income earned by investments as well as any capital gains and losses in marking the funds to fair market value at year end. Trustees approved that such gains and losses should not be allocated to individual funds.

In January, 2012 a subcommittee of Betsy Meyer, Marion Ballard, and Frannie Taylor met with Judy Zins of Morgan Stanley Smith Barney concerning the investments of the Yearly Meeting and how best for the Trustees to have a firmer grip on them.

At March Interim Meeting, Trustees reviewed the Minutes from the February 23, 2012 meeting of the joint Sub-committee of Trustees and Stewardship and Finance Committee established to review Unrestricted Reserves. It was the sense of the sub-committee that a separate operating reserve fund is not necessary and that the Yearly Meeting should instead plan for an increase in unrestricted reserves. Trustees agreed that the amount of the unrestricted fund balance should initially be based on 25% of the expenses reported in the approved 2012 budget. It was suggested that a line item be added to the budget called "Increase in Unrestricted Reserves," and that it be left to the Stewardship and Finance committee to handle the budgeting for the funding of the reserve. Trustees approved.

Also a report from the Education Loan Committee was accepted. The Committee has recognized that for various reasons, the conditions under which it operates have changed over the years, and it feels it can no longer administer a loan program effectively. In that light, the Committee proposed that it should stop making loans, and begin awarding educational grants instead.

And after a report on the meeting in January with Judy Zins, it was agreed that all of the current mutual fund investments will be moved to be under Judy Zins care. Trustees discussed the need to decide who can make decisions about investment changes, noting that timeliness is often an issue. Trustees approved that a subcommittee will be formed, consisting of the Clerk of Trustees, the Treasurer or Assistant Treasurer, and one other trustee. It was agreed that to the extent possible, they will consult about any necessary decisions, and any one of them can convey the decision to the broker.

To further clarify our investments after discussion Trustees embraced the following.

**Policy for distribution of income generated by invested funds**

Trustees approved the draft policy for distribution of income generated by

invested funds. This policy was designed in consultation with our CPA in charge of our audit/review process. Trustees approved the policy below:

- At its December 21, 2011 meeting, Trustees agreed that unrealized capital gains and losses should not be allocated to specific reserve funds.
- For the future, starting on January 1, 2012, income generated by invested funds will be allocated to the pertinent funds which are to earn income according to the total percentage earned. The remainder is to go to general funds.
- Education loan interest from repayment of loans is specific to Education Funds. Interest from vendors and interest from operating accounts is to be general fund income.
- The reserve funds which earn income will be identified by the particulars supporting the establishment of each fund.

At June 2012 Interim Meeting the Education Loan Committee recommended that three seriously delinquent loans, totaling \$15,764.54, be written off. Trustees approved.

Trustees approved the Accountants Review of BYM's FY 2011 financial statements and the IRS Form 990, both of which had been emailed to Trustees earlier for their review.

It was reported that Judy Stanfield, BYM's auditor, is retiring. A subcommittee of the General Secretary, the Comptroller and a Trustee will seek bids for a new firm.

Trustees reviewed the proposed new Policy on Estates and Bequests. There were a number of proposed changes. The Clerk forwarded the revised policy for further review and after that to Sheila Bach for the latest draft of Faith and Practice.

It must be noted that although during the past year there was much discussion concerning the report from the Camp Finance Working Group Trustees were not able to find unity for a response.

Trustees were happy that the Shiloh Quaker Camp Pond has been finished and dedicated. We applaud the efforts both financial and physical which made it all happen.

Frannie Taylor, (Goose Creek) Clerk

## UNITY WITH NATURE

The Unity with Nature (UwN) Committee serves as a resource for environmental concerns and activities of individuals and Monthly Meetings.

The Committee met for the March 2011 Interim Meeting but were not able to come to a decision about a number of items on the agenda. The life change for our Clerk, which involved relocating to the most remote end of our Yearly Meeting, impacted on our Committee. We did not meet at the June Interim Day. At Yearly Meeting, two committee members (John and Toni Hudson), a newly appointed committee member (Michael Moore) and an

interested Friend (Eli Fishpaw) met and were determined to revive the Unity with Nature Committee. It was noted at this time that our committee might benefit from meeting by Skype and conference call.

Nearly the entire committee met November 6 in Gaithersburg in lieu of the October Interim Day. One member attended by Skype and others by conference call. We set a date for a January meeting but bad weather caused us to move the meeting to February 4. Again we had 3 or more people on Skype and some people on conference call for those unable to be present in Gaithersburg. The committee was able to attend the March Interim Day. Using technology has enabled Unity with Nature to have a nearly complete and active committee. We feel the presence of members on Skype and find ourselves going to the screen to say personal goodbyes. We find we are able to use Skype between meetings which allows us to know each other better.

The committee has focused on finding Monthly Meeting contacts who have an environmental interest. At the same time the committee has embraced a member's vision of "Queries on Sustainability" that could help Friends reach for Right Relationship with our environment. The committee has worked on the wording and expectation of Monthly Meetings with regard to these "Queries on Sustainability". A difficult part of this project has been exploring the technology that would enable the Monthly Meetings to share their responses to the queries. The Committee plans to do follow-up contact by phone with Monthly Meetings and help them share the Queries with their Meeting and invite them to meet with members of our committee.

The Monogalia Monthly Meeting (newly joined to BYM) has provided the Committee with an enthusiastic artist/environmentalist, Ann Payne, who has focused the Committee on the damage of the fracking of natural gas on her community. Ann and other artists have made a traveling exhibit called "A Homage to DUNKARD CREEK". The exhibit and the "Queries on Sustainability" have inspired the Committee to prepare three workshops for the 2012 Annual Session.

John and Toni Hudson are representatives from BYM to Quaker Earthcare Witness (QEW) and attended the 2011 QEW Steering Committee in Chicago, IL. They also attended the 2011 QEW Annual Meeting in Chicago, IL in October.

Joyce Hillstrom is the BYM representative to the Friends Wilderness Committee Board. Michael Moore is on the Board of Friends Wilderness Committee.

## **YOUTH PROGRAMS**

Our BYM Youth Programs provide a nurturing spiritual home for our youth. At the conferences our youth rest in the arms of an embracing community in which love is palpable. They experience Quaker worship and business process, and what keeps them coming back is the tremendous amount of joy and fun that they share.

We continue to have large numbers participating, including many from Quaker families as well as others who are introduced to our programs through the BYM camps or the invitation of Friends. This year 140 high school age Young Friends (YFs) participated, with an average attendance of 90 for the five YF conferences; 43 middle school age Junior Young Friends (JYFs) participated, with an average attendance of 33 at the four JYF conferences. The JYFs selected this year's theme, "Insecurity", which they explored in different ways at each conference.

We remain grateful for the spiritual guidance and direction provided by our able staff person Alison Duncan. At YPC's recommendation, Alison's title was changed this year from Youth Secretary to Youth Programs Manager to provide a clearer message regarding her role and function to those families less familiar with Quaker-ese.

Our committee met four times this year and has three subcommittees. The Youth Programs Manager Support Subcommittee has continued to provide support and guidance to Alison. The Friendly Adult Presence (FAP) Subcommittee implemented two FAP trainings this year to continue to supply the large number of trained FAPs needed to support each conference. The JYF Subcommittee provided logistical support for the JYF conferences.

The Young Friends Executive Committee (EXEC) governs Young Friends. This year the size of EXEC was expanded from 17 to 23 members to reflect the larger number of YFs participating in the program recently. With the guidance of Alison Duncan the YFs independently plan, implement and oversee the conferences. We continue to marvel at the maturity and leadership that they demonstrate. For the last two years the group has struggled with the many challenges posed by large numbers attending the conferences. The Young Friends have worked hard to make adjustments to accommodate the larger number of attendees. As a result, the conferences this year have been more centered and cohesive.

Our adult volunteer FAPs demonstrate remarkable commitment and make this program possible. Our FAPs include both parents and nonparents, and we see increasing numbers of FAPs who grew up in Young Friends. During the 2011-2012 year, 38 FAPs provided over 3100 hours of volunteer time to support our Youth Programs.

This year we are losing some long-time committee members. We are most grateful for their service to YPC, and we recognize that we need to develop new strengths within the committee to continue to guide and support our great programs.

### ***AD HOC* COMMITTEE ON INTERVISITATION**

Over several years of deep worship following the 2002 Friends United Meeting Triennial in Nairobi, Kenya, Baltimore Yearly Meeting recognized not only our own pain but that our relationship with others in **Friends United Meeting was broken and in need of healing**. Out of this deeply centered and spirit-led worship, we recognized a call at annual sessions to begin a healing process by re-instituting the earlier practice of visiting and worshipping among Friends. So in 2005, the first visitors were welcomed into our annual session gathering and a group of adults and young Friends traveled to North Carolina

Yearly Meeting. Since 2005 we have sponsored over 60 visits to other yearly meetings of Friends United Meeting in North America and East Africa. Cuba and Jamaica are the only two FUM yearly meetings that BYM's Valiant 60 have not visited. In addition, we have hosted over 35 visitors from FUM yearly meetings.

Committee members, and many other BYM Friends, understand and meet the spiritual challenges of **peace-making and community building** that this ministry has presented. We continue to seek bridges of understanding through a traveling ministry of presence, deep listening, and hospitality. Over the years we, and many of our guests, have actually become the bridges. For example, one of our first guests, Micah Bales, from Great Plains Yearly Meeting, was on our opening panel at our 2012 annual sessions and is also a newly appointed staff person at Friends United Meeting. Another guest, Cliff Loesch, from Great Plains Yearly Meeting is now the Presiding Clerk of the Friends United Meeting Board. Wanda Coffin-Baker, our guest from Western, is now its Superintendent. And the list goes on.....

The experiences arising from our ministry of presence are well described by Richard Rohr, a Roman Catholic contemplative, "***When you can be present, you will know the Real Presence.***" We experimented with this ministry of presence; sometimes learning new lessons and re-learning old lessons. We have been gratified by the responses from travelers, their companions, our visitors, and Friends from the other yearly meetings that we have visited. And most importantly, we have been **faithful to the call** that we received for this healing ministry.

The **Yearly Meeting commitment and support** has been considerable: funds included in the annual budget; opportunities in meetings for business for travel minutes, reports from travelers, and committee reports; space for a gathering each evening at annual sessions for travelers, visitors, companions, and other interested Friends; publishing articles in the Interchange and sending out information and announcements from the yearly meeting office; and providing a warm welcome and hospitality to visitors during Annual Session.

At 2011 Annual Session, we began a period of discernment concerning our call to this ministry. Friends recognized the need for more healing and united in a leading to continue but were unsure what form the Program should take. The discernment continued with two meetings at Adelphi and Sandy Spring Monthly Meetings. We were pleased with the response from Friends who came, especially those who had not previously been involved with the program. It became clear at our October meeting that we honor the request from other FUM yearly meetings to provide training on Intervisitation. That training occurred in April at Sandy Spring MM.

Through this discernment process it has been clear that we should explore how to integrate Intervisitation into the routine practice of the yearly meeting while maintaining the vitality of the Program. We recommend that the discernment continue with a focus on the following questions:

- Is it time to lay down the ad hoc Committee on Intervisitation and restructure with a new, more permanent structure?
- How do we provide financial support for outgoing BYM travelers?
- How do we provide financial support for incoming visitors from other Yearly Meetings?

We invite and encourage Friends to join with us this week at annual sessions to continue this discernment. Opportunities are varied: the Intervisitation Lounge in Westminster 326, starting at 9:15 every evening except Saturday; an interest group scheduled for Saturday at 4:15 (room TBD) ; and our workshop scheduled for Friday from 2-4 (room TBD). We also anticipate opportunities at fall interim meeting with a final report and recommendation scheduled for March, 2013 when our extension as an ad hoc committee ends.

We ask God to send us the wisdom to continue to heed the exhortation of George Fox: “Be patterns, 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 ye may be a blessing and make the witness of God in them to bless you.”

### **Mission statement**

*The Intervisitation Program of Baltimore Yearly Meeting (BYM) seeks to strengthen the Religious Society of Friends and nurture the beloved community of Friends, especially within Friends United Meeting (FUM). While BYM's concern regarding an FUM personnel policy planted the seed, that concern is not the program's focus. Rather, as we in BYM faced the pain we felt as a result of that policy, we awoke to the fragility, and in some cases brokenness, of the relationships among the yearly meetings and monthly meetings within FUM. Thus the goal of BYM's Intervisitation Program is 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. Our program assumes that Intervisitation will be in all directions and those interested will offer and receive hospitality. Extended as an ad hoc committee through March, 2013.*

For more information visit us at [www.bym-rsf.org/intervisitationcommittee](http://www.bym-rsf.org/intervisitationcommittee)

### **AD HOC VISION IMPLEMENTATION COMMITTEE**

With the approval of Vision Statement for Baltimore Yearly Meeting at Annual Session in 2011, approval was also given for the formation of an *ad hoc* committee that would prayerfully consider how this vision could be implemented for BYM. The vision statement was the result of a long process of discernment, and involved a lot of sharing and listening within our Yearly Meeting. The next step, then, was to gather a committee who would hold the question of how the vision could more truly be put into practice. It was also agreed that the Presiding Clerks of the Yearly Meeting and Interim Meeting, Betsy Meyer and Meg Meyer, would discern who would serve on this committee. Through the fall, this discernment process took place, and in late fall potential committee members were contacted.

Betsy and Meg, along with two Yearly Meeting staff persons and ten other Friends from our Yearly Meeting, now comprise this committee.

Here is the vision statement, drafted through 2010 and 2011, and approved in August 2011. How can we, as members of Baltimore Yearly Meeting, more nearly put this vision into practice?

### **BYM VISION STATEMENT (AS APPROVED)**

Dearly beloved Friends, these things we do not lay upon you as a rule or form to walk by, but that all, with the measure of light which is pure and holy may be guided; and so in the Light walking and abiding, these things may be fulfilled in the Spirit, not from the letter, for the letter killeth, but the Spirit giveth life.

The [Quaker] Elders at Balby: 1656 (quoting 2 Corinthians 3:6)

Baltimore Yearly Meeting is a worshiping 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.

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 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.

The members of the Vision Implementation Committee are a diverse group—diverse in age, geographic location, professional experience, and length and type of experience with Friends. Because we are different, we cannot assume things about our Yearly Meeting or about the Society of Friends. We have taken time to get to know one another, and come to understand the gifts that we each bring to this work. In our diversity and gathered spirit, we are a small version of our Yearly Meeting.

We began our work by trying to identify and understand the functions of Baltimore Yearly Meeting—we have been looking at all we do apart from the structures that let these functions happen. We have grown in our understanding of BYM’s many functions, and our next step will be to look at how these functions can best be facilitated. Some of the functions we have identified are communication within the Yearly Meeting and with organizations outside of BYM, educating and mentoring so that Quaker values and practices are known and passed on to newcomers and to our youth, serving in the world as a witness to our testimonies, and existing as a worshipping community even though we span a wide area. We noted that many Monthly Meetings struggle with aging buildings, and that the Yearly Meeting might be able to take more of a role in helping meetings communicate their needs and find support. We also noted that the Monthly Meeting is not the primary place of worship for all Friends, and that Young Friends and Young Adult Friends gatherings, which are under the care of BYM, also serve this purpose.

In our conversations about how we can implement BYM’s vision, we have handled tensions between different truths. On the one hand, we would like to be able to picture the Yearly Meeting as though it has no structure so we can start fresh by developing structures and practices that serve us right now and take us into the future. But we also want to make sure we understand what is working very well in our Yearly Meeting, and to make sure we help these things to continue. We live in a world of technological opportunities for communication, but how to communicate effectively is not always clear; we seem overwhelmed by too much information at some times, but then at others we haven’t communicated enough. And the world of communication has changed so much, so quickly—we wonder how we can we live as the keepers of our historical traditions and also use the technology available to us to further these traditions in a very busy world (especially for active Friends!)

The success of our work to implement BYM’s vision depends on the input we get from BYM Friends throughout our region. Friends, that includes you! Moving forward, we will be looking to Committees, Local Meetings, Quarterly Meetings, and individuals to let us know your thoughts about how we can all implement this beautiful vision statement. Members of our committee plan to visit some meetings—area meetings should let us know if you would like to be visited. We are asking all Yearly Meeting committees to set aside time to consider the vision statement and how their committee can be part of implementing it. During Annual Session, we plan to have a variety of ways for Friends to give us their input—a workshop, interest groups, a lunch table for discussion, and bulletin board notices.

We hope everyone will be in touch with us in some way so that we can build our plans with the gifts and energies that exist among us right now. As individuals, Meetings, committees, organizations – how can we more nearly reach our vision?

Through the fall, our committee will meet several times to craft a set of recommendations. When our discernment process is clear, we will bring these recommendations to Interim Meeting and then to Annual Session in 2013. We will be looking at ways that work – communications – committee work – education – and much more can accomplished in specific ways, by the committees, staff, and members of our Yearly Meeting.

BYM is a vast set of connections that brings us together and allows us to worship and serve together in the Spirit, and that knits us into the wider Society of Friends. It is a joyous task to find ways to make our faith visible and vibrant as a Quaker community and organization.

### **CRIMINAL AND RESTORATIVE JUSTICE WORKING GROUP**

No report received

### **FRIENDS IN EDUCATION WORKING GROUP**

No report received

### **RIGHT SHARING OF WORLD RESOURCES WORKING GROUP**

No report received

### **SPIRITUAL FORMATION PROGRAM WORKING GROUP**

Participation in the Spiritual Formation Program in 2011-2012 increased considerably from the previous year: 56 Friends from 14 Meetings attended one or both retreats (up from 34 Friends from eight Meetings in 2010-2011). Local groups drew additional Friends who did not attend the retreats. Through donations and careful stewardship of funds, we were able to provide full or partial retreat scholarships for four Friends.

Our Fall and Spring retreats at the Priestfield Pastoral Center in West Virginia provide time for fellowship and deepening of relationships across the Yearly Meeting. We experienced deep worship, shared our spiritual journeys, explored various spiritual practices, and sat quietly in the beautiful landscape of the Opequon Creek and surrounding woodlands. Reflecting on the retreats, one Friend noted that they “took me away from everyday concerns to a quiet place for contemplation.” We are blessed by the generous hospitality of the staff at Priestfield and by the frequent presence of retreatants from the wider Catholic community.

Between the Fall and Spring Retreats, Friends gathered twice monthly in local groups to nurture one another on the spiritual journey through shared meals, readings, and worship. One Friend expressed gratitude for this “relational format to nurture spirituality,” which is “exactly what I have been looking for my entire spiritual journey.”

As rich as the Spiritual Formation experience is for many Friends, we are aware of the need to nurture the local groups more deliberately in the coming year: some struggled with inconsistent attendance and others with a drift in focus and structure. We continue to explore how to foster continuity and cohesiveness of the program if some Friends participate only in the local groups. We also hope to grow more fully into our new standing as a working group under the care of Ministry and Pastoral Care. We remain grateful for the support and encouragement of the Yearly Meeting, and for the continuing call to this ministry of spiritual nurture within this blessed community.

## TORREON/STAR LAKE WORKING GROUP

No report received

## WOMEN'S RETREAT WORKING GROUP

January 29, 2012

Retreating, we remember  
Waves of the Presence permeate  
Rising us up and breaking  
us open.  
Tumbling, engulfed and  
Finally floating  
Everyone's story-our own.

To Friends Everywhere:

Namaste.

This is an organic annual Gathering of Baltimore Yearly Meeting (BYM) Women—an ebb and flow of fellow seekers. We come to be rejuvenated by the Light that seems to shine more brilliantly when we worship, sing, listen, play, dance laugh and cry together. Our stories of triumphs and tribulations and the journey toward love inspire and nurture each of us in different ways. This year our host meeting, Sandy Spring (Maryland) invited five women of BYM to share their journeys.

These Quaker women remind us that when we attend to the spirit the courage to act rises.

Bette Hoover (Sandy Spring) shared her journey, and included the vignette from a Native American Grandmother answering a young woman: “How do I know when I’m on my path?” “Just look at your feet!”

Susan Call from Bethesda Meeting shared her story of how over time she came to know that God was accompanying her, whether she was aware of it or not.

Ramona Buck of Patapsco Meeting, told the story that sometimes conflict seems like a monster, but we should walk to it and through it, and on the other side an elegant solution can appear though we may not see it at first.

Mosi Harrington of Adelphi Meeting reminded us that there are billions of children of God. Accompanying others on their journey may be all that is needed. We do not have to be brilliant to be effective, but dogged. Show up. Dance into our power!

Pat Schenck (Annapolis) reminded us that the enemy of power is worrying about what others think of us. Although we are each unique children of God—we are not better or worse than anyone else is—just unique.

As we told our stories to each other, we felt the ebb and flow of our connections. We carry forward a renewed sense of Spirit.

Reflect  
Listen, Plan, Affirm  
Breathe  
Create, Play, Sing  
Share, Dance, Eat Talk  
Dive in.  
Connect Renew.

Namaste.

The Women of the Baltimore Yearly Meeting Annual Women's Retreat  
From Skycroft Retreat Center, Middletown Maryland

## **WORKING GROUP ON RACISM**

### **The 2011 BYM Annual Session**

After having organized three plenary sessions and conducting three workshops and a program for Young Friends at the 2010 Annual Sessions, the Working Group on Racism had a reduced presence at the 2011 Annual Sessions. David Etheridge and Sabrina McCarthy gave for a second time their presentation on the Quaker Response to Enslavement in BYM Territory. The 2011 presentation was notable for the contribution by workshop participants of new information on the topic not previously known to the presenters. At an interest group the DVD Teens Talk Racial Privilege, which Young Friends saw the previous year, was screened for adults to consider whether it might be appropriate for use in their Meetings and schools. The Working Group also had tables with books on issues of race for all age groups at the All Age Celebration.

### **Visit to the Sandy Spring Slave Museum**

Working Group member Ellen Cronin took the lead on organizing a visit to the Sandy Spring on November 19, 2011 Slave Museum and inviting Friends from throughout the Yearly Meeting attend. The initial plan was to limit the number of visitors to 60, but the museum docent accommodated more than 70 Friends who showed up by giving her presentation twice. The variety of visuals helped all generations readily get a sense of the real history of African Americans in this country and in the Sandy Spring area. In addition to addressing enslavement, the museum also celebrates the progress and accomplishments of African Americans. Friends were touched by the story of the formation and founding of the Museum, how it attracted community support, and how people are invited to continue sharing their history.

### **Within the Working Group on Racism**

The Working Groups monthly meetings always begin with Friends' sharing their experiences with respect to race since the last meeting followed by sharing books, articles, films and presentations on the topic of race that have come to attention of individual Working Group members. Each month one member of the group shares with the group her or his

spiritual journey with respect to racial justice. There are nine Friends who regularly attend our meetings and twice that number who do not attend, but have asked to be kept informed of our activities (while sparing them many of our more logistics-oriented correspondence). At the end of 2011 Working Group members expressed their appreciation for the five and a half years that Elizabeth DuVerlie has clerked the Working Group. David Etheridge became clerk in January 2012.

### **Communications within BYM**

The Working Group is under the care of the BYM Ministry and Pastoral Care Committee. Members of our Working Group meet once or twice a year with the Committee to keep the Committee updated on our activities and concerns and to seek counsel. At the 2011 Annual Sessions the Working Group met with the Committee to share our plans for the near future, our interest in assessing what impact our work is having, and our interest involving younger Friends in our work (our meetings are rarely attended by anyone less than 60 years of age). We shared with the Committee our interest in lowering the barriers to participation by people of color in the activities of BYM Friends (while noting progress in that area in the camping programs), encouraging Monthly Meetings to do locally based anti-racism work and helping Friends be more comfortable in addressing racial issues. The Committee encouraged the Working Group to set a limited number of priorities for the next few years in order to make it easier to track outcomes.

The Working Group has been assisting the Faith and Practice Revision Committee revise the history portion on BYM Quakers and enslavement based on research by the Working Group on Racism and other BYM Friends.

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. The Working Group has kept apprised of some local Monthly Meeting issues involving race such as efforts to preserve the site of an African-American and a Quaker cemetery in Washington, DC and the annual celebration of Confederate War Heroes on Martin Luther King Day at a park near Baltimore Friends Meeting (Homewood). Working Group members offer to travel to local Meetings to conduct presentations on race issues, but very few such visits actually occur.

### **Communications beyond BYM**

Members of the Working Group maintain contact with Friends in New England, New York, Philadelphia and Intermountain Yearly Meetings who are involved in racial justice work as well as with individual Friends around the country involved in that work.

### **Plans for the near future**

For 2012 Annual Sessions we are planning two workshops on the Annual Sessions theme, of Spirit Led Social Action. One will focus on the life of Gordon Hirabayashi, a long-time member of University Friends Meeting of Seattle, who went to prison for refusing to obey an internment order during the Second World War. The other will be based on Working Group member Pat Schenk's recent Pendle Hill Pamphlet entitled *Living our Testimony*

*on Equality: A White Friend's Experience.* In a third workshop entitled What Is This Thing Called "Privilege"? And What Do We Do With It? Participants will help the Working Group test ideas for a plenary session being designed for the 2013 Annual Sessions.

The Working Group also plans to explore with Yearly Meeting staff how best to use the newly renovated BYM website to promote BYM Quaker discussions and discernment on racial issues as well involvement of the wider Quaker community through the existing Quakers and race dialogs on Facebook.com and QuakerQuaker.org.

## **YOUNG ADULT FRIENDS**

No report received.

## REPORTS OF AFFILIATED ORGANIZATIONS

### AMERICAN FRIENDS SERVICE COMMITTEE CORPORATION

To Friends Everywhere,

Power without love is reckless and abusive and love without power is sentimental and anemic. Power at its best is love implementing the demands of justice and justice at its best is power correcting everything that stands against love. – Martin Luther King, Jr.

Week after week AFSC staff member Dominique Stevenson visits four prisons in Maryland and invites the incarcerated men with whom she works to consider how they can change their lives from within the walls of their confinement. The men have worked with Dominique to design the program she runs and some weeks they learn about effectively mediating conflict, some weeks they learn about parenting, and one week in the past few months they talked about love, which Dominique described as the foundation for their work together. The men didn't hesitate. One man said, "Love can be defined as a noun or a verb. When you're in love, that feeling can fade, then what? Mature love is about what you do, how you act, the sacrifices you're willing to make."

Another man responded, "How do we define family? If your brother's been oppressed, help him. If your brother's been an oppressor, help him by helping him to stop the oppression."

From across the room, a man said, "We have a government that doesn't advocate love. I don't expect the government to offer love. Humans make it up, but don't behave in human ways. We've come from communities that were denied love."

They continued their conversation until a man concluded, "One issue is we lack understanding, and love is the highest degree of understanding. You can hate someone's actions, but love the person. If you hate someone, you hate the creator. We need to hate the action. We hate others because we lack understanding."

In a concrete classroom in a prison in Maryland, these men vulnerably explored their experience with love. All over the world, in thirteen countries and in more than thirty-five United States towns and cities, the American Friends Service Committee invites people to explore "what love can do" from within the walls of their confinement, however that manifests. And through that act they also explore how to become free and overcome the constrictions of injustice.

Our work, drawn from Quaker faith and the testimonies, can be seen as a constellation of optimistic experiments with truth and love, with human vulnerability underlying both. As we work for a world where all people can live in peace, we operate from the belief that the answers lie within those with whom we work and that when we listen, and respond compassionately, this process releases the power to work for justice that is already present. Through this work for justice we begin to address the seeds of war and violence, thereby creating the social and economic conditions necessary for lasting peace.

We are deeply appreciative of the role of Quaker meetings and individuals in supporting this work, in making it possible. In the coming years, we hope to deepen our connection and partnership with Quakers. As one part of that effort, we have hired Lucy Duncan as Friends Liaison. She writes and edits a blog for Quakers on AFSC's work entitled Acting in Faith at [www.afsc.org/friends](http://www.afsc.org/friends). This year she is establishing a new Quaker Meeting/Church Liaison program to strengthen ties to monthly meetings/churches. You can reach her at [lduncan@afsc.org](mailto:lduncan@afsc.org).

This year we published a booklet, *An Introduction to Quaker Testimonies*. The booklet reminds us of the spiritual basis for AFSC's work. You can find it at <http://www.afsc.org/document/friends-testimonies-booklet> or order it from [QuakerBooks.org](http://QuakerBooks.org).

Friends, please challenge us, hold us in your prayers, and continue to help us. Together we can do so much.

In the Light,  
Shan Cretin  
General Secretary

Arlene Kelly  
Clerk of the AFSC Board

## AMERICAN FRIENDS SERVICE COMMITTEE CORPORATION MID-ATLANTIC/SOUTH REGION

Dear Friends,

It has been an honor to serve as your representative to the Mid-Atlantic Region's (MAR) Executive Committee (EC) of the American Friends Service Committee. So many of you have served for years or decades in many capacities for AFSC, at the local, regional, or national levels. That work—bearing Quaker witness in the world—has been much appreciated, though often unrecognized. Some of you have served in program, staff, volunteer, or governance capacities. Many have felt sadness or confusion as major changes have been made, to make way for the future of AFSC. Others are excited as the AFSC regions look to working more closely with each other. During the past year planned changes have begun to go into effect to the overall AFSC structure, which of course has impacted the Mid Atlantic Region (MAR).

Last autumn, the AFSC Corporation made recommendations for the restructuring of nine domestic (USA) regions to move to four, due to budgetary cutbacks. MAR, which has had its regional office in Baltimore, will now combine with the former South Eastern Regional Office (SERO) and have its headquarters in Atlanta, Georgia. This new region is called the South Region. However, it must be noted that programs in Pennsylvania, and upstate New York will now be part of the Northeast Region. The Baltimore office will still be open, in its beautiful Meadow Mills office space, and Brooke McDonald who has been with the office there will be the new Assistant Regional Director. Bryan Vana joins as administrative assistant. Bonnie Horton, the South regional director, is based in the Atlanta office which is right down the street from the capitol building! BYM Friends from Pennsylvania will be represented in the Northeast Region Executive Committee. Yearly Meetings will no longer

appoint Friends to serve on regional executive committees, but will still be asked to nominate persons to the AFSC Corporation. In any case, though our geographical regions may differ, it is in the region of the Spirit where our work and witness can create that Peaceable Kingdom.

But those are merely governance and structural changes. The programs that have been housed in the MAR region continue their solid work. The Maryland Peace with Justice Program has changed its name to the Friend of a Friends program, and it continues its mentoring work in the five Maryland prisons. It has a strong director, Dominique Stephenson, and a strong program committee. Miafere (Mia) Jones, in Baltimore, directs the Youth Empowerment through Conflict Resolution program. The programs in West Virginia continue their work with youth and for economic justice in the region. Although the Logan office has closed, a new director was hired, and that program continues to address the needs of young women in that coal mining area. Beth Spence and Rick Wilson continue their policy work. Beth Spence was part of the ten person committee that developed the report on the Upper Big Bridge Mining disaster in West Virginia. The report had impact on the mining community in that even though Massey Energy was not held liable, the court did allow for individuals within Massey Energy Corporation to be held liable for their neglectful acts. Rick Wilson continues to focus on policy issues at the legislative/state level in WV. He has built coalitions and has garnered substantial funding for his work, which seems to put AFSC values into action and law. The Washington, DC programs still are working in the public schools and focusing on the Human Rights Curriculum.

As we join with SERO to from the South Region we will cover programs that exist in Florida, The Carolinas, Atlanta, and New Orleans. In Florida (Miami) the American Friends Immigration Service (AFIS) supports the work of five employees who work with immigrants, and also produce a radio program that serves at least 25,000 people. Other programs in the former SERO work with youth, economic justice, immigration, and prisons.

Friends' input and guidance will continue to play a role in the work of AFSC. The South Region encompasses at least five other Yearly Meetings (Southern Appalachian, Southeastern, South Central, North Carolina, North Carolina (Conservative) so Friends will continue to have a strong voice. BYM's witness of inter-visitation will be a strength as those of us involved with AFSC continue to make connections across the new regions, and across the world. While some Friends who have served on the MAR EC have had to lay down this specific work, they remain avid supporters of AFSC and continue to serve in roles at the local, regional and national levels. Others who have previously stopped Executive Committee affiliation have come back to join in helping with the transition. But it must be noted that in the future Yearly Meetings may only have annual reports from the Corporation, rather than specific programs, unless something else is worked out.

The American Friends Service Committee continues to bear Quaker witness around the globe. Although there will no longer be a formal BYM representative to the South region's Executive Committee, I will continue to serve on the new executive committee and continue to develop understandings between AFSC and Friends meetings. Jolee Robinson has agreed to come back on board for two years to help in the transition, and Cathie Felter will

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also continue for a bit. BYM Friends involved with AFSC at various levels have decided to discontinue their EC work: Jim Bell, Don Gann, Gail Gann, Sandi Morton, and Reuben Snipper have laid down work at the EC level, but continue to explore ways in which they can continue to serve. Please contact me, or any of the many other Friends here who continue to their involvement with the American Friends Service Committee (or your corporation representative), if you have any concerns, questions, or leadings. In addition, please hold the AFSC programs in our region and around the globe in the Light as they carry out work that so many of us value, but are not called to do.

In peace,  
Helen Tasker (Frederick)

## **FRIENDS COMMITTEE ON NATIONAL LEGISLATION**

This has been an active year for BYM participation in matters relating to FCNL.

At the BYM Annual Meeting in Frostburg, MD in August 2011, FCNL program assistant Kathy Zager and FCNL General Committee member Bob Rhudy (Patapsco Friends Meeting) led a discussion on FCNL and grassroots lobbying by Friends in support of FCNL priorities.

FCNL program assistant Lena Garrettson and Bob Rhudy presented a similar workshop on FCNL and grassroots lobbying at Annapolis Friends Monthly Meeting on October 23, 2011.

Over twenty BYM representatives and Friends attended the FCNL Annual Meeting in Washington, D.C. on November 3-6, 2011 and participated in a BYM regional planning workshop on November 5th that focused on increasing support for FCNL's priorities and activities by our meetings and members.

On March 11, 2012, FCNL General Committee members Stan Becker (Homewood), Arthur Meyer Boyd (Stony Run) and Bob Rhudy lead a discussion at Chesapeake Quarterly Meeting to encourage meetings to participate in FCNL's bi-annual public policies priorities process.

A number of BYM monthly meetings, including (among others) Alexandria, Homewood, and Langley Hill submitted their priorities recommendations by the April 16th deadline to FCNL's Priorities Committee.

On May 2012, the FCNL Executive Committee approved a Minute encouraging Friends around the country to support the Budget Control Act of 2011 that requires a reduction in proposed Pentagon spending of \$1 trillion over 10 years, which will become law unless reversed by Congressional action by the end of 2012. The FCNL Executive Committee Minute encourages Friend's meetings and churches to minute endorsement of this action, encourage Friends to communicate their support for this action to the public and Congress, and encourage Friends within their meetings to contact their elected officials to report this message.

FCNL Executive Secretary Diane Randall will give the Carey Lecture at BYM's Annual Meeting in Frostberg on Friday evening, August 3rd.

Robert J. Rhudy, (Patapsco) Coordinator

## **FRIENDS GENERAL CONFERENCE**

Central Committee Annual Session – October 27–30, 2011

Brethren Conference Center, New Windsor, MD

Informal report by J. Michael Boardman

The weather was noteworthy: rain on Thursday, sunny on Friday, snow all day Saturday (about 3 inches), and sunny but cold on Sunday, with icy spots.

Central Committee is the governing body of FGC, and it meets once a year. It is huge, with well over 100 members. It contains several committees, where much of the real work is done; they meet more often. And some committees have their own subcommittees.

Annual Session was clerked by Sue Regen. The new FGC General Secretary is Barry Crossno, following Bruce Birchard, who retired this year after many years of service.

The Stoking the Spiritual Fire of Quakerism campaign was created in 2006, with a goal of \$7.25M over 5 years. The intent was to spend the money raised over 7–9 years, beginning in 2007, on programs such as youth membership and Quaker Quest, as well as on more mundane matters like office renovations, rather than to set up endowments. In 2010, as a side effect of the economy, the goal was lowered to \$6.3M and the time frame extended by a year. To date, \$6.5M has been raised in gifts and pledges. Now that the campaign is winding down, FGC will have significantly reduced funds over the next several years. Displayed graphics explained that very little campaign money will be left after 2012, so FGC needs to wrestle with the financial realities and work towards a balanced sustainable budget for 2013 and beyond.

Committee for Discernment, Planning and Priorities was formed in 2009 by merger. It was charged with discerning which are the core activities of FGC, which activities should be reduced or eliminated, and possibly what new opportunities might arise. Any plan needs to be specific and transparent. Barry Crossno reported that a small working group under CDPP will work on this, and involve Finance and Development. There have been some committee mergers, and more changes can be expected.

The fiscal year runs from October through September. FY2011 actuals were within 2% of budget. The FY2012 budget was approved; it includes a \$165K decrease in the personnel budget. The operating budget is set at \$2.3M (was \$2.4M in FY2011); the total budget is \$2.7M (was \$3M in FY2011).

Development noted that building endowment is a long-term process, taking 7–10 years to show returns. Meanwhile, the annual fund goal for FY2011 was met.

CDPP offered a Visioning Statement. However, there was some unhappiness with it, as being too generic; it was returned to CDPP for further seasoning. On Saturday, small focus groups were organized, to provide some input for CDPP.

Communications and Advisory Board (which is not a permanent committee) and Publications and Distribution have much overlap. The eventual aim is to integrate them into one program and one committee to handle all communications. Meanwhile, CAB is working on a new website, to be launched February or March 2012, with the tag line “Nurturing Faith and Quaker Practice”; this will in effect replace QuakerFinder and enhance services to monthly meetings, with further additions later. This work should be completed during 2012. Executive Committee recommends that CAB should continue for now, and CC approved.

P&D reports that FGC Quakerbooks has 23,000 customers, but declining revenue. Is this a business or ministry? Book publishing is undergoing a revolution. One proposal is to merge Quakerbooks with the Pendle Hill bookstore, as both are losing money. The merged bookstore might be named “FGC Bookstore at Pendle Hill.” However, it is not clear that Pendle Hill has a usable location. The idea needs further seasoning. Executive Committee is asked to decide whether it is practical and desirable to merge, before the next session of CC, as part of a strategic plan. P&D plans to lay down the Traveling Ministers Directory (unless enough volunteer help emerges), as there are no staff to update it.

Long Range Conference Planning reported that the 2011 Gathering at Grinnell, IA was highly successful. The 2012 Gathering will be at the University of Rhode Island in Kingston. We are promised a Quaker cantata there, and were reminded that Quakers were in Rhode Island before Philadelphia. The 2013 Gathering will be out west, at Northern Colorado University in Greeley. Some changes may be needed in future Gatherings, and a committee is being formed to consider. Projections suggest they may not be financially sustainable in their present form; attendance has been declining in recent years.

Committee for Nurturing Ministries reported that the Staff Diversity Committee of FGC is asking CC to devote serious time to diversity issues, including racism, ageism, white privilege and class. Specifically, that CC should devote 2–3 hours to study, conversation and exercises in each of the next 5 years. This applies also to committees, working groups and individuals. This needs time and work, not extra money. CC accepted the challenge. CNM put out a sheet of queries, and their Transforming Committee can collect answers. There is a diversity section on the FGC website, to which users may add (moderated) comments.

Christian Interfaith Relations Committee was born in 1893, so is older than FGC. It works with National Council of Churches and World Council of Churches. One recent achievement was to convince them that baptism by conviction was as valid as baptism by water; this gives Quakers a seat at the table. Another action, at Friends United Meeting Triennial, was a call to set about making war illegal.

This is the last year that Central Committee will meet at New Windsor. In June 2012, the Conference Center will close, for financial reasons.

**FRIENDS HOUSE INC. AND  
FRIENDS HOUSE NURSING HOME INC. TRUSTEES**

No report received.

**FRIENDS MEETING SCHOOL**

No report received.

**FRIENDS PEACE TEAMS**

**The Work of the Initiatives**

In April, 2011, the African Great Lakes Initiative of the Friends Peace Teams (AGLI) Co-ordinator David Zarembka published a book, *A Peace of Africa: Reflections on Life in the Great Lakes Region*. At the end of the year, AGLI extended service volunteer published her book, *Ending Cycles of Violence: Kenyan Quaker Peacemaking Response after the 2007 Election*. In August, 2011 a successful International Healing and Rebuilding Our Community (HROC) for facilitators was held in Burundi. Some of the ten people from the United States have started conducting HROC workshops in the United States, mostly with immigrants. In the Congo, the peace center bought a piece of land and is planning to build a community center/peace house for rape survivors. The Bududa Vocational Academy acquired seven lots in the middle of the town of Bududa, built the school buildings, and moved there for the new school year in February 2012. During the year AGLI had 6 extended service volunteers and nine workcampers in July 2011 including three from Botswana. An AVP program was launched in Kenya with 42 newly training youth facilitators who have conducted basic AVP workshops for 1600 youth in a volatile area of western Kenya.

Friends Peace Teams expanded from Indonesia to Asia West Pacific as John Michaelis from Australia joined Nadine Hoover from the U.S. as co-coordinators and Nick and Sarah Rozard are supporting Alternatives to Violence Project (AVP) workshops in Singapore and Malaysia. If support expands, we hope to respond to requests from Nepal and Korea to support AVP workshops there. East Aceh, Langsa and Tamiang are working together to conduct regular Alternatives to Violence Project (AVP-HTK in Indonesia) workshops to strengthen the practice of the core team of facilitators; they started a blog: [htkaceh.blogspot.com](http://htkaceh.blogspot.com). Practicing AVP cooperative agreements promotes being good parents, teachers and family and community members through a couple dozen schools as well as communities. The thousands of people driven out of Aceh during the war (1999-2000) sought new forms of power when they were attacked and intimidated by over 1,300 forest rangers, police and military personnel. Friends Peace Teams helped them report the incident to the U.N. and Amnesty International. Then we delivered hand-sewn dolls to children and teachers. Although workshop participants are limited to 24, women have begun to travel more freely and one workshop 230 women showed up, so we made 23 circles of 10 people each and proceeded. In Java, we opened a joint Christian-Muslim training center for nonviolence, healing and developmental play and began working with Indonesia Yearly Meeting. Peter Watson from Aotearoa/New Zealand works with wood workers in Central Java to make developmental toys and Nicholas Rozard works with potters in Yogyakarta to make water

filters. We built microbiology and ceramics labs to support the Indonesians to learn to make, test and produce water filters on their own.

Last October, Peacebuilding en las Americas (PLA) sponsored 20 of 30 Latin American attenders at the very successful Alternatives to Violence Project (AVP) International Gathering. Nearly 100 AVPers from 22 countries attended, and it was the first fully bilingual English-Spanish Gathering. PLA hired a young couple, Manuel and Viviana Garcia Avila, to coordinate AVP in Colombia where there are three regional groups (in Barranquilla, Monteria, and Palmira, near Cali) that receive funding for over 50 workshops annually. Another 2 regions are developing (Medellin and Barrancabermeja). In El Salvador, an extended service volunteer, Margaret Lechner, is working with young people in villages around Suchitoto, and a Salvadoran Friend, Salomon Medina has organized a second workshop with Quakers near San Salvador. In Guatemala, our full time volunteer Saskia Schuitemaker has widened contacts with groups in several regions of the country, and started work in slum areas of the capital. In Honduras, our partner group, Tejedoras de Sueños, did 11 workshops last year and has started the 12 that are planned there this year. In Colombia, Guatemala and Honduras, the work includes Community Based Trauma Healing workshops, and Val Liveoak will offer at least 4 of these workshops in the US and 2-3 in Bolivia and Ecuador this year.

### **FPT's US Office**

This year the FPT office staff has had challenges in keeping up with the administrative and accounting requirements that support the work of our Initiatives. A second part-time staff member was hired and this year we had our first official audit of accounts. We published 2 issues of PeaceWays newsletter and the current issue is available at the FPT table. In addition to keeping up with the volume of work, raising enough funding to support the accounting and reporting about the work in the field has been difficult. We would like to ask that all Friends Meetings add FPT core budget to their annual gifts to Quaker organizations. FPT and the Initiatives mobilize a great amount of volunteer work in the US and internationally, and donations that support the necessary infrastructure are vital to continuing it.

## **FRIENDS UNITED MEETING**

2012 Annual Report to Yearly Meetings

*Friends United Meeting commits itself to energize and equip Friends through the power of the Holy Spirit to gather people into fellowships where Jesus Christ is known, loved and obeyed as teacher and Lord.*

Since January of this year, it has been my joy and privilege to serve as the new general secretary of Friends United Meeting. It is exciting and invigorating to be connected to this global community of Quakers. Everywhere I go, I meet inspired and inspiring individuals, meetings/churches and yearly meetings seeking to deepen their life with Christ, engage one another in vibrant community and be salt and light in their corner of the world. Thank you for the work you are doing and the many ways you support our shared ministries through FUM!

Within the web of relationships that connect FUM, we have the opportunity and responsibility to nurture, energize and equip one another in the life and work we are called to do. As the FUM general board and staff have been discussing the future of our global community, we realize that this organization needs to sharpen our focus on being a resource to the people who make up our local and yearly meetings. Instead of being another organization to support, FUM is repositioning itself to support Friends in their efforts to faithfully embody and effectively express the life and message we have been given by God.

Over the course of the current Triennium (2011-14), we are uniting under the theme: *We are a Great People to be Gathered — In Christ, In Community, For Mission!* In very practical and we hope compelling ways, FUM will center on being gathered and gathering, as we call one another to a deep and transforming encounter with Christ and an active engagement in the world we inhabit.

As we look toward the coming year, here is both a report on the existing work we are doing in this area and things you can look forward to seeing:

- **40 Days of Prayer for Friends:** This Fall (October 10 - November 18), FUM will be inviting all Friends to participate in a season of dedicated prayer, listening and conversation. Using a widely distributed devotional guide, Friends will have the opportunity to reflect on writings, queries and action steps that call us into a deeper experience and obedience. Along the way, there will be guided opportunities for small group discussions and web-based platforms as we engage one another in what we are hearing and learning.
- **FUM Day of Discernment:** The 40 Days of Prayer culminates in a day (November 18) for Friends to gather around the globe to reflect worshipfully on a set of queries about the future direction of FUM. Responses from the Day of Discernment will be collected and used by the board and staff as part of our strategic planning and restructuring process.
- **Communications:** Along with hiring new staff within the communications department of FUM, we will be launching a new and interactive website later this summer. You will continue to find it at [www.fum.org](http://www.fum.org) but will notice huge changes in its accessibility, design and usefulness. You can connect with a wide variety of FUM ministries (FUM, Quaker Life, Friends United Press) on Facebook, as well. Also watch for offers coming your way from Quaker Life, as we seek to expand readership of this important inspiration and information link to who Friends are and what we are doing in the world.
- **Africa Ministries Office (AMO):** Along with their current support for our seven partner projects in East Africa, the hard-working members of the AMO (John Muhanji, Eden Grace and Judy Ngoya) are finding ways to broaden and deepen the effective outreach and witness of Friends in that region. Recently, they helped publish and distribute a Swahili/English version of the East Africa Faith & Practice that serves to reinforce Friends' identity and develop more healthy cohesion between the 16 FUM yearly meetings in Kenya and one in Uganda. Additionally, they have worked extremely hard in

the area of leadership training. Both within and beyond the borders of Kenya, Friends are flourishing and engaged in important work. Some examples include:

- o Friends Church Peace Teams — Creative and practical peace-building efforts as Kenya braces for an upcoming presidential election.
- o Peace Curriculum and Education Secretary — Both biblical and practical in approach, the peace curriculum will be used to influence a new generation of Kenyans as it is utilized in over 1,000 Friends primary and secondary schools. A new AMO staff person is currently being recruited to help coordinate this effort and to enhance the overall effectiveness and Friends identity of these schools.
- o Uganda Yearly Meeting — This growing collection of Friends are being encouraged and equipped through leadership training, practical mentoring for bi-vocational pastors and through deepened connections and support by Kenyan Friends.
- o South Sudan — John and Grace Moru (Turkana Friends Mission) are beginning an exciting outreach in this new country. Building on work started with refugees, there is an opportunity to gather a whole new group of Friends in this region.
- **Friends Theological College:** Under the leadership of Ann Riggs and Lon Fendall, FTC continues to make strides toward full-accreditation. Creative efforts at income-generation allow us to both meet the needs of the accreditation process and better equip emerging pastors for bi-vocational ministry. In my recent six-week trip to East Africa, I heard person after person report how vital a strong FTC is for the future of Friends in this region. With over 2,000 village meetings in Kenya, high-quality pastoral training is a huge need.
- **Ramallah Friends School:** RFS continues to thrive by offering high-quality education for Palestinian children. Bringing both Muslim and Christian young people together in one of the most conflicted places on earth, RFS is an exceptional institution that was recently named an “IB World School” — the only such school in Palestine and one of only a handful in the Middle East that offers the International Baccalaureate curriculum in grades 6-12. Currently, we are close to breaking ground on a commercial property development that will generate scholarship funds for future students.
- **Belize Friends School:** Sam and Becky Barber continue to provide oversight of the school and serve as an incarnational presence in their community. Recently, the Barbers helped coordinate an Alternatives to Violence Project training in their area of Belize, which is ripe with violence.
- **North American Ministries:** As previously mentioned, we will be refocusing FUM’s work in North America to be a more practical resource and vital support to the work being done by local and yearly meetings. Through education, encouragement and visitation, FUM will work to inspire unity, partnership in ministry and the sharing of resources in the expectant hope of revitalizing our ministry in Canada and the U.S.

There is much more FUM is doing, of course, through Kaimosi and Lugulu hospitals, Lindi School, Turkana and Samburu missions. As I listen to Friends, I hear there is also much more we could be doing — curriculum development, encouraging outreach, leadership development, building connectivity. It is my hope these will, indeed, by part of FUM's bright future.

From Cuba to Canada, Belize to Ramallah, Nairobi (Kenya) to Mbale (Uganda), Tanzania to South Sudan, Whittier (CA) to Deep River (NC), Albany (NY) to Oskaloosa (IA), and many places in between, Friends are being gathered into a powerful fellowship. Your faithful and generous partnership within FUM makes this possible. Thank you! In a time when so many are polarizing and dividing in our world, may we come together in that Unity which transcends our diversity and empowers us to be faithful witnesses in the world.

Peace and blessings! Colin Saxton, FUM General Secretary

### **FRIENDS WILDERNESS CENTER**

No report received.

### **FRIENDS WORLD COMMITTEE FOR CONSULTATION**

No report received.

### **MILES WHITE BENEFICIAL SOCIETY OF BALTIMORE**

The Miles White Beneficial Society was established in June of 1874 and received \$100,000 under the will of Miles White, a member of the Eutaw Street Meeting, the predecessor of Baltimore Monthly Meeting, Homewood. The objects of the Society, stated in the certificate of incorporation are 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 Board of Trustees of the Miles White Society has ten members. From October 2011 through June 2012, we have met eight times, including a dinner meeting with our asset managers. The function of the Board is to manage the assets and award grants.

We have awarded three grants totaling \$6,000 to educational institutions in Baltimore City: \$2,500 to Clay Pots, \$2,500 to The Baltimore Algebra Project and \$1,000 to the Baltimore College Peace Network.

We have awarded two grants totaling \$10,000 to charitable organizations in the Baltimore area: \$5,000 to Govans Ecumenical Development Corporation (GEDCO) for their Civic and Religious Emergency Services (CARES) program and \$5,000 to United Churches Assistance Network (UCAN).

We awarded seven individual scholarships totaling \$17,200 for undergraduate education.

The market value of the Trust on 5/31/2012 was \$1,641,424.

We have completed a full year with the asset management firm Mount Vernon Associates. We look forward to a long profitable association with this Baltimore firm.

This is the first year under our new arrangement as a supporting organization of Baltimore Yearly Meeting (BYM) within the definition under the Internal Revenue Code. We are delighted to have the resources of the BYM Nominating Committee and the closer connection with accounting services. Now that we are no longer a self-perpetuating board, we have spent time planning for the orderly transition of officers and board members, assembling pertinent documents in a readily accessible file.

While we were very impressed with the qualifications of our scholarship applicants this spring, we were disappointed to receive only seven applications. We hope to improve our methods for making the availability of this scholarship known to young Friends so that we will have more applicants in the future.

Anne Greene, (Homewood) President

## **NATIONAL RELIGIOUS COALITION AGAINST TORTURE**

BYM Engagement with the National Religious Campaign Against Torture (NRCAT) in 2012

NRCAT program areas focus on the following:

- making sure that US sponsored torture will never be practiced again
- reducing the use of solitary confinement in US prisons - a practice that has grown dramatically, especially since 9/11/2001
- calling for the monitoring of prison conditions in the US and abroad through the Optional Protocol to the Convention Against Torture
- countering anti-Muslim sentiment in the US

Educating Americans about the issues and lobbying for laws that assure our adherence to the rule of law in the future are goals of NRCAT. Above all, as people of faith, we affirm that we will treat those held under our country's control with respect.

We see increasing collaboration on the national level among organizations working to end torture and abuse. The National Religious Campaign Against Torture (NRCAT), The Quaker Initiative to End Torture (QUIT), Amnesty International USA (AIUSA), Friends Committee on National Legislation (FCNL), ACLU and others try to mesh their national efforts for greater impact. That level of cooperation has not yet been achieved on the local level, but attempts are being made to bring our local actions in line in terms of timing with national efforts for greater impact.

An example of that coordination was the campaign to get the US to apologize to Maher Arar, a Canadian citizen who was kidnapped by American agents, sent to Syria where he was tortured and finally released and returned to Canada. The Canadian government thoroughly investigated, found Mr. Arar completely innocent, apologized to him and paid him

reparations for his pain and suffering. We have not apologized to anyone we have detained, let alone paid reparations. An apology to Mr. Arar would be a symbol that we recognize we made a mistake.

60,000 citizens signed a petition asking the US to apologize to Mr. Arar. The petition was a joint effort of NRCAT, the Center for Constitutional Rights and AIUSA and they delivered the names to the White House in May.

While all of these organizations - and others - are working for accountability for torture, NRCAT and QUIT focus on directing these efforts through people of faith. NRCAT is a national interfaith coalition of more than 300 member organizations representing national, regional and local groups. QUIT is at this time a small group of dedicated individuals who provide leadership in the Quaker community on this issue.

**The United States is the only democracy in the world where there is a debate about the advisability of using torture.**

**Sadly, the United States leads in the developed world in the percentage of its citizens who think torture is sometimes justified. According to recent polls as many as 60% of Americans approve - sometimes - of using torture. Among young people, the percentage is sometimes higher than 60%. In the rest of the developed world that figure is closer to 30%.**

Of the 30 Monthly Meeting Peace and/or Social Concern Committees of BYM, 11 responded about the work that they as a committee or as individuals have done or are doing on the subject of torture and abuse.

Bringing the issue to the attention of the public, one Monthly Meeting is flying a Torture is Wrong banner for the month of June; another uses a NRCAT Torture is Wrong banner in its weekly peace vigil. Another Monthly Meeting confessed that they had been active in the past but not this year. When the end is not in sight, it can be easy to get discouraged! Other committees or individuals participated on one or more of the petition drives - to apologize to Maher Arar, to call for a Commission of Inquiry into past abuse, to close Guantanamo. A number of individuals have participated in demonstrations in Washington, DC, calling for an end to indefinite detention without charge or trial. A few are Participating Members of NRCAT, dedicating a portion of their budget toward support for NRCAT's programs. At least two have had speakers on torture this year.

Addressing the subject of torture itself was replaced by some Monthly Meetings with concern about interfaith dialogue and greater understanding of other faiths, including Islam. Countering anti-Muslim sentiment is one of NRCAT's program areas - willingness to mistreat Muslim detainees is related to seeing Muslims as "the Other," to be feared and hated. Learning more about other faiths is one way to counter this sort of ignorance. One Monthly Meeting showed and then discussed "Hawo's Dinner Party," a video about Muslim immigrants in America.

While some committees are addressing the issue of torture and abuse (and many thanks to those that have!), that only 11 of 30 committees responded to my query about their work tells me I need to find new ways to communicate about the resources available - and the importance of the work for our future and our children's future world.

I have communicated this year primarily through e-mail to BYM committees of peace and social concerns. I am considering making visits to a number of BYM Monthly Meeting Peace and Social Concern committees in the coming year to learn more about their interests, to explore common concerns and also to talk with Young Friends.

Suzanne O'Hatnick, BYM Representative to NRCAT

## **PRISONER VISITATION AND SUPPORT**

### **2011 ANNUAL REPORT OF PRISONER VISITATION AND SUPPORT (PVS)**

PVS completed its 43rd year of service to prisoners in 2011. Every time a PVS visitor enters a prison and talks to a prisoner with kindness and compassion, he or she carries on the tradition of the PVS founders, Bob Horton and Fay Honey Knopp. We are grateful to each and every one of the PVS volunteers who give of their time to see that Bob's and Honey's work does go on.

**PRISON EXPANSION:** The Federal prison system continues to expand. At the end of 2011, the Federal Bureau of Prisons had over 216,000 prisoners in its care, which is 6,000 more than in 2010. Foreign nationals continue to make up 28% of its population and women continue to enter the prison system at a higher rate than men.

**PVS FOCUS:** PVS continues to focus on visiting foreign nationals and women, since both groups receive less visits than other prisoners. Our volunteers concentrate on visiting prisoners with an acute need for human contact: those in solitary confinement and on death row, those in maximum-security prisons and those frequently transferred from prison to prison. PVS makes sure we have visitors at all women's prisons, all maximum-security penitentiaries (including the super-maxes and the death row units) and all medical centers. And we do!

**VISITOR RECRUITMENT:** Our Visitor Recruitment Coordinators continue to seek qualified new prison visitors, with an emphasis on finding African-American, Hispanic and multi-lingual volunteers. Eileen Gilkenson recruits in the Northeast and Mid-Atlantic, Eligah Clark recruits in the Southeast and South Central, and Denise Carpenter recruits in the Midwest and West Coast. In 2011, PVS appointed 57 new visitors, bringing the total of our national visitor network to 297. We now have visitors at two prisons where we didn't have visitors (FCI La Tuna, TX, and CI Cibola County, NM) and we have added 3 more visitors at USP Lewisburg, totaling 13 visitors, due to the prison now being the 2nd BOP supermax. We continue to visit in the Death Row Unit at USP Terre Haute, IN. Our National Visitors and Local Coordinators took most of these new volunteers in for their first visits to help orient them. We have visitors at 91 out of 117 Federal prisons and at 2 of the 15 privately-managed Federal prisons. We have 6 volunteers who visit at 3 Military

prisons. In 2012, we need to recruit visitors for the new Federal prisons in Aliceville, AL; Berlin, NH; Herlong, CA; McDowell, WV; Mendota, CA; and Williamsburg, SC.

**NATIONAL VISITORS:** The Federal Bureau of Prisons continues to designate Nan Broeder (FL); Denise Carpenter (MO); Eligah Clark (AL); Eric Corson (PA); Eileen Gilken-son (PA); Jeannie Graves (CA); Jomie Long (MO); David Poundstone (CO); Lena Prewitt (AL); and Virginia Rinella (EL) as National Visitors, with access to all federal prisons across the U.S. They meet with visitors, prisoners and prison officials. The National Visitors will meet April 19, 2012, with Charles Samuels, the new Director of the Federal Bureau of Prisons (BOP). Later in the day, they will meet at the Pentagon with Col. Paul Kantwill, the new Director of Legal Policy, Department of Defense (DOD).

**VISITOR TRAINING:** PVS takes pride in its training of prison visitors. PVS held its national visitor training conference October 20-23, 2011 in Leavenworth, KS. 58 visitors attended. The highlight of the conference was a group visit to the US Disciplinary Barracks at Fort Leavenworth and USP Leavenworth, where Acting Warden Jon Loftness, USP Lee, VA Warden Chris Zych, Acting Regional BOP Director Amber Nelson, and Commandant Eric Beleher, USDB Fort Leavenworth, addressed the visitors. The group photos from the conference are on the front page of this report. In 2012, we will hold our conference in Philadelphia, PA, from June 28-July 1, which will include a group visit to the Eastern State Penitentiary, the first penitentiary in the U.S.

**NATIONAL TRAINERS:** The 2011 national training conference was planned and led by our 7 PVS National Trainers – Co-leaders Jonne Long (Leavenworth, KS) and Virginia Rinella (Marion, IL), Sara Brenner (Oxford, WI), Joe Davies (Florence, CO), Dan Doyle (Lewisburg, PA), Mary Clare Jakes (Chicago, IL), and David Poundstone (Englewood, CO).

**PVS DEVELOPMENT:** Since over 85% of PVS's income is from individuals, religious congregations and other organizations, we seek to continue enlarging our direct mail donor base. We have also reached out to the private prison companies and in 2011 three of them — Corrections Corporation of America, the Geo Group, and Management and Training Corporation — made substantial donations to PVS. In 2012, we hope to renew our planned giving campaign to encourage our donors to assist us in the future by putting PVS in their wills. We continue to seek ways to inform more federal employees that PVS is part of the Combined Federal Campaign (CFC) and we continue to seek out national and regional foundations and businesses. Our award-winning video (also available in DVD) continues to be distributed as a way of doing outreach to potential donors and visitors.

## QUAKER EARTHCARE WITNESS

No report received.

## QUAKER HOUSE

No report received.

## QUAKER UNITED NATIONS OFFICES

Dear Friends,

The Quaker United Nations Offices in Geneva and New York send warm greetings to Friends everywhere.

We write this soon after our return from the 6th World Gathering of Friends at Kabarak University in Kenya, humbled by the love and faithfulness of our Quaker sisters and brothers working in their communities around the world for peace and for justice. We heard from Friends from the South and from the North. We heard of concerns about violence and insecurity, of ecological degradation and climate change, of intolerance and exclusion, of rights denied and injustices left unaddressed, of corruption and rampant inequality. And we heard of wonderful, restorative work by Quakers and their partners, in communities and in the corridors of power, of needs met, wounds healed, and voices raised up. We return affirmed in our witness at the United Nations on behalf of all Friends.

In Geneva, we are thriving on exploring interconnections among different parts of what we do. In the evolution of our work on Peace & Disarmament, we discovered that the area of Conflict, Collaboration and Natural Resources, linked with our earlier focus on migration and climate change, brings together many of our interests. In our Human Rights & Refugees work, focused on women prisoners, children of prisoners and the right of conscientious objection to military service, new opportunities continue to present themselves –most recently in the neglected issue of the effect on children of having a parent or relative sentenced to death. Our work on Global Economic Issues is exploring whether international trade and intellectual property rules that treat food as a “commodity” are compatible with sustainable food production, especially by smallholder farmers in developing countries, and the provision of sufficient food for all. This links to a process of discerning a possible role for QUNO in the international climate change negotiations, a concern that has been reaching us from the World Gathering and from several Yearly Meetings.

In New York we continue to grapple with the challenges of peacebuilding and the prevention of violent conflict, working with partners on the ground and beyond New York to bring insights and lessons learned to inform decisions made by policy makers at the UN. We have facilitated and participated in high level discussions in New York, in Washington DC and in Geneva on prevention, on mediation, and on the intersection between peacebuilding and development, reinforcing our core messages of inclusion and reconciliation. In November we hosted, together with the American Friends Service Committee, a delegation of Chinese academics in a series of meetings with UN officials and NGOs in New York, to discuss different approaches to peacemaking, peacekeeping, and peacebuilding. We have facilitated a series of visits from peacebuilding experts and others to provide their insights on complex conflict-affected environments such as Liberia, Somalia, Myanmar, Burundi and the Democratic Republic of the Congo. And we continue to consult with member states as they deliberate on the appropriate response to situations of conflict and fragility around the world.

We strive to ensure that Quaker agencies doing international work know of and support each others' work. In November, staff of all the Quaker agencies active at the UN met in Geneva, while in April we were pleased to help facilitate a meeting in London of the heads of Quaker Service Agencies worldwide (those with paid staff doing international work) which covered issues such as Friends' work at a policy level, and the role Quaker service agencies might play in revitalizing the Society of Friends. Staff of QUNO New York and QUNO Geneva work together ever more closely – one symbol of this is our joint report of recent work, the QUNO Review 2011 which is available in English, French and Spanish through our website. This last year also saw fascinating personal description and analysis of QUNO work by our two longest serving staff members in recent times – by David Atwood in the Backhouse Lecture 2012 to Australia Yearly Meeting and by Rachel Brett in the Swarthmore Lecture 2012 to Britain Yearly Meeting. In building the future possibility of such magnificent contributions to peace and justice among people and nations, we see as vital the role of young people; thus we continue to offer one year Programme Assistantships and to organize the Geneva Summer School.

We thank Friends for your faithful support of our work, and ask you to hold us in your thoughts and prayers in the year to come.

In Friendship,  
Jonathan Woolley,  
Director, Geneva

Andrew Tomlinson,  
Director, New York

### **SANDY SPRING FRIENDS SCHOOL**

No report received.

### **WILLIAM PENN HOUSE**

No report received.



*Annual Session photograph by Nony Dutton*



*Annual Session photograph by Nony Dutton*

# MEETING COMMUNITY STATISTICS

Meeting	2010				2011				Change (+/-)
	Estimated		Total		Estimated		Total		
	Full	Associate	Attender	Total	Full	Associate	Attender	Total	
Abington Monthly Meeting	1	0	0	1	11	0	11	22	21
Adelphi Friends Meeting*	222	140	0	362	222	140	0	362	0
Alexandria Friends Meeting	136	0	35	171	149	0	35	184	13
Annapolis Friends Meeting	66	15	16	97	66	16	35	117	20
Baltimore, Stony Run	418	0	528	946	422	0	528	950	4
Bethesda Friends Meeting	223	141	648	1012	220	140	428	788	-224
Blacksburg Friends Meeting**	22	11	22	55	25	11	22	58	3
Carlisle Meeting	44	0	0	44	74	7	30	111	67
Charlottesville Friends Meeting*	126	11	0	137	126	11	0	137	0
Deer Creek Meeting	56	15	21	92	55	14	22	91	-1
Dunnings Creek Friends Meeting*	44	9	0	53	44	9	0	53	0
Floyd Monthly Meeting	14	7	14	35	15	7	11	33	-2
Frederick Monthly Meeting	63	23	155	241	62	9	116	187	-54
Friends Meeting of Washington	332	77	402	811	334	84	402	820	9
Gettysburg Monthly Meeting	7	0	0	7	7	0	6	13	6
Goose Creek Friends Meeting	174	14	22	210	173	14	31	218	8
Gunpowder Friends Meeting	103	0	25	128	104	0	34	138	10
Herdon Friends Meeting	59	27	20	106	60	28	44	132	26
Homewood Friends Meeting	121	27	0	148	88	24	52	164	16
Hopewell Centre Monthly Meeting	70	22	17	109	71	16	17	104	-5
Langley Hill Friends Meeting	173	42	40	256	173	42	40	255	-1
Little Britian Monthly Meeting	78	0	0	78	77	0	0	77	-1

Meeting	2010				2011				Change (+/-)
	Full	Associate	Estimated		Full	Associate	Estimated		
			Attender	Total			Attender	Total	
Little Falls Friends Meeting	38	14	14	66	40	17	15	72	6
Mattaponi Friends Meeting	-	-	-	-	-	-	-	-	-
Maury River Friends Meeting	31	4	32	67	31	5	31	67	0
Menallen Monthly Meeting	46	4	11	61	46	4	11	61	0
Midlothian Friends Meeting	76	0	137	213	76	0	141	217	4
Monongalia Friends Meeting	-	-	-	-	18	0	14	32	32
Nottingham Friends Meeting	73	5	0	78	72	5	0	77	-1
Patapsco Friends Meeting**	23	10	0	33	26	10	0	36	3
Patuxent Friends Meeting	28	3	66	97	29	3	29	61	-36
Pipe Creek Friends Meeting**	22	0	18	40	24	0	19	43	3
Richmond Friends Meeting	166	43	301	510	166	43	301	510	0
Roanoke Friends Meeting	21	0	36	57	21	0	43	64	7
Sandy Spring Friends Meeting	506	77	724	1307	512	82	718	1312	5
Shepherdstown Monthly Meeting	-	-	-	-	-	-	-	-	-
State College Monthly Meeting*	92	25	0	117	92	25	0	117	0
Valley Friends Meeting	27	9	52	88	26	9	47	82	-6
Warrington Monthly Meeting	26	0	4	30	26	0	4	30	0
West Branch Friends Meeting	93	0	0	93	95	0	0	95	2
Williamsburg Friends Meeting	14	9	36	59	15	9	35	59	0
York Friends Meeting	30	0	12	42	31	0	22	53	11
<b>Totals</b>	<b>3865</b>	<b>784</b>	<b>3408</b>	<b>8057</b>	<b>3924</b>	<b>784</b>	<b>3294</b>	<b>8002</b>	<b>-54</b>

\* No report this year  
 \*\* Revised last year's report

## 2013 APPORTIONMENTS

Meeting	2011	2012	2013
Abingdon Friends Meeting	270	330	410
Adelphi Friends Meeting and Takoma Park Preparative Meeting	22,110	23,600	22,620
Alexandria Friends Meeting	10,640	9,660	8,870
Annapolis Friends Meeting	10,520	12,340	12,130
Baltimore Monthly Meeting, Stony Run	51,220	57,620	56,480
Bethesda Friends Meeting	28,010	28,150	26,210
Blacksburg Friends Meeting	1,970	2,460	3,070
Carlisle Meeting	4,030	4,420	4,460
Charlottesville Friends Meeting and Madison County Indulged	9,870	9,760	11,620
Deer Creek Friends Meeting	5,000	5,800	5,410
Dunnings Creek Friends Meeting	2,870	3,270	3,150
Floyd Monthly Meeting	1,000	1,160	1,450
Frederick Monthly Meeting	8,370	8,150	9,630
Friends Meeting of Washington	63,300	56,180	60,450
Gettysburg Monthly Meeting	370	420	520
Goose Creek Friends Meeting	10,500	10,110	12,630
Gunpowder Friends Meeting	10,000	8,810	11,010
Herndon Friends Meeting	8,710	9,400	10,760
Homewood Friends Meeting	18,510	19,730	18,710
Hopewell Centre Monthly Meeting	4,500	4,680	4,900
Langley Hill Friends Meeting	18,280	22,560	23,870
Little Britain Monthly Meeting	2,300	2,870	2,150
Little Falls Friends Meeting	3,860	3,900	4,130

<b>Meeting</b>	<b>2011</b>	<b>2012</b>	<b>2013</b>
Mattaponi Friends Meeting	-	-	-
Maury River Friends Meeting	4,000	5,000	4,590
Menallen Friends Meeting and Newberry Worship Group	2,250	2,810	2,240
Midlothian Friends Meeting	3,580	3,460	3,960
Monongalia Monthly Meeting and Buckhannon Preparative Meeting	-	650	810
Nottingham Friends Meeting and The Brick Worship Group	3,000	3,750	3,440
Patapsco Friends Meeting and South Mountain Friends Fellowship	4,620	4,250	4,910
Patuxent Friends Meeting	3,730	4,480	4,600
Pipe Creek Friends Meeting	460	570	710
Quaker Lake Monthly Meeting	150	Laid Down	Laid Down
Richmond Friends Meeting	15,030	15,580	19,220
Roanoke Quaker Meeting and Lynchburg Indulged Meeting	3,870	4,830	4,570
Sandy Spring Friends Meeting and Seneca Valley Preparative Meeting	57,310	58,230	44,600
Shepherdstown Monthly Meeting	-	-	-
State College Friends Meeting	4,800	4,960	4,920
Valley Friends Meeting and Augusta Worship Group	3,500	3,500	4,370
Warrington Monthly Meeting	1,820	2,220	1,670
West Branch Monthly Meeting	1,650	1,240	930
Williamsburg Friends Meeting and Norfolk Preparative Meeting	2,250	2,810	3,510
York Friends Meeting	3,000	3,700	3,730
<b>Total</b>	<b>411,230</b>	<b>427,420</b>	<b>427,420</b>



*Annual Session photograph by Nony Dutton*

# 2012 BALTIMORE YEARLY MEETING

## FINANCIAL REPORT

### BUDGET NOTES

**Apportionment Income:** Total apportionment income for 2013 is unchanged from 2012. However we have included a new expense amount of \$2,552 as an allowance for uncollectible apportionments. This reflects our recent experience based on the fact that not all meetings pay their full apportionment amount.

**Wages and Benefits:** Wages and benefits in all categories include gross wages, payroll taxes, employee benefits and pension contributions for some staff. The line for administrative wages and benefits also includes \$9,000 for staff sabbaticals.

**Development Expenses:** Development expenses include wages and benefits as well as other expenses such as printing, postage and travel.

**Unrestricted Reserves:** A new budget expense for 2013 is a contribution to BYM unrestricted reserves. This is a result of an agreement between the Trustees and the Stewardship and Finance Committee to increase the Yearly Meeting's unrestricted reserves from the current level of \$255,197 to \$389,894 in ten years if possible. The \$389,894 amount is 25% of the total budgeted 2012 expenses for the Yearly Meeting. The amount to unrestricted reserves for 2013 is \$13,470.

**Contributions to Organizations:** The total contribution to organizations of \$19,000 includes \$6,000 each to FGC, FUM and FWCC. This is an increase of \$2,000 each over our 2012 budget. The additional \$1,000 represents small donations to a number of other organizations. A detail list of these contributions is included with this report.

**Friends United Meeting:** The 2013 budget presented for approval included an additional amount of \$2,600 for Friends United Meeting, over and above the \$6,000 contribution. This item was added to the budget based on discussions related to the amount undesignated in 2010. Included in the undesignated amounts was \$26,100 "set aside" for Friends United Meeting during the period when BYM was clarifying it's response to the FUM employment policies. The Stewardship and Finance Committee felt that there are many in the Yearly Meeting who still have a sense of obligation about this set aside amount. Our ability to actually pay this amount each year would be based on having a sufficient surplus at the end each year. Friends did not approve this line item in the budget. See minute **Y2012-62** on page 97. This contingent amount is included as of this printing, recognizing that further discussion and approval at Interim Meeting is required before it is disbursed.

**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 2013 operating budget is \$162,875 for all programs. In addition, the Development Committee expects to raise \$60,000 in restricted contributions for Camp Properties. These contributions do not show up in the operating budget because they are for capital expenditures.

**Depreciation Expense:** Total depreciation expense in our 2013 operating budget is \$79,125.

## 2013 BUDGET PROGRAM DETAIL

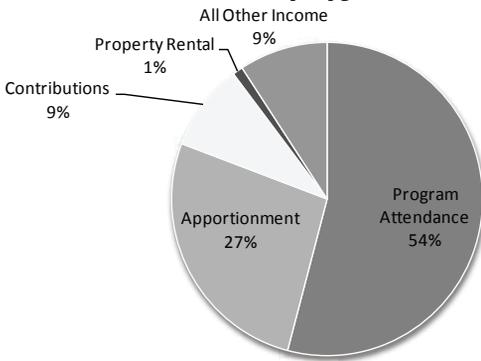
Description	2011 Actual	2012 Budget	2013 Budget
<b>Administration</b>			
Apportionment	411,375	427,420	427,420
Allowance for Unpaid Apportionment	-	-	(2,552)
Unrestricted Contributions	89,268	73,350	101,375
All Other Income	32,100	3,250	29,500
<b>Total Administrative Income</b>	<b>532,742</b>	<b>504,020</b>	<b>555,743</b>
Administrative Wages and Benefits	204,724	199,661	239,205
Development Expenses	114,889	119,359	128,541
Other Administrative Expenses	97,987	97,601	110,800
To Unrestricted Reserves	-	-	13,470
Contributions to Organizations	47,000	12,925	19,000
Contingent Contribution to FUM	-	-	2,600
Other Gifts & Grants	12,725	-	23,000
Committee Expenses	7,982	6,505	8,100
<b>Total Administrative Expenses</b>	<b>485,307</b>	<b>436,051</b>	<b>544,716</b>
<b>Net Administrative Income over Expenses</b>	<b>47,435</b>	<b>67,969</b>	<b>11,027</b>
<b>Camp Program &amp; Property</b>			
Camp Program Fee Income	686,168	751,752	727,000
Camp Property Income	72,013	62,585	108,116
Camp Program and Property Contributions	44,204	40,000	55,000
Other Camp Income	42,353	33,350	17,570
<b>Total Camp Program and Property Income</b>	<b>844,738</b>	<b>887,687</b>	<b>907,686</b>
Camp Program Wages & Benefits	331,908	344,411	344,338
Camp Property Wages & Benefits	123,008	134,066	135,135
Camp Property and Program Expenses	430,961	450,682	418,840
<b>Total Camp Program and Property Expenses</b>	<b>885,877</b>	<b>929,159</b>	<b>898,313</b>
<b>Total Camps</b>	<b>(41,139)</b>	<b>(41,472)</b>	<b>9,373</b>

Description	2011 Actual	2012 Budget	2013 Budget
<b>Youth Programs</b>			
Youth Programs Fee Income	29,581	20,270	25,475
Youth Programs Contributions	2,065	1,000	2,500
<b>Total Youth Programs Income</b>	<b>31,646</b>	<b>21,270</b>	<b>27,975</b>
Youth Programs Expenses	57,164	61,277	66,850
<b>Total Youth Programs</b>	<b>(25,518)</b>	<b>(40,007)</b>	<b>(38,875)</b>
<b>All Other Programs</b>			
Annual Session Fee Income	79,933	101,665	95,700
Other Program Fee Income	39,209	31,250	39,000
Other Program Contributions	2,803	4,000	4,000
All Other Program Income	12,299	9,685	11,325
<b>Total All Other Program Income</b>	<b>134,244</b>	<b>146,600</b>	<b>150,025</b>
Annual Session Expenses	83,746	102,340	92,900
All Other Program Expenses	36,733	30,750	38,650
<b>Total All Other Program Expenses</b>	<b>120,479</b>	<b>133,090</b>	<b>131,550</b>
<b>Total All Other Programs</b>	<b>13,765</b>	<b>13,510</b>	<b>18,475</b>
<b>Totals for All BYM Activities</b>			
Income, all sources	1,543,370	1,559,577	1,641,429
Expenses, all programs	1,548,827	1,559,577	1,641,429
<b>Total Surplus or (loss)</b>	<b>(5,457)</b>	<b>0.00</b>	<b>0.00</b>

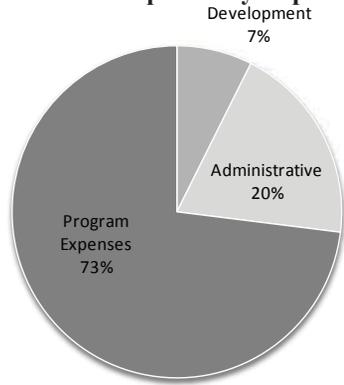
## 2013 COMMITTEE DETAILS

	2011 Actuals	2012 Budget	2013 Budget
Advancement and Outreach	880	2,070	1,800
<i>Faith and Practice</i> Revision	500	450	500
Indian Affairs	397	-	-
Ministry & Pastoral Care	-	180	150
Peace & Social Concerns	-	90	100
Religious Education	395	500	500
Unity with Nature	417	900	900
<i>ad hoc</i> Committee on Gender Diversity	218	180	-
<i>ad hoc</i> Committee on Intervisitation	5,075	2,000	4,000
Working Group on Racism	100	135	150
Young Adult Friends	-	-	-
<b>Total Committee Expenses</b>	<b>7,982</b>	<b>6,505</b>	<b>8,100</b>

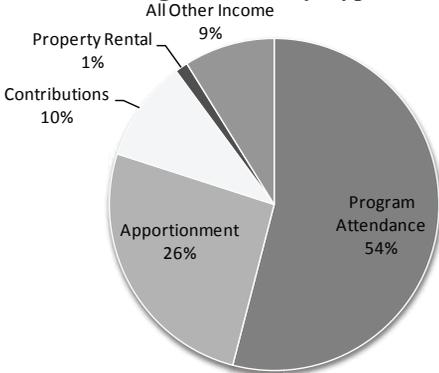
**2011 Income by Type**



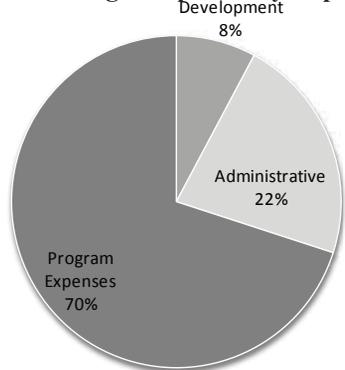
**2011 Expenses by Dept.**



**2013 Budget Income by Type**



**2013 Budget Expenses by Dept.**



## 2013 CONTRIBUTIONS TO OUTSIDE ORGANIZATIONS DETAILS

	2011 Actuals	2012 Budget	2013 Budget
<b>Memberships</b>			
Friends General Conference	26,400	4,000	6,000
Friends United Meeting	6,300	4,000	6,000
Friends World Committee for Consultation	12,000	4,000	6,000
<b>Total Membership Expenses</b>	<b>44,700</b>	<b>12,000</b>	<b>18,000</b>
<b>Affiliated Organization Expenses:</b>			
American Friends Service Committee	100	25	25
Center for Conscience and War	100	25	25
Earlham School of Religion	100	25	25
Friends Committee on National Legislation	100	25	25
Friends Council on Education	100	25	25
Friends House (Sandy Spring)	100	25	25
Friends House, Moscow	100	25	25
Friends Journal	100	25	25
Friends Peace Teams	100	25	25
Interfaith Conference of Metropolitan Washington	200	200	225
National Council on Churches	100	25	25
National Religious Coalition Against Torture	250	250	275
Pendle Hill	100	25	25
Prison Visitation & Support	100	25	25
Quaker Earthcare Witness	100	25	25
Right Sharing of World Resources	100	25	25
Sandy Spring Friends School	100	25	25
Sandy Spring Volunteer Fire Dept.	50	25	50
Washington Quaker Workcamps	100	25	25
William Penn House	100	25	25
World Council of Churches	100	25	25
<b>Total Affiliated Organizations Expenses</b>	<b>2,300</b>	<b>925</b>	<b>1,000</b>

## 2011 FUNDS BALANCES

					Interest	Investment	
	Balance	Gifts	Disbursed	Transfers	from	Interest	Balance
	1/1/2011	or Fees			Ed Loans	Income	12/31/2011
<b>Permanently Restricted Funds [Note A]</b>							
Education Fund Endowment	86,212	100					86,312
Yearly Meeting Endowment	7,877						7,877
Barry Morley Camper Endowment	257,774	7,751					265,525
<b>Total of Endowed Funds</b>	<b>351,863</b>	<b>7,851</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>359,714</b>
<b>Temporarily Restricted Funds [Note B]</b>							
Education Fund Income	165,273				3,496	1,381	170,150
Fairhill/Griest Education Fund	73,099			0	971	373	74,443
Barry Morley Scholarship Income	43,540		(35,000)			5,659	14,199
Sue Thomas Turner Quaker Education Fund	133,634	0	(12,225)			2,587	123,996
Pre-College Fund	25,760				388	85	26,233
Indian Fund Income	14,056	150	(600)				13,606
Carey Memorial	3,746		(525)				3,221
VA Meetinghouse Fund	12,440			0			12,440
Camp Capital Reserves (combined)	126,914	85,325	(55,851)	0			156,388
<b>Totals Temporarily Restricted Funds</b>	<b>598,462</b>	<b>85,475</b>	<b>(104,201)</b>	<b>0</b>	<b>4,855</b>	<b>10,085</b>	<b>594,676</b>

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.

	Balance	Gifts	Disbursed	Transfers	Interest	Investment	
	1/1/2011	or Fees			from	Interest	Balance
					Ed Loans	Income	12/31/2011
<b>BYM Designated Funds [Note C]</b>							
Camp Property Cookbook Sales Proceeds	0			7,001			7,001
Women's Retreat	8,819			(8,819)			0
Bush Creek Fund	2,593			0			2,593
<b>Total of Designated Funds</b>	<b>11,412</b>	<b>0</b>	<b>0</b>	<b>(1,818)</b>	<b>0</b>	<b>0</b>	<b>9,594</b>
<b>Custodial Funds [Note D]</b>							
Mathews Fund	1,905		0				1,905
Chesapeake Quarter Fund	1,758	0					1,758
<b>Total of Custodial Funds</b>	<b>3,663</b>						<b>3,663</b>
<b>TOTAL OF ALL FUNDS</b>	<b>965,400</b>	<b>93,326</b>	<b>(104,201)</b>	<b>(1,818)</b>	<b>4,855</b>	<b>10,085</b>	<b>967,647</b>

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 12/31/2011**

Institution	Type of Investment	Rate	Cost	Market Value
<b>Fixed Rate Investments</b>				
Friends Meeting House Corp.	Note	4.00%	10,000	10,000
<b>Total Fixed Value Investments</b>			<b>\$10,000</b>	<b>\$10,000</b>
<b>Mutual Funds</b>				
T. Rowe Price	GNMA Fund		41,054	42,420
Calvert Social Investment Fund	Flexible		75,529	75,810
Pax World Fund	Bal. Fund		207,918	216,303
Vanguard	GNMA Fund		77,028	82,786
TIAA-CREF	Mutal Fund		25,000	39,297
Friends Fiduciary	Mutal Fund		216,345	250,432
<b>Total Mutual Funds Investments</b>			<b>\$644,224</b>	<b>\$707,048</b>
<b>Stocks &amp; Bonds</b>				
Sandy Spring Bancorp	30 Shares		Gift	527
<b>Total Stocks &amp; Bonds</b>				<b>\$527</b>
<b>Grand Totals</b>			<b>\$654,224</b>	<b>\$717,575</b>

## INDEPENDENT AUDITOR'S REPORT

### **McQuade.Brennan.LLP**

Certified Public Accountants and Consultants  
1730 Rhode Island Avenue, NW  
Suite 800  
Washington, DC 20036

#### Independent Accountant's Review Report

To the Board of Trustees  
Baltimore Yearly Meeting of  
the Religious Society of Friends, Inc.  
Sandy Spring, MD

We have reviewed the accompanying statement of financial position of Baltimore Yearly Meeting of the Religious Society of Friends, Inc. (BYM) (a non-profit organization) as of December 31, 2011, and the related statements of activities and cash flows for the year then ended. A review includes primarily applying analytical procedures to management's financial data and making inquiries of Organization management. A review is substantially less in scope than an audit, the objective of which is the expression of an opinion regarding the financial statements as a whole. Accordingly, we do not express such an opinion.

Management is responsible for the preparation and fair presentation of the financial statements in accordance with accounting principles generally accepted in the United States of America and for designing, implementing, and maintaining internal control relevant to the preparation and fair presentation of the financial statements.

Our responsibility is to conduct the review in accordance with Statements on Standards for Accounting and Review Services issued by the American Institute of Certified Public Accountants. Those standards require us to perform procedures to obtain limited assurance that there are no material modifications that should be made to the financial statements. We believe that the results of our procedures provide a reasonable basis for our report.

Based on our review, we are not aware of any material modifications that should be made to the accompanying 2011 financial statements in order for them to be in conformity with accounting principles generally accepted in the United States of America.

The financial statements as of December 31, 2010 were audited by Stanfield & Phillips, LLC, who merged with McQuade Brennan, LLP as of January 1, 2012, and whose report dated May 6, 2011, expressed an unqualified opinion on those statements. We have not performed any auditing procedures since that date.

*McQuade Brennan, LLP*

Washington, DC  
April 14, 2012

Telephone (202) 296-3306

Fax (202) 296-0059

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

Member, Enterprise Worldwide

An International Association of Accountants and Advisors

**BALTIMORE YEARLY MEETING OF THE RELIGIOUS SOCIETY OF FRIENDS, INC.  
STATEMENTS OF FINANCIAL POSITION**

<i>December 31,</i>	<i>Reviewed</i> <b>2011</b>	<i>Audited</i> <b>2010</b>
<b>ASSETS</b>		
Cash and cash equivalents	\$ 376,009	\$ 375,079
Accounts receivable	11,712	158
Prepaid expenses	28,800	18,165
Educational loans receivable, net of allowance for doubtful accounts	159,844	178,549
Note receivable	40,000	40,000
Investments	717,575	715,522
Property and equipment, net of accumulated depreciation	1,921,412	1,904,782
<b>TOTAL ASSETS</b>	<b>\$ 3,255,352</b>	<b>\$ 3,232,255</b>
<b>LIABILITIES AND NET ASSETS</b>		
<b>LIABILITIES</b>		
Accounts payable and accrued expenses	\$ 99,899	\$ 67,698
Deferred revenue	11,195	18,908
<b>TOTAL LIABILITIES</b>	<b>111,094</b>	<b>86,606</b>
<b>NET ASSETS</b>		
Board designated	9,594	11,412
Land, building, improvements and equipment	1,921,412	1,904,482
Other unrestricted	255,197	275,766
<b>Total Unrestricted</b>	<b>2,186,203</b>	<b>2,191,660</b>
Temporarily restricted	598,341	602,127
Permanently restricted	359,714	351,862
<b>TOTAL NET ASSETS</b>	<b>3,144,258</b>	<b>3,145,649</b>
<b>TOTAL LIABILITIES NET ASSETS</b>	<b>\$ 3,255,352</b>	<b>\$ 3,232,255</b>

*The accompanying notes are an integral part of these financial statements.*

**BALTIMORE YEARLY MEETING OF THE RELIGIOUS SOCIETY OF FRIENDS, INC.**  
**STATEMENT OF ACTIVITIES**  
**WITH COMPARATIVE TOTALS FOR 2010**

	Reviewed		Audited	
	2011		2010	
For the year ended December 31,	UNRESTRICTED	TEMPORARILY PERMANENTLY RESTRICTED	RESTRICTED	TOTAL
<b>REVENUES AND SUPPORT</b>				
Apportionments	\$ 411,375	-	\$ -	\$ 411,375
Contributions	138,340	85,474	7,852	231,666
Annual Session revenue	79,933	-	-	82,122
Other program revenues	72,333	-	-	72,333
Summer camps	694,993	-	-	694,993
Use of facilities	16,586	-	-	16,586
Investment income	4,111	14,940	-	19,051
Publication sales	19,984	-	-	19,984
Other revenue	1,514	-	-	1,514
<b>TOTAL REVENUES AND SUPPORT</b>	<b>1,439,169</b>	<b>100,414</b>	<b>7,852</b>	<b>1,547,435</b>
<b>NET ASSETS RELEASED FROM RESTRICTIONS</b>	<b>104,200</b>	<b>(104,200)</b>	<b>-</b>	<b>-</b>
<b>TOTAL REVENUES, SUPPORT AND RECLASSIFICATIONS</b>	<b>1,543,369</b>	<b>(3,786)</b>	<b>7,852</b>	<b>1,547,435</b>
<b>EXPENSES</b>				
Program Services				
Annual Session and other programs	315,568	-	-	326,981
Summer camps and facilities	886,799	-	-	825,056
General administration	202,118	-	-	230,837
Fundraising	144,341	-	-	148,147
<b>TOTAL EXPENSES</b>	<b>1,548,826</b>	<b>-</b>	<b>-</b>	<b>1,531,021</b>
<b>CHANGE IN NET ASSETS</b>	<b>(5,457)</b>	<b>(3,786)</b>	<b>7,852</b>	<b>(1,391)</b>
<b>NET ASSETS, BEGINNING OF YEAR</b>	<b>2,191,660</b>	<b>602,127</b>	<b>351,862</b>	<b>3,145,649</b>
<b>NET ASSETS, END OF YEAR</b>	<b>\$ 2,186,203</b>	<b>\$ 598,341</b>	<b>\$ 359,714</b>	<b>\$ 3,144,258</b>

The accompanying notes are an integral part of these financial statements.

**BALTIMORE YEARLY MEETING OF THE RELIGIOUS SOCIETY OF FRIENDS, INC.  
STATEMENTS OF CASH FLOWS**

<i>For the year ended December 31,</i>	<i>Reviewed 2011</i>	<i>Audited 2010</i>
<b>CASH FLOWS FROM OPERATING ACTIVITIES</b>		
Change in net assets	\$ (1,391)	\$ 271,725
Adjustments to reconcile change in net assets to net cash provided by operating activities:		
Depreciation expense	72,566	65,324
Gain on sale of fixed assets	(2,531)	(4,222)
Realized and unrealized gains on investments	(702)	(60,515)
Contributions restricted for long-term investments	(7,852)	(1,300)
Decrease (increase) in current assets:		
Accounts receivable	(11,554)	41,886
Prepaid expenses	(10,635)	6,079
(Decrease) increase in current liabilities:		
Accounts payable & accrued expenses	32,201	30,616
Deferred revenue	(7,713)	2,213
<b>NET CASH PROVIDED BY OPERATING ACTIVITIES</b>	<b>62,389</b>	<b>351,806</b>
<b>CASH FLOWS FROM INVESTING ACTIVITIES</b>		
Purchase of investments	(1,351)	(23,276)
Note receivable	-	(40,000)
Curtailments on educational loans receivable	18,705	10,136
Proceeds from sale of fixed assets	4,900	6,800
Purchases of fixed assets	(91,565)	(48,468)
<b>NET CASH (USED IN) INVESTING ACTIVITIES</b>	<b>(69,311)</b>	<b>(94,808)</b>
<b>CASH FLOWS FROM FINANCING ACTIVITIES</b>		
Contribution restricted for educational endowment	100	600
Contribution restricted for scholarship endowment	7,752	700
Curtailment of note payable	-	(25,000)
<b>NET CASH PROVIDED BY (USED IN) FINANCING ACTIVITIES</b>	<b>7,852</b>	<b>(23,700)</b>
<b>NET INCREASE IN CASH AND CASH EQUIVALENTS</b>	<b>930</b>	<b>233,298</b>
<b>CASH AND CASH EQUIVALENTS:</b>		
<b>BEGINNING OF YEAR</b>	<b>375,079</b>	<b>141,781</b>
<b>END OF YEAR</b>	<b>\$ 376,009</b>	<b>\$ 375,079</b>

*The accompanying notes are an integral part of these financial statements.*

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**BALTIMORE YEARLY MEETING OF THE RELIGIOUS SOCIETY OF FRIENDS, INC.**  
**NOTES TO THE FINANCIAL STATEMENTS**  
**December 31, 2011 and 2010**

---

**NOTE A- ORGANIZATION AND PURPOSE**

The Baltimore Yearly Meeting of the Religious Society Of Friends, Inc. (Yearly Meeting) is a non-profit organization incorporated on August 5, 1967, under the laws of the State of Maryland. The Yearly Meeting is organized exclusively to promote the religious, charitable, and educational interests of its members and its constituent Monthly Meetings, together with the Board of Trustees, committees, institutions, and instrumentalities affiliated with the Religious Society of Friends.

**NOTE B- 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, 2011 and 2010**

---

**NOTE B- SUMMARY OF SIGNIFICANT ACCOUNTING POLICIES (CONTINUED)**

<b>Use of Estimates</b>	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.
<b>Cash and Cash Equivalents</b>	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.
<b>Accounts Receivable</b>	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.
<b>Contributions Receivable</b>	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.
<b>Educational Loans Receivable</b>	The Yearly Meeting makes 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. An allowance for doubtful accounts of \$30,477 in 2011 and 2010 is reflected in these financial statements.
<b>Investments</b>	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.
<b>Land, Buildings, Improvements and Equipment</b>	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.

**BALTIMORE YEARLY MEETING OF THE RELIGIOUS SOCIETY OF FRIENDS, INC.**  
**NOTES TO THE FINANCIAL STATEMENTS**  
**December 31, 2011 and 2010**

**NOTE B- SUMMARY OF SIGNIFICANT ACCOUNTING POLICIES (CONTINUED)**

**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 filed for open tax years (2008-2010), or expected to be taken in the Organization's 2011 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.

**Comparative  
Information**

The statement of activities includes certain prior-year summarized comparative information in total but not by net asset class. Such information does not include sufficient detail to constitute a presentation in conformity with U.S. generally accepted accounting principles. Accordingly, such information should be read in conjunction with the Organization's financial statement for the year ended December 31, 2010, from which the summarized information was derived.

**NOTE C- EDUCATIONAL LOANS RECEIVABLE**

Loans receivable are due from students for educational loans. Payments are due as follows:

2012	\$ 34,036
2013	10,233
2014	26,807
2015	-
2016	33,648
Thereafter	85,597
	190,321
<b>Less allowance for doubtful accounts</b>	<b>(30,477)</b>
	<b>\$ 159,844</b>

**BALTIMORE YEARLY MEETING OF THE RELIGIOUS SOCIETY OF FRIENDS, INC.**  
**NOTES TO THE FINANCIAL STATEMENTS**  
**December 31, 2011 and 2010**

**NOTE D- NOTE RECEIVABLE**

In 2010 the Yearly Meeting settled with the trustees of an estate and received \$300,000. These proceeds will offset current and 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 E- INVESTMENTS**

Investments are carried at market or appraised value. Realized and unrealized gains and losses are reflected in the statement of activities.

<i>The Yearly Meeting's investments at December 31,</i>	<b>2011</b>	2010
Mutual funds	<b>\$ 457,143</b>	\$ 459,206
Pooled income funds	<b>260,432</b>	256,316
<b>Total</b>	<b>\$ 717,575</b>	\$ 715,522

<i>Investment income for the year ended December 31,</i>	<b>2011</b>	2010
Interest & dividends	<b>\$ 15,818</b>	\$ 15,401
Unrealized gains	<b>702</b>	60,516
Gain on sale of fixed assets	<b>2,531</b>	4,226
<b>Total investment income</b>	<b>\$ 19,051</b>	\$ 80,143

**BALTIMORE YEARLY MEETING OF THE RELIGIOUS SOCIETY OF FRIENDS, INC.**  
**NOTES TO THE FINANCIAL STATEMENTS**  
**December 31, 2011 and 2010**

**NOTE F- PROPERTY AND EQUIPMENT**

Land, buildings, improvements and equipment consists of the following:

	2011	2010
Land and improvements	\$ 1,427,346	\$ 1,401,459
Buildings and improvements	829,139	812,063
Leasehold improvements	134,899	124,202
Furniture and equipment	135,328	129,057
Vehicles	139,845	125,451
	<b>2,666,557</b>	<b>2,592,232</b>
Less: Accumulated depreciation	<b>(745,145)</b>	<b>(687,450)</b>
	<b>\$ 1,921,412</b>	<b>\$ 1,904,782</b>

Depreciation expense for the years ended December 31, 2011 and 2010 was \$72,566 and \$65,328, respectively.

**NOTE G - FAIR VALUE MEASUREMENT**

The Yearly Meeting uses fair value measurements to record fair value adjustments to certain assets and liabilities and to determine fair value disclosures. In accordance with FASB ASC 820-10, the Yearly Meeting has categorized its financial instruments, based on the priority of the inputs to the valuation technique, into a three-level fair value hierarchy.

Level 1 – Financial assets and liabilities whose values are based on unadjusted quoted process for identical assets or liabilities in an active market that the Yearly Meeting has the ability to access.

Level 2 – Financial assets and liabilities whose values are based on quoted prices in markets that are not active or model inputs that are observable either directly or indirectly for substantially the full term of the asset or liability.

Level 3 – Financial assets and liabilities whose values are based on prices or valuation techniques that require inputs that are both unobservable and significant to the overall fair value measurement.

**BALTIMORE YEARLY MEETING OF THE RELIGIOUS SOCIETY OF FRIENDS, INC.**  
**NOTES TO THE FINANCIAL STATEMENTS**  
**December 31, 2011 and 2010**

**NOTE G- FAIR VALUE MEASUREMENT (CONTINUED)**

The following table presents the Yearly Meeting's fair value hierarchy for those assets and liabilities measured at fair value on a non-recurring basis.

<i>December 31,</i>	<b>2011</b>			
	<u>Level 1</u>	<u>Level 2</u>	<u>Level 3</u>	<u>Total</u>
<b>Investments</b>	\$ 457,143	\$ -	\$ 260,432	\$ 717,575
<b>Loans receivable</b>	-	-	159,844	159,844
<b>Note receivable</b>	-	-	40,000	40,000
<b>TOTALS</b>	<b>\$ 457,143</b>	<b>\$ -</b>	<b>\$ 460,276</b>	<b>\$ 917,419</b>

<i>December 31,</i>	<b>2010</b>			
	<u>Level 1</u>	<u>Level 2</u>	<u>Level 3</u>	<u>Total</u>
<b>Investments</b>	\$ 459,206	\$ -	\$ 256,316	\$ 715,522
<b>Loans receivable</b>	-	-	178,549	178,549
<b>Note receivable</b>	-	-	40,000	40,000
<b>TOTALS</b>	<b>\$ 459,206</b>	<b>\$ -</b>	<b>\$ 474,865</b>	<b>\$ 934,071</b>

All assets have been valued using a market approach. There have been no changes in valuation techniques and related inputs.

**BALTIMORE YEARLY MEETING OF THE RELIGIOUS SOCIETY OF FRIENDS, INC.**  
**NOTES TO THE FINANCIAL STATEMENTS**  
**December 31, 2011 and 2010**

**NOTE H - RESTRICTED NET ASSETS**

Temporarily restricted net assets are restricted for the following purposes:

<i>December 31,</i>	<b>2011</b>	2010
Educational student loans	<b>\$285,025</b>	\$ 307,672
Quaker and spiritual life	<b>123,997</b>	133,634
Camp projects	<b>156,388</b>	126,915
Indian Affairs	<b>13,606</b>	14,056
Other operating purposes	<b>19,325</b>	19,850
	<b>\$ 598,341</b>	\$ 602,127

Permanently restricted net assets consist of the following:

<i>December 31,</i>	<b>2011</b>	2010
Yearly Meeting Fund	<b>\$ 7,877</b>	\$ 7,877
Permanent Education Fund	<b>86,312</b>	86,212
Camp Scholarship Fund	<b>265,525</b>	257,773
	<b>\$ 359,714</b>	\$ 351,862

The Yearly Meeting pools the resources of all permanently restricted net assets and specific individual temporarily restricted net assets into a consolidated investment fund. Losses or earnings are allocated to specific individual temporarily restricted net assets according to the ending invested balance of each net asset included in the investment fund, except for interest on educational loans which is allocated only to the related loan funds. The total amount allocated was \$14,940 and \$74,742 for the years ended December 31, 2011 and 2010, respectively.

**NOTE I - 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.

**BALTIMORE YEARLY MEETING OF THE RELIGIOUS SOCIETY OF FRIENDS, INC.  
NOTES TO THE FINANCIAL STATEMENTS  
December 31, 2011 and 2010**

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**NOTE J - 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 \$24,378 and \$23,272 for the years ended December 31, 2011 and 2010, respectively.

**NOTE K - 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 L - SUBSEQUENT EVENTS**

In accordance with FASB ASC 855, the Yearly Meeting evaluated subsequent events through April 14, 2012, 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.

## OFFICERS YEARLY MEETING

Presiding Clerk.....	Elizabeth “Betsy” Meyer, Sandy Spring.....	2010-2014
Recording Clerk .....	Ramona Buck, Patapsco .....	2009-2013
Treasurer .....	Marion Ballard, Bethesda.....	2008-2014
Assistant Treasurer.....	Thomas "Tom" Hill, Charlottesville.....	2011-2014

## INTERIM MEETING

Clerk.....	Margaret “Meg” Meyer, Baltimore, Stony Run.....	2010-2012
Recording Clerk .....	Rebecca "Becka" Haines Rosenberg, Alexandria.....	2010-2012

## TRUSTEES

Clerk: Richard "Rich" Liversidge and Harry Tunis

Douglas Eaby, Nottingham.....		2011-2014
Richard "Rich" Liversidge, Sandy Spring .....		2007-2013
William "Bill" Mims, Langley Hill.....		2011-2014
Arthur David Olson, Takoma Park .....		2012-2015
Henry "Hank" Rupprecht, Frederick.....		2010-2013
Karen Treber, Dunning's Creek .....		2012-2015
Harry Tunis, Herndon .....		2012-2015

### Ex-officio

Elizabeth “Betsy” Meyer, Sandy Spring.....		Presiding Clerk
Marion Ballard, Bethesda .....		Treasurer

## OFFICE STAFF

<b>General Secretary:</b> .....		Riley Robinson
<b>Camp Program Manager:</b> .....		Jane Megginson
<b>Camp Property Manager:</b> .....		David Hunter
<b>Comptroller:</b> .....		Margo Lehman
<b>Development Director:</b> .....		Robinne Gray
<b>Youth Programs Manager:</b> .....		Alison Duncan
<b>Administration Manager:</b> .....		Wayne Finegar



*Annual Session photograph by Karie Firoozmand*

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**LOCAL MEETING REPRESENTATIVES TO INTERIM MEETING**

Abingdon Friends Meeting .....	Steve McBrien
Adelphi Friends Meeting .....	Unnamed
Takoma Park Preparative Meeting .....	Unnamed
Alexandria Friends Meeting .....	Davis Balderston
Annapolis Friends Meeting .....	Patience "Pat" Schenck
Baltimore Monthly Meeting, Stony Run .....	J. Michael Boardman and Carol Seddon
Bethesda Friends Meeting .....	Elizabeth "Liz" Hofmeister & Susan Kaul
Blacksburg Friends Meeting .....	Unnamed
Carlisle Meeting .....	Amy Hurley
Charlottesville Friends Meeting .....	Thomas "Tom" Hill
Madison County Worship Group .....	Unnamed
Deer Creek Meeting .....	Mary Corddry & Mara Walter
Dunnings Creek Friends Meeting .....	Susan Williams
Floyd Monthly Meeting .....	Unnamed
Frederick Monthly Meeting .....	Unnamed
Friends Meeting of Washington .....	Michael Cronin
Gettysburg Monthly Meeting .....	Margaret Stambaugh
Goose Creek Friends Meeting .....	Chrissie Devinney
Gunpowder Friends Meeting .....	Robert "Bob" Fetter and Elizabeth "Susie" Fetter
Herndon Friends Meeting .....	Catherine Tunis
Homewood Friends Meeting .....	Laura Davis
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 .....	William Harlan
Mattaponi Friends Meeting .....	Unnamed
Maury River Friends Meeting .....	Katherine Smith
Menallen Friends Meeting .....	Varies between members
Newberry Worship Group .....	Unnamed
Midlothian Friends Meeting .....	Thomas "Tom" DeWeerd
Monongalia Friends Meeting .....	Unnamed
Buchanan County Preparative Meeting .....	Unnamed
Nottingham Friends Meeting .....	Douglas Eaby
The Brick Worship Group .....	Unnamed
Patapsco Friends Meeting .....	Unnamed
South Mountain Friends Fellowship .....	Unnamed
Patuxent Friends Meeting .....	Julie Allinson
Pipe Creek Friends Meeting .....	Unnamed
Richmond Friends Meeting .....	James E. "Ted" Heck
Roanoke Quaker Meeting .....	Letty Collins
Lynchburg Indulged Meeting .....	Unnamed
Sandy Spring Friends Meeting .....	Kevin Caughlan
Friends House Worship Group .....	Unnamed
Seneca Valley Preparative Meeting .....	Unnamed

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Shepherdstown Monthly Meeting.....Unnamed  
State College Friends Meeting.....Ellen Arginteanu  
Valley Friends Meeting..... Donald "Don" Crawford & Jean-Marie Prestwidge-Barch  
Augusta Worship Group ..... Unnamed  
Warrington Monthly Meeting ..... Unnamed  
West Branch Monthly Meeting.....Walter Fry and Margaret "Peggy" Fry  
Williamsburg Friends Meeting ..... Mary Jane "MJ" Foley  
Norfolk Preparative Meeting..... Unnamed  
York Friends Meeting ..... Unnamed

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# CALENDAR OF MEETINGS

## YEARLY MEETING

Presiding Clerk: Elizabeth "Betsy" Meyer

The 340th Annual Session is to be held at  
Frostburg State University  
Frostburg, Maryland  
July 29 - August 4, 2013

## INTERIM MEETING

Clerk: Margaret "Meg" Meyer

October 13, 2012.....Sidwell Friends School  
March 23, 2013..... Little Britain Monthly Meeting  
June 15, 2013 ..... Adelphi Friends Meeting  
October 19, 2013.....Hopewell Centre Monthly Meeting

## QUARTERLY MEETINGS

### CENTRE

Clerk: Walter Fry

The Yearly Meeting has been informed that there are no sessions of Centre Quarterly Meeting currently scheduled in the next 12 months. If a session is added, it will be announced in the Yearly Meeting monthly Announcements.

..... Dunnings Creek  
.....State College Friends  
..... West Branch

### CHESAPEAKE

Clerk: Ken Stockbridge

(Meetings held 2rd First Day of 3rd and 6th months,  
Last First Day of 9th month)

March 10, 2013 .....Annapolis Friends  
.....Homewood Friends  
..... Baltimore, Stony Run  
June 9, 2013 ..... Gunpowder Friends  
.....Little Falls Friends  
September 29, 2013 ..... Patapsco Friends  
..... Patuxent Friends  
.....Sandy Spring Friends  
.....Seneca Valley Preparative

**NOTTINGHAM**

Clerk: Douglas Eaby

(Meetings held 1st First Day of 3rd, 6th, 9th, and 12th months)

March 3, 2013 .....	Oxford Meeting House
.....	Ballance Meeting House
September 8, 2013 .....	The Brick Meeting House
December 2, 2012 .....	Little Britain

**WARRINGTON**

Clerk: Leada Dietz

(Meetings held 3rd First Day of 2nd, 5th, 8th, and 11th months)

February 17, 2013 .....	Carlisle Meeting
May 19, 2013 .....	Frederick Meeting
.....	Gettysburg Monthly
.....	Huntingdon Meeting House
.....	Menallen Friends Meeting
.....	Pipe Creek Friends
.....	Warrington Monthly Meeting
November 18, 2012.....	York Friends

**INTERCHANGE DEADLINES**

**JANUARY 21, 2013**

**MARCH 25, 2013**

**AUGUST 19, 2013**

**FIRECIRCLE DEADLINE**

**NOVEMBER 1, 2013**

**2013 APPORTIONMENT MEETING**

**APRIL 27, 2013**

# COMMITTEE MEMBERSHIP

## SEARCH COMMITTEE OF

### INTERIM MEETING

Clerk: Kevin Caughlan

#### 2013

Lamar Matthew York (10)  
Barbara Thomas Annapolis (10)

#### 2014

Kevin Caughlan Sandy Spring (08)  
Steve Hulburt Blacksburg (11)

#### 2015

Linda Coates Little Britain (12)  
Andrei Israel State College (12)

## SUPERVISORY

Clerk: Margaret "Meg" Meyer

#### 2013

Alan DeSilva Sandy Spring (11)  
Elizabeth "Liz" Hofmeister Bethesda (07)  
M. Jolee Robinson Adelphi (11)

#### 2014

Sheila Bach Langley Hill (12)

#### Ex-officio

Marion Ballard Treasurer  
Margaret "Meg" Meyer Clerk of Interim Meeting  
Elizabeth "Betsy" Meyer Presiding Clerk

## ADVANCEMENT AND OUTREACH

Clerk: Walter Brown

#### 2013

Walter Brown Langley Hill (07)  
Harry Massey Washington (10)  
Caroline Pelton Goose Creek (10)  
Suzanna Roettger Unaffiliated (10)

#### 2014

Carol Phelps Washington (08)  
Scott Cannady Midlothian (11)

#### 2015

Ann Marie Moriarty Adelphi (09)  
Ann Whittaker Sandy Spring (12)

## CAMP PROPERTY MANAGEMENT

Clerk: Ronald "Ron" Lord

#### 2013

Frances Alene Carteret Homewood (11)  
Stephen "Steve" Hendrix-Jenkins Washington (10)

#### 2014

Donald "Don" Crawford Valley (08)  
Thomas "Tom" Gibian Sandy Spring (08)  
Stephen "Steve" Keach Sandy Spring (11)  
Ronald "Ron" Lord Sandy Spring (08)  
Katherine "Kate" Meaker Sandy Spring (11)

#### 2015

Frances "Frannie" Taylor Goose Creek (12)

#### Ex-officio

Richard "Rich" Liversidge Trustees  
Vacant Stewardship and Finance  
Vacant Camping Program  
David Hunter Camp Property Manager

## CAMPING PROGRAM

Co-Clerks: Natalie Finegar and  
Joshua "Josh" Riley

#### 2013

JoAnn Dalley Charlottesville (07)  
Brooke Davis Richmond (10)  
David "Dave" Diller Adelphi (07)  
Mark Haskell Washington (10)  
Thomas "Tom" Horne Takoma Park (10)  
Carol Hurst Charlottesville (07)  
Elizabeth "Betsy" Krome Williamsburg (10)

#### 2014

Faustine "Frosty" Davis Baltimore, Stony Run (11)  
Natalie Finegar Sandy Spring (11)  
Gary Gillespie Homewood (11)  
Joshua "Josh" Riley Hopewell Centre (11)  
Winston "Rex" Riley Frederick (11)

#### 2015

Kimberly Doll-DeSha Baltimore, Stony Run (09)

Nathan Harrington Sandy Spring (07)  
Alexander "Alex" Jadin Washington (12)

**Ex-officio**

Jane Megginson Camp Program Secretary

**DEVELOPMENT**

Clerk: J.E. McNeil

**2013**

Susan Griffin Washington (10)

**2014**

Catherine McHugh Adelphi (11)

J.E. McNeil Washington (11)

Molly Mitchell Homewood (11)

**2015**

Marion Ballard Bethesda (09)

**Ex-officio**

Vacant Trustees

Vacant Stewardship & Finance

Robinne Gray Development Director

**EDUCATIONAL GRANTS**

Clerk: Christopher "Chris" Fowler

**2013**

Sean Beeney Langley Hill (07)

Alexandra "Alex" Bell Bethesda (10)

**2014**

Christopher "Chris" Fowler Frederick (08)

Cathy Henderson Sandy Spring (11)

**2015**

Gail Thomas Bethesda (12)

**Ex-officio**

Marion Ballard Treasurer

**FAITH AND PRACTICE REVISION**

Clerk: Sheila Bach

Sheila Bach Langley Hill (02)

Mochiko DeSilva Sandy Spring (04)

Martha Gay Adelphi (02)

Julie Gochenour Valley (04)

Sam Legg Baltimore, Stony Run (04)

James "Jim" Rose Patapsco (04)

Margaret Stambaugh Gettysburg (02)

**INDIAN AFFAIRS**

Clerk: Patricia "Pat" Powers

**2013**

Dellie James Baltimore, Stony Run (10)

Susan Lepper Washington (10)

Nancy McIntyre Sandy Spring (10)

Roger Wolcott Sandy Spring (10)

**2014**

Martha Claire Catlin Alexandria (11)

Elizabeth Koopman York (08)

Jeff Leber Dunnings Creek (11)

Susan "Sue" Marcus Alexandria (11)

Jerry Miller Dunnings Creek (11)

**2015**

Nancy Coleman Dunnings Creek (12)

Patricia "Pat" Powers Sandy Spring (09)

**MANUAL OF PROCEDURE**

Clerk: Howard Fullerton

**2013**

Jennifer Brooks Seneca Valley (10)

**2014**

Howard Fullerton Sandy Spring (10)

Susan Kaul Bethesda (11)

**MINISTRY AND PASTORAL CARE**

Clerks: Donald "Don" Gann  
and Michael Cronin

**2013**

Deborah Haines Alexandria (10)

Peirce Hammond Bethesda (10)

**2014**

Alexandra "Alex" Bean Adelphi (11)

Michael Cronin Washington (08)

Donald "Don" Gann

Baltimore, Stony Run (11)

Martin Melville State College (08)

Jean-Marie Prestwidge-Barch Valley (08)

Mary Stratton Maury River (11)

**2015**

David Fitz York (09)

Andrew Mosholder Shepherdstown (09)

Amy Schmaljohn Gunpowder (12)

Frances Schutz Charlottesville (09)

-----Recorded Minister-----

Marshal Sutton Gunpowder

**NOMINATING**

Clerk: Rebecca Rawls

**2013**

Adrian Bishop Adelphi (10)  
 Karen Cunyningham Annapolis (10)  
 Elizabeth "Betsy" Tobin Frederick (10)  
 David "Dave" Treber Dunnings Creek (07)

**2014**

Laura Nell Obaugh Hopewell Centre (08)  
 Wilmer "Wil" Stratton Maury River (11)

**2015**

Bette Hoover Sandy Spring (12)  
 Rebecca Rawls Langley Hill (09)  
 Byron Sandford Washington (12)  
 Henrik "Hank" Schutz Charlottesville (12)  
 Margaret Stambaugh Gettysburg (12)

**PEACE AND SOCIAL CONCERNS**

Clerk: Brad Ogilvie

**2013**

Deborah "Debby" Churchman Washington (07)  
 John Farrell Patapsco (07)  
 Malachy Kilbride Washington (07)  
 Brad Ogilvie Washington (10)  
 Suzanne O'Hatnick Baltimore, Stony Run (10)

**2014**

Davis "Dave" Balderston Alexandria (08)  
 Michael Newheart Adelphi (11)  
 Janet Riley Sandy Spring (11)  
 Richard "Rich" Thayer Baltimore, Stony Run (11)

**2015**

Ann Soloman Alexandria (09)  
 Herbert "Chip" Tucker Charlottesville (09)

**PROGRAM**

Clerk: Peg Hansen

**2013**

Ellen Arginteanu State College (10)  
 Catharine "Cathy" Tunis Herndon (11)  
 Donna Williams Langley Hill (10)

**2014**

Mary Campbell Washington (11)  
 Stephen "Steve" Elkinton Langley Hill (11)  
 Susan Griffin Washington (08)  
 Peg Hansen State College (08)

**2015**

Kevin Caughlin Sandy Spring (09)  
 Stephanie "Steph" Bean Adelphi (12)

**Ex-officio**

Elizabeth "Betsy" Meyer Presiding Clerk  
 Sheila Bach Registrar

**Junior Yearly Meeting Clerks**

Melanie Gifford Adelphi  
 John Wolfrum Adelphi

**Ministry and Pastoral Care**

Vacant

**Young Adult Friends**

Jennifer "Jenny" Vekert Sandy Spring  
 Grace MacFarlane Baltimore, Stony Run

**Young Friends Planners**

Ana Phillips Baltimore, Stony Run  
 Luke Plowden State College

**Staff**

Riley Robinson General Secretary  
 Alison Duncan Youth Secretary

**RELIGIOUS EDUCATION**

Clerk: Marsha Holliday

**2013**

Sarah Buchanan-Wollaston Deer Creek (07)  
 Joanna Fitzick Baltimore, Stony Run (10)

**2014**

Christine de Butts Langley Hill (11)  
 Mary Jane "MJ" Foley Williamsburg (08)  
 Sarah Huntington Goose Creek (11)

**2015**

Jules Arginteanu State College (12)

John Bakker Baltimore, Stony Run (12)  
Gail Gann Baltimore, Stony Run (12)  
Elise Hansard Roanoke (09)  
Marsha Holliday Langley Hill (09)

### STEWARDSHIP & FINANCE

Clerk: James "Jim" Riley

#### 2013

J. Michael Boardman  
Baltimore, Stony Run (07)  
Thomas "Tom" Hill Charlottesville (10)  
James "Jim" Riley Hopewell Centre (07)  
Susan Williams Dunnings Creek (10)

#### 2014

Jason Eaby Nottingham (11)  
Devin Gillespie Homewood (11)  
James "Jim" Laity Langley Hill (11)  
Nancy McLaughlin Maury River (12)

#### 2015

James "Jim" Bell Washington (09)  
Martha Gay Adelphi (09)  
Claudia Hernandez Bethesda (12)  
James "Jim" Lynn Sandy Spring (12)  
Genevieve Oei Richmond (09)

#### Ex-officio

Marion Ballard Treasurer  
Thomas "Tom" Hill Assistant Treasurer

### SUE THOMAS TURNER

### QUAKER EDUCATION FUND

Clerk: Rosalind Zuses

Howard Zuses Sandy Spring  
Rosalind Zuses Sandy Spring

#### Ex-officio

Ann Marie Moriarty  
Advancement & Outreach  
Sarah Buchanan-Wollaston  
Religious Education

### UNITY WITH NATURE

Clerks: Toni Hudson and Eli Fishpaw

#### 2013

Will Candler Annapolis (10)  
Joyce Hillstrom Charlottesville (10)

Jeanne Houghton Langley Hill (07)  
Patricia Robinson Annapolis (10)

#### 2014

B. Eli Fishpaw Maury River (11)  
Sharon Hipkins Sandy Spring (11)  
Toni Hudson Sandy Spring (08)  
Michael Moore Shepherdstown (11)

#### 2015

Ann Payne Monongalia (12)  
Susanne Thompson Pipe Creek (09)  
Barbara Williamson Abingdon (09)

### YOUNG FRIENDS EXECUTIVE

#### Clerk

Sara Dean Adelphi  
Kevin Hickey Frederick

#### Assistant Clerk

Sarah Rose Catocin Quaker Camp

#### Recording Clerks

Augustus "Gus" Rachels  
Shiloh Quaker Camp  
Brenna Walsh Maury River

#### Treasurer

Olivia Chalkley Baltimore, Stony Run

#### Assistant Treasurer

Elizabeth "Lizzie" Givens Charlottesville  
Joni Jeter Williamsburg

#### BYFN Editor

Kaia Harbor Maury River  
Antonia Nagle Herndon

#### Youth Programs Committee

Isaac Axtmann Adelphi  
Andrew "Andy" Beck  
Catocin Quaker Camp

Charlotte "Rory" Kennison Homewood

#### Members-at-Large

Sage Garrettson Catocin Quaker Camp  
Martha Isaacs Catocin Quaker Camp  
Zoe Krulak-Palmer Baltimore, Stony Run  
Peter McNally Shiloh Quaker Camp  
Toby Woods Adelphi

#### Floater

Benjamin "Ben" Walsh-Mellet Adelphi

**Annual Session Planners**

Ana Phillips Baltimore, Stony Run  
Luke Plowden State College

**Web Master**

Simon Kapiamba Catoctin Quaker Camp

**Scholarship**

Sadie Hunter Frederick  
Jasper Rain Adelphi

**YOUTH PROGRAMS**

Co-Clerks: Jeannette Smith  
and Deborah Legowski

**2013**

David Bakker Baltimore, Stony Run (12)  
Erik Hanson Takoma Park (07)  
Debbie Jones Baltimore, Stony Run (10)  
Jacalyn Kosbob Goose Creek (12)  
Jeannette Smith Langely Hill (07)

**2014**

Christine "Chrissie" Devinney  
Goose Creek (11)  
Aaron "Nony" Dutton Homewood (08)  
Annalee Flower Horne Takoma Park (08)  
Rebecca "Becka" Haines Rosenberg  
Alexandria (08)  
Deborah "Debbie" Legowski  
Sandy Spring (11)  
Carol Seddon Baltimore, Stony Run (08)

**2015**

Paul Buchanan-Wollaston Deer Creek (12)  
Katherine "Katie" Caughlan  
Sandy Spring (12)  
Laura Coleson-Schreur  
Baltimore, Stony Run (12)  
Michael Doo Baltimore, Stony Run (12)

**Ex-officio**

Alison Duncan Youth Secretary

**Young Friends**

Isaac Axtmann Adelphi  
Andrew "Andy" Beck  
Catoctin Quaker Camp  
Charlotte "Rory" Kennison Homewood

**Ad Hoc COMMITTEE**

**ON INTERVISITATION**

Clerk: Joan Liversidge

Maria Bradley Sandy Spring  
Linda Coates Little Britain  
Rosemary Davis Patapsco  
Janet Eaby Nottingham  
Elizabeth Estrada Langley Hill  
Georgia Fuller Langley Hill  
Martha Gay Adelphi  
Erik Hanson Takoma Park  
Sharon Knox Homewood  
Joan Liversidge Sandy Spring  
M. Jolee Robinson Adelphi  
Marcy Seitel Adelphi  
Kenneth "Ken" Stockbridge Patapsco  
Barbara "Babs" Williams Langley Hill

**Ad Hoc VISION**

**IMPLEMENTATION COMMITTEE**

Clerk: Marcy Seitel

Jennifer Brooks Seneca Valley  
Alison Duncan Adelphi  
Andrei Israel State College  
Richard "Rich" Liversidge Sandy Spring  
Ellen Massey Washington  
Elizabeth "Betsy" Meyer Sandy Spring  
Margaret "Meg" Meyer

Baltimore, Stony Run

Brad Ogilvie Washington  
Riley Robinson Washington  
Mary Ellen Saterlie Little Falls  
Marcy Seitel Adelphi  
Katherine Smith Maury River  
Richard "Rich" Thayer

Baltimore, Stony Run

Elizabeth "Betsy" Tobin Frederick

**Ad Hoc YOUTH SAFETY**

**POLICY COMMITTEE**

Clerk: Anne Marie Moriarty

Ellen Arginteanu State College  
Alison Duncan Adelphi

Elizabeth "Betsy" Krome Williamsburg  
Elizabeth "Betsy" Meyer Sandy Spring  
Anne Marie Moriarty Adelphi  
Riley Robinson Washington

### **CRIMINAL & RESTORATIVE**

#### **JUSTICE WORKING GROUP**

(Peace & Social Concerns)

Clerk: John "Jack" Fogarty

John "Jack" Fogarty Sandy Spring  
Margaret "Peggy" Fogarty Sandy Spring  
David Greene Homewood  
Michael Newheart Adelphi

### **FRIENDS IN EDUCATION**

#### **WORKING GROUP**

(Advancement & Outreach)

Annette Breiling Seneca Valley

### **RIGHT SHARING OF WORLD**

#### **RESOURCES WORKING GROUP**

(Peace & Social Concerns)

Clerk: Karen Grisez

Joan Gildemeister Washington  
Karen Grisez Washington  
Anne Harrison Patuxent

### **SPIRITUAL FORMATION PROGRAM**

#### **WORKING GROUP**

(Ministry & Pastoral Care)

Clerk: Amy Schmaljohn

Alan Evans Gunpowder  
Ruth Fitz York  
Tracy Haidar Gunpowder  
Laura Kinsey Baltimore, Stony Run  
Alan Schmaljohn Gunpowder  
Amy Schmaljohn Gunpowder  
Virginia Schurman Gunpowder

### **WOMEN'S RETREAT**

#### **WORKING GROUP**

(Ministry & Pastoral Care)

Carol Beigel Adelphi  
Helen Tasker Frederick  
Elizabeth "Betsy" Tobin Frederick  
Ann Whittaker Sandy Spring

### **WORKING GROUP ON RACISM**

(Ministry & Pastoral Care)

Clerk: David Etheridge

Jane Meloney Coe Bethesda  
Ellen Cronin Sandy Spring  
Paul Didisheim Washington  
Elizabeth DuVerlie Baltimore, Stony Run  
David Etheridge Washington  
Carol Phelps Washington  
Jean-Marie Prestwidge-Barch Valley  
Patience "Pat" Schenck Annapolis  
Gail Thomas Bethesda  
Roger Wolcott Sandy Spring

### **YOUNG ADULT FRIENDS**

#### **Co-Clerks**

Amrit Moore Maury River (11)  
Susan Robare Hopewell Centre (12)

#### **Treasurer**

Benjamin "Ben" Jones  
Baltimore, Stony Run (11)

#### **Recording Clerk**

Rebecca "Becka" Haines Rosenberg  
Alexandria (11)

#### **Annual Session Planners**

Jennifer "Jenny" Vekert Sandy Spring (11)  
Grace MacFarlane  
Baltimore, Stony Run (11)

#### **Member-at-Large**

Mace Smith Langley Hill (11)

#### **Webmaster**

Ross Bower Nottingham (11)  
Aaron "Nony" Dutton Homewood (10)



Alan Wright Sandy Spring (11)  
Nominated by Board  
Joan Liversidge Sandy Spring (09)

### **FRIENDS MEETING SCHOOL**

(Appointed on advice of  
Advancement and Outreach)

Deborah Haines Alexandria (10)

### **FRIENDS PEACE TEAMS**

Representative

Barbara Thomas Annapolis (10)

Alternate

Sara Workeneh Baltimore, Stony Run (11)

### **FRIENDS UNITED MEETING**

#### **GENERAL BOARD**

Convener: J.E. McNeil

#### **2014**

Mary Lord Adelphi (08)

J.E. McNeil Washington (08)

Riley Robinson Washington (09)

### **FRIENDS WILDERNESS CENTER**

(Appointed on advice of  
Unity with Nature)

Michael Moore Hopewell Centre (12)

### **FRIENDS WORLD COMMITTEE**

#### **FOR CONSULTATION**

#### **SECTION OF THE AMERICAS**

Convener: Leada Dietz

#### **2013**

Jason Eaby Nottingham (08)

Rachel Stacy Gunpowder (08)

#### **2014**

Charlotte Boynton Langley Hill (11)

Justin Connor Washington (11)

#### **2012**

Leada Dietz York (09)

Adam Heinz Little Britain (10)

### **MILES WHITE BENEFICIAL SOCIETY OF BALTIMORE CITY**

President: Mary Ellen Saterlie

#### **2013**

Elizabeth "Beth" Edelstein Homewood

Andrew "Andy" Passmore Gunpowder

#### **2014**

Samuel Austell Baltimore, Stony Run

Rosalie Dance Baltimore, Stony Run (11)

John McKusick Homewood

William "Bill" Miles

Baltimore, Stony Run (11)

Esther Sharp Gunpowder

#### **2015**

Herbert "Herb" Clark Homewood

Robert Fetter Gunpowder (12)

Mary Ellen Saterlie Little Falls

### **NATIONAL RELIGIOUS**

#### **COALITION AGAINST TORTURE**

(Appointed on advice of  
Peace and Social Concerns)

Suzanne O'Hatnick

Baltimore, Stony Run (10)

### **PRISONER VISITATION**

#### **AND SUPPORT**

(Appointed on advice of

Criminal and Restorative Justice)

David Connell Sidwell Friends School (11)

### **QUAKER EARTHCARE WITNESS**

(Appointed on advice of  
Unity with Nature)

Representative

Toni Hudson Sandy Spring (11)

Alternate

B. Eli Fishpaw Maury River (12)

### **QUAKER HOUSE**

Fayetteville, NC

Matthew Southworth FCNL (12)

**SANDY SPRING FRIENDS SCHOOL**

Clerk: J. Curtis Moffatt

**2013**

Baltimore Yearly Meeting

Louis "Lou" Harrington Sandy Spring (12)

Sandy Spring Meeting

Amy Christianson Sandy Spring (05)

Board

Charles Horning Sandy Spring (09)

Alkia Jones SSFS Board (05)

Cynthia McKee Washington (05)

**2014**

Baltimore Yearly Meeting

Cynthia Terrell SSFS Board (11)

Sandy Spring Meeting

Elizabeth "Ben" Booz Sandy Spring (10)

Rick Honn Sandy Spring (10)

James "Jim" MacPherson

Sandy Spring(10)

Sandra Michaels Sandy Spring (10)

Board

Stephen Eller Sandy Spring (10)

Deepika Mehta SSFS Board (10)

J. Curtis Moffatt SSFS Board (06)

**2015**

Baltimore Yearly Meeting

Allen Fetter Baltimore, Stony Run (11)

Sandy Spring Meeting

Michael DeHart Sandy Spring (07)

Mochiko DeSilva Sandy Spring (11)

**2016**

Baltimore Yearly Meeting

Jeanne-Marie Duval Sandy Spring (12)

Sandy Spring Meeting

Anne Hirshfield Sandy Spring (08)

Board

Christopher "Chris" Gearon

Sandy Spring (12)

Scott Henry SSFS Board (08)

Laurita Portee SSFS Board (08)

Ellen Campbell Pskowski

Opequon Quaker Camp (08)

Alonford "A.J." Robinson SSFS Board (12)

Philip "Phil" Schwarz SSFS Board (12)

**Ex-officio**

Thomas "Tom" Gibian Head of School

**WILLIAM PENN HOUSE**

**CONSULTATIVE COMMITTEE**

Representative

William "Bill" Mims

Langley Hill (11)



*Annual Session photograph by Nony Dutton*

## LOCAL MEETINGS

### ABINGDON FRIENDS MEETING

Mailing Address: PO Box 2022, Abingdon, Virginia 24212  
Meeting place: Elderspirit Community in Abingdon, Virginia  
Wheelchair accessible  
No hearing assistance system  
Telephone: 276-299-0140  
Web site: abingdonfriends.org  
E-mail: abingdonfriends@gmail.com  
First Day schedule: Worship: 10:30 am  
Business Meeting: First First Day of the month  
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 Trailview Drive to parking area.  
Contacts: Clerk: Stephen "Steve" McBrien; Assistant Clerk: Elizabeth Mathews; Treasurer: Dyer Moss; Recording Clerk: Terry Walker; Recorder: Nancy Hunter; Finance & Stewardship: Dyer Moss; Ministry & Oversight: Kathy Walker; Nominating: Terry Walker; Peace & Social Justice: Canny Popper; Religious Education: ; Newsletter Editor: Terry Walker

### 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: Jade Eaton; Assistant Clerk: Michael Levi; Treasurer: Martha Gay; Assistant Treasurer: Doran "Bud" Antrim; Recording Clerk: Amy Greene; Assistant Recording Clerk: ; Recorder: Carol Beigel; Ministry & Worship: Michael Newheart; Nominating: Shelly Grow; Pastoral Care: Glenn Riley; 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: 703-781-9185 – Meeting House  
Web site: woodlawnfriends.org  
First Day schedule: Worship: 11:00 am  
First Day School: 11:00 am  
Adult RE: 10:00 am  
Business Meeting: First First Day: 1:00 p.m. (Second First Day in September)  
Travel directions: From I-495 (Capital Beltway): take Route 1 going south. Go about eight miles and pass Woodlawn Plantation on the right; turn right at the next light onto Woodlawn Road, then immediately left to the Meeting House.  
From I-95 coming north: take Fort Belvoir exit and go north on Route 1 about ten miles. Pass the second gate to Fort Belvoir; take the next left onto Woodlawn Road, then immediately left again into the Meeting House.

Contacts: Clerk: Deborah Haines; Treasurer: Megan Evans; Recording Clerk: Jerry Allen; Recorder: Katherine Spivey; Ministry & Oversight: John Carle; Nominating: Paul Gagnon; Peace & Social Concerns: Davis Balderston; Religious Education: Eli Courtwright and Sarah Giese (children) & Judy Elvington (adult); Trustees: Ted Duvall; Newsletter Editors: Barbara Ginsburg & Linda Clarke

### **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: quaker.org/annapolis  
E-mail: info@annapolis.quaker.org

First Day schedule:      Worship: 11:00 am  
                                    First Day School: 11:00 am  
                                    Adult Religious Education: 9:30 am on second and fourth First Days

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

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: Elise Albert; Assistant Clerk: Wesley "Wes" Jordan; Treasurer: Joel Rodkin; Recording Clerk: Phyllis Singer; Assistant Recording Clerk: Philip Caroom; Recorder: Glenn Singer; Ministry & Worship: Patricia "Tricia" Robinson; Nominating: Barbara Thomas; Outreach: Patience "Pat" Schenck; Pastoral Care: Mary Barbera; Peace & Social Concerns: Philip Favero and Carl Benson; Religious Education: Kimberly Benson & Joanna Tobin; Stewardship & Finance: Karen Cunnyngnam; Trustees: Edward "Ted" Hawkins; Newsletter Editor: Phil Caroom

### **AUGUSTA WORSHIP GROUP (VALLEY FRIENDS)**

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](http://www.bym-rsf.org/who_we_are/meetings/va_meetings/augusta.html)

E-mail:                  [stevejeantab@earthlink.net](mailto:stevejeantab@earthlink.net)

First Day schedule:    Worship: 10:00 am

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

E-mail:                  [info@stonyrunfriends.org](mailto:info@stonyrunfriends.org)

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

- First Day School: 11:20 am (in July and August 10:20 am)  
Childcare available for all Meetings
- Business Meeting: First First Day: 1:00 pm
- 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: William "Bill" Miles; Assistant Clerk: Maria Brown; Treasurer: Margaret Allen; Recording Clerk: Nicholas "Nick" Fessenden; Recorder: Karie Firoozmand; Annual Giving: Margaret Allen; Community, Care & Clearness: Dellie James; Finance: Nicholas "Nick" Fessenden; Ministry & Counsel: Nancy Moore; Nominating: Carol Seddon; Baltimore Quaker Peace & Justice (joint with Homewood): Paul Jones; Religious Education: Melissa Kitner-Triolo; Support & Supervision: Elizabeth "Betsy" Forbush; Trustees: Frederic "Fred" Hinze and Francis "Frank" Brocato; Meeting Coordinator: Adrian Bishop; Office Manager: Cynthia "Cindy" Eyler

## **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](http://www.bethesdafriends.org)
- E-mail: [info@bethesdafriends.org](mailto:info@bethesdafriends.org)
- First Day schedule: Worship: 9:30 am (except on first First Day of each month) and 11:00 am (every First Day)  
First Day School: 11:20 am
- Business Meeting: First First Day of the month, 9:15 am (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: Ellie Fink & Gail Kohanek; Treasurer: Dean Pruitt; Assistant Treasurer: Claudia Hernandez; Recording Clerk: Ronald "Ron" Akins; Recorder: Rick Morgan; Adult Religious Education: Michael "Mike" Norris & Anne Parlin; Advancement & Outreach: Maryann Brondi; Ministry & Worship: Elizabeth "Liz" Hofmeister and Edward Tignor; Nominating: Jabez McClelland & Stephanie Koenig; Pastoral Care: Frank Greve & Kreszentia "Tia" Duer; Peace & Social Justice: Jane Meleney Coe & Thomas "Tom" Walker; Religious Education: Meg Wilder and Christine "Tina" Warnick; Stewardship & Finance: Dolores Koenig & Christine Morfit; 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: [bburgfriends.wordpress.com](http://bburgfriends.wordpress.com)

First Day schedule: Worship: 10:00 am

First Day School: 10:15 am

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: Carole McNamee; Recording Clerk: Marian "Polly" Archer; Recorder: Jay Wilkins; Hospitality & Outreach: Akke Hulburt; Ministry & Oversight: Carole McNamee; Nominating: Jay Wilkins; Quaker Earthcare: Alwyn Moss and Liz Tuchler; Religious Education: Elizabeth Briggs; Stewardship & Finance: Jay Wilkins; Newsletter Editor: Steve Shaffer

### **THE BRICK WORSHIP GROUP (NOTTINGHAM MONTHLY MEETING)**

- Mailing address: c/o Nottingham Monthly Meeting, 260 South Third Street, Oxford, Pennsylvania 19363
- Meeting place: The Brick Meeting House, Brick Meeting House Road, Rising Sun, Maryland 21911  
Not wheelchair accessible  
No hearing assistance system
- Telephone: 484-758-0750
- Web Site: [www.nottinghambrick.org](http://www.nottinghambrick.org)
- E-mail: [info@nottinghambrick.org](mailto:info@nottinghambrick.org)
- First Day schedule: Worship: 10:30 am, first and third First Days
- Contacts: Clerks: Lowell Haines and Lee Stanton.

### **BUCKHANNON PREPARATIVE MEETING (MONONGALIA FRIENDS)**

- 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](http://www.bym-rsf.org/who_we_are/meetings/wva_meetings/buckhannon.html)
- First Day schedule: Worship: 10:00 am - second and fourth First Days  
First Day School: 10:00 am - second and fourth First Days
- Business Meeting: Fourth First Days: 11:15 am
- 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](http://carlislequakers.org)  
E-mail: [carlislequakers@gmail.com](mailto:carlislequakers@gmail.com)  
First Day schedule: Worship: 10:00 am  
First Day School: 10:15 am (Children present first 15 minutes of worship)  
Business Meeting: Second First Day of the month, 11:30 am  
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: Joan Anderson; Assistant Clerk: Amy Hurley; Treasurer: Marilyn Keener; Assistant Treasurer: Fred Baldwin; Recording Clerks: Christine "Chris" Jefferson, Sherry Haper-McCombs, and Morgan Evans; Recorder: Martha Slotten; Budget and Finance: Don Kovacs; Ministry & Counsel: Martha Slotten; Nominating: Christy Hoover; Outreach: Amy Hurley; Peace and Social Concerns: Morgan Evans; Religious Education: Andrew Hoover (adult).

## **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: [quakers.avenue.org](http://quakers.avenue.org)  
E-mail: [quakers@avenue.org](mailto:quakers@avenue.org)  
First Day schedule: Worship: 8:30 am and 11:00 am (Fall, Winter and Spring); 8:30 am and 10:00 am (Summer)  
First Day School: 11:00 am - 11:45 am (September to June)  
Adult discussion: 9:45 am (September to June)  
Business Meeting: First First Day at 12:20 pm  
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: Theodore "Ted" Siedlecki; Treasurer: Jon Nafziger; Recording Clerk: Aron Teel; Recorder: Richard Balnave; Finance: Allison Sleeman; Friendship: Elizabeth Shillue; Ministry & Worship: Judy Cahill; Nominating: Otto Friesen; Overseers: Kelly Ceppa; Peace & Social Concerns: Alice Anderson; Religious Education: Jean Thorburn; 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.deercreekfriends.org](http://www.deercreekfriends.org)  
E-mail: [info@deercreekfriends.org](mailto:info@deercreekfriends.org)  
First Day schedule: Worship: 10:00 am Friends gather, 10:50 to 11:30 am Meeting for Worship  
First Day School (Children): 10:15 to 11:30 am  
First Day School (Adults): 10:15 am  
Business Meeting: Third First Day of the month, 9:00 am  
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 meetinghouse is on the left shortly after you pass the Darlington Pharmacy.

Contacts: Clerk: Richard Holloway; Treasurer: Henry Holloway; Recording Clerk: Jill Hegarty; Recorder: Margaret Scarborough; Advancement & Outreach: Nicola "Nicky" Roth; Ministry & Oversight: James "Jim" Pickard & Margaret Scarborough; Peace & Social Justice: Mara Walter; Religious Education: Sarah Buchanan-Wollaston; Trustees: Richard Holloway; Newsletter Editor: Margaret Scarborough.

## **DUNNINGS CREEK FRIENDS MEETING (CENTRE QUARTER)**

Mailing address: 114 West John Street, Bedford, Pennsylvania 15522-1707  
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](http://www.dunningscreekfriends.org)  
E-mail: [normdawilli@gmail.com](mailto:normdawilli@gmail.com)

First Day schedule: Worship: 10:45 am (10:30 am July & August)  
First Day School: 10:00 am  
Business Meeting: Second First Day, 10:00 am  
Travel directions: The Meeting is about nine miles northwest of Bedford, Pennsylvania. 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: Norman Williams and Heather Koontz; Treasurer: Jeff Leber; Newsletter Editor: Karin Sedewar

## 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](http://www.bym-rsf.org/who_we_are/meetings/va_meetings/floyd.html)  
First Day schedule: Worship: 10:00 am  
First Day School: 10:00 am  
Business Meeting: First First Day, 12:00 pm, 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: Lee Henkel; Treasurer: Rebecca Dameron; Recording Clerk: Sharon Custer-Bogges; Adult Religious Education: Kate Garland; Ministry & Worship: Nancy Jo Parr; Outreach: Karen Day; Peace & Social Concerns: Karen Day.

## FREDERICK MONTHLY 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.frederickmonthlymeeting.org](http://www.frederickmonthlymeeting.org)  
E-mail: [clerk@frederickmonthlymeeting.org](mailto:clerk@frederickmonthlymeeting.org)  
First Day schedule: Worship: 10:30 am  
First Day School: 10:45 – 11:30 am (mid-September to mid-June)  
(supervised play mid-June to mid-September)

- Business Meeting: Fourth First Day of the month. 9:00 am April to October; 12:00 pm November to March.
- Travel directions: From U.S. Route 15 (North or South) exit onto 7th Street heading east. North Market is 4th traffic light, turn left onto one-way street-1/2 block to Meeting House which is the first freestanding house on the left.
- Contacts: Clerk: Helen Tasker; Treasurer: Gregory Tobin; Recording Clerk: Carlotta Joyner; Alternate Recording Clerk: Elizabeth "Betsy" Tobin; Recorder: Kathryn Ruud; First Day School: Kathy Funkhouser & Susanna Laird; Ministry & Counsel: Frances "Francy" Williams; Nominating: Gail Whitehead and April Miller; Peace & Social Concerns: James "Jim" Wagner; Stewardship & Finance: Hank Rupperecht; Trustees: Carol Ahlum; Newsletter Editor: Katie Bliss.

### **FRIENDS HOUSE WORSHIP GROUP (SANDY SPRING FRIENDS)**

- Mailing address: c/o Sandy Spring Meeting, 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: 10:00 am
- Travel directions: Friends House is in Montgomery County in the community of Sandy Spring. Take Route 108 to Norwood Road and look for sign
- Contacts: Clerk of Sandy Spring Friends Meeting Committee on Aging: Susan Brown.

### **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: fmw.dcfriends@verizon.net
- First Day schedule: Worship: 9:00 am (Meeting House parlor); 10:30 am (Quaker House Living Room with special welcome to gay men and lesbians); 10:30 am (Meeting House Meeting Room); and 6:00 pm (Meeting House Decatur Place Room); Friends of Color Worship Group: 9:45 am (first First Day in Terrace Room)  
First Day School: 10:30 am
- Daily Worship: 7:30 am (William Penn House)

Weekly Worship: Wednesday, 7:00 pm (Meeting House Parlor)  
Business Meeting: Second First Day: 11:45 am (except July - third First Day and August - no business)  
Travel directions: The Meeting House is in Northwest Washington near Dupont Circle. It is on Florida Avenue between R and S Streets and between 21st and 22nd Streets. The office entrance is on the Decatur Place side of the building. For detailed instructions, call the Meeting office between 8:00 a.m. and 4:00 p.m. weekdays or see the FMW web site.  
Public Transportation-Metro: Go to the Dupont Circle station on the Red line. Exit at Q Street. Walk north (uphill) on nearby Connecticut Avenue to the second traffic light at Florida Avenue. Turn left on Florida and go one half block to the Meeting House on the right.  
Contacts: Clerk: David Etheridge; Alternate Clerk: Margaret "Meg" Greene; Treasurer: Robert "Bob" Meehan; Assistant Treasurer: Lois "Loie" Clark; Recording Clerk: Deborah "Debby" Churchman; Finance & Stewardship: James "Jim" Bell; Marriage & Family Relations: Susan Griffin; Membership: Gerri Williams; Ministry & Worship: Deborah "Debby" Churchman; Peace & Social Concerns: Mark Cannon; Religious Education: Justin Connor; Trustees: J.E. McNeil.

## **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: 717-338-0368  
Web site: [www.bym-rsf.org/who\\_we\\_are/meetings/pa\\_meetings/gettysburg.html](http://www.bym-rsf.org/who_we_are/meetings/pa_meetings/gettysburg.html)  
First Day schedule: Worship: 10:30 am  
First Day School: 10:30 am  
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: Margaret Stambaugh; Treasurer: Diana Henne; Recording Clerk: Ann Mummert; Ministry & Counsel: Margaret Stambaugh; Religious Education: Andrew Stone

## **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: [goosecreekfriends.pbworks.com](http://goosecreekfriends.pbworks.com)  
First Day schedule: Worship: 9:45 am  
First Day School: 10:00 am (following worship with adults)  
Business Meeting: First First Day: 11:00 am  
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: Suellen Beverly; Assistant Clerk: Wendy Dotson; Treasurer: Edward "Ed" Devinney; Assistant Treasurer: Anne "Annie" Carlson; Recording Clerk: Catherine Cox; Finance: David Chamberlain; Ministry & Oversight: Caroline Pelton; Peace & Social Concerns: Eric Carlson; Religious Education: Joey Coburn and Sarah Weller; 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](http://gunpowder.quaker.org)  
First Day schedule: Worship: 10:00 am  
First Day School: 10:00 am  
Adult Forum: first First Days, 9:00 am  
Quakerism Discussion Group: second First Day, 9:00 am  
Bible Study: fourth First Day, 9:00 am  
Business Meeting: Third First Day: 11:15 am  
Silent Retreat: 2nd Seventh Day 9:00 am - 3:00 pm  
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; Treasurer: Darren Lacey; Assistant Treasurer: Anita Langford; Recording Clerk: Rebecca Richards; Assistant Recording Clerk: Claire Twose; Recorder: Alison Seitz; Care and Oversight: Elizabeth "Susie" Fetter & Alison Seitz; Finance: R. Clayton Seitz; First Day School: Alison Seitz; Indian Affairs: Anna Brown; Ministry & Counsel: Louise "LouAnne" Smith; Nominating: Amy Schmaljohn; Peace & Social Justice: Elizabeth "Susie" Fetter; Newsletter Editor: Donna Smith

## **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](http://www.herndonfriends.org)  
E-mail: [clerk@herndonfriends.org](mailto:clerk@herndonfriends.org)  
First Day schedule: Worship: 10:30 am, singing at 10:15 am  
First Day School: 10:45 am  
Business Meeting: Second First Day: 9:00 am (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: Margaret Fisher; Assistant Clerk: Kim Glazer; Treasurer: Devin Mahoney; Recording Clerk: Terence McCormally; Recorder: Catharine Tunis; Finance: Worth Kirkman; Ministry & Oversight: Kim Glazer; Peace & Social Concerns: Edward "Ed" Markham; 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](http://www.homewoodfriends.org)  
E-mail: [homewoodfriends@verizon.net](mailto:homewoodfriends@verizon.net)  
First Day schedule: Worship: 10:30 am  
First Day School: 10:50 am  
Business Meeting: Third First Day: 12:15 pm  
Travel directions: On North Charles Street directly across from Baltimore Museum of Art Drive, and John Hopkins University, Homewood Campus  
Contacts: Clerk: Stan Becker and Bess Keller; Treasurer: Teresa Schiano; Assistant Treasurer: Megan Shook; Recording Clerk: Barbara

Katzenapple and Rebecca "Rep" Pickard; Recorder: Christine "Chris" Rutkowski; Indian Affairs (joint with Stony Run): Barbara "Barb" Katzenapple; Ministry & Counsel: Meade Eggleston; Nominating: Karen Cook; Baltimore Quaker Peace & Justice (joint with Stony Run): Gary Gillespie; Religious Education: Mina Brunyate; Stewardship & Finance: Charlie Neill; Trustees: John McKusick; Unity with Nature: Susan Warner; 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](http://hopecentre.quaker.org)  
E-mail: [hopecentre@wvmcc.com](mailto:hopecentre@wvmcc.com)  
First Day schedule: Worship: 10:00 am  
First Day School: 11:15 am  
Fourth First Day meeting is at Centre Meeting House

Business Meeting: Second First Day: 11:30 am  
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: Rebecca "Becky" Ebert; Assistant Clerk: Betty McCormick; Treasurer: James "Jim" Riley; Assistant Treasurer: Anne Bacon; Recording Clerk: R. Dixon "Dick" Bell; Advancement & Outreach: Becky Ebert and R. Dixon "Dick" Bell; Ministry & Counsel: Martha Hanley and Betty McCormick; Pastoral Care: Pamela "Pam" Hambach; Peace and Social Justice: Eloise "Ellie" Haun; Stewardship & Finance: James "Jim" Riley; Newsletter Editor: Linda J. Wilk

## **LANGLEY HILL FRIENDS MEETING**

Mailing address: P O Box 387, McLean, Virginia 22101-0387  
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.quaker.org/langleyhill](http://www.quaker.org/langleyhill)  
E-mail: [langleyhill-owner@yahoo.com](mailto:langleyhill-owner@yahoo.com)  
First Day schedule: Worship: 10:00 am, 9:30 am on second First Day  
First Day School: 10:30 am (nursery at 10:00 am)  
Business Meeting: Second First Day: 10:30 am 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: Douglas "Doug" Smith; Recording Clerk: Laura Lee Fischer; Recorder: Steven "Steve" Elkin-ton; Advancement & Outreach: Jeanne Houghton; Directors of the Corporation: Doug Smith; Finance: Doug Smith; Ministry & Worship: Timothy "Tim" Hunt; Nominating: Ann Hunt; Peace & International Outreach: Lauria Wilner; Religious Education: Lauren Stockbower; Social Concerns: William "Bill" Ambler; Newsletter Editor: Jeanne Houghton; Bookkeeper: James Laity.

### **LITTLE BRITAIN MONTHLY MEETING (NOTTINGHAM QUARTER)**

Mailing address: c/o Suzanne Lamborn, Clerk, 225 Lees Bridge Road, Nottingham, Pennsylvania 19362  
Meeting places: **Eastland**: at Kirks Mills and Friends Roads, Little Britain, Pennsylvania  
Wheelchair accessible  
No hearing assistance system  
**Penn Hill**: Wakefield, Pennsylvania, just south of junction US Route 222 and PA Route 272  
Wheelchair accessible  
Hearing assistance available-microphone and speaker  
Web site: [www.bym-rsf.org/who\\_we\\_are/meetings/pa\\_meetings/littlebritain.html](http://www.bym-rsf.org/who_we_are/meetings/pa_meetings/littlebritain.html)  
First Day schedule: Worship: 11:00 am  
First Day School: 10:00 am  
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: **Eastland Meeting**: From points south: Route I-95 North from Baltimore. Exit onto Route 152 (Fallston) West; to U.S. Route 1 North to Conowingo Hydroelectric Dam; after bridge, at top of hill, turn north onto Route 222. After crossing Pennsylvania border, take right fork at Y in road (approximately 1 mile) onto Little Britain Road; drive about two miles, turn right onto Kirks Mills Road. Turn left on Friends Road at the Meeting House.

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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.

**Penn Hill:** 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: 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](http://littlefallsfriends.org)

E-mail: [webquaker@littlefallsfriends.org](mailto:webquaker@littlefallsfriends.org)

First Day schedule: Worship: 10:30 am

First Day School: 10:45 am

Adult First Day: 11:15 am

Business Meeting: First First Day: 11:15 am

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: William Harlan; Treasurer: Ellen Stromdahl; Recording Clerk: Barbara "Bobbie" Siebens; Overseers: Beth Babikow; Peace & Social Concerns: Tracey Stambaugh Waite; Religious Education: Virginia Remsberg (children) & Mary Ellen Saterlie (adult); Board of Trustees: Mark Stromdahl; Communications: Alice Remsberg.

### **LYNCHBURG INDULGED MEETING (ROANOKE QUAKER)**

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

No hearing assistance system

Telephone: 804-847-4301 - Convener  
 Web site: [www.roanokequakers.org](http://www.roanokequakers.org)  
 First Day schedule: Worship: 10:30 am  
 Travel directions: Call convener.  
 Contact: Convener: Heidi Koring

## **MADISON COUNTY INDULGED MEETING (CHARLOTTESVILLE FRIENDS)**

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](http://www.bym-rsf.org/who_we_are/meetings/va_meetings/madison.html)  
 First Day schedule: Worship: 10:00 am, 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 23181-4010  
 Meeting place: Dayspring Farm, 942 Buena Vista Road, Cologne, Virginia 23181-4010  
 Not wheelchair accessible  
 No hearing assistance system  
 Telephone: 804-785-9401  
 Web site: [mattaponiquakermeeting.org](http://mattaponiquakermeeting.org)  
 E-mail: [dayspringfarm@aol.com](mailto:dayspringfarm@aol.com)  
 First Day schedule: Worship: 10:00 am  
 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 Fred-

ericksburg, all the way to Route 295. Take 295 East towards Williamsburg and Norfolk. Follow directions from \*.

Contacts: Clerk: Miriam Maloney; Treasurer: Neil Watson.

## **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.bym-rsf.org/who\\_we\\_are/meetings/va\\_meetings/mauryriver.html](http://www.bym-rsf.org/who_we_are/meetings/va_meetings/mauryriver.html)

First Day schedule: Worship: 10:00 am; adult discussion 11:30 am  
First Day School: 10:00 am with children joining Meeting at 10:40 am

Business Meeting: Fourth First Day: 11:30 am; 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: Morris Trimmer and Margaret "Peggy" Dyson-Cobb; Treasurer: John White; Recording Clerk: Nancy McLaughlin; Records Clerk: Sarah Giddings; Care & Counsel: Mary Barnes; Finance & Stewardship: Sandra Stuart; Nominating: Mary Barnes; Peace & Justice: Kathy Fox; Religious Education: Mary Helen Brainard & Christine Williams; Worship & Ministry: James "Jim" Warren; Newsletter Editor: Richard Barnes.

## **MENALLEN MONTHLY MEETING (WARRINGTON QUARTER)**

Mailing address: PO Box 29, Biglerville, Pennsylvania 17307-0029

Meeting place: 1107 Carlisle Road (PA Rt. 34), Biglerville, Pennsylvania

Wheelchair accessible

No hearing assistance system

Telephone: 717-642-6939 - Clerk

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

First Day schedule: Worship: 10:30 am  
First Day School: 10:30 am

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: Mary Gemmill; Treasurer: Margaret "Peggy" Fisher; Ministry & Pastoral Care: Barclay Brooks; Religious Education: Allison Singley-Fee; Stewardship & Finance: Alexander Griest

## 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](http://www.midlothianfriends.org)  
E-mail address: [quaker\\_town\\_crier@msn.com](mailto:quaker_town_crier@msn.com)  
First Day schedule: Worship: 11:00 am  
First Day School: 11:15 am  
Business Meeting: Second First Day: 9:30 am  
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: Roselle Clark; Treasurer: James "Jim" Beran; Recording Clerk: Susan Umidi; Care & Community: David Stocker; Nominating: Jane Roberson; Peace & Social Action: Gerard "Jan" Rappe; QUAKER: Maria Cananady; Spiritual Nurture: Brian McCutcheon; Newsletter Editor: David Clark

## 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](http://monquakers.wordpress.com)  
E-mail address: [monquakers@gmail.com](mailto:monquakers@gmail.com)  
First Day schedule: Worship: 11:00 am  
First Day School: 11:00 am  
Business Meeting: Third First Day: 9:30 am  
Contacts: Clerk: Jim Syphers, Assistant Clerk: Ann Payne; Treasurer: Catherine Tall; Recording Clerk: Joh Lozier; Advancement & Outreach: Catherine Tall; Ministry & Pastoral Care: Committee of

the whole; Nominating: Jim Syphers; Peace & Social Concerns: Theresa McGonigle; Religious Education: Kitty Lozier; Stewardship & Finance: Catherine Tall; Newsletter Editor: John Lozier.

### **NEWBERRY WORSHIP GROUP (MENALLEN MONTHLY)**

Mailing address: c/o Menallen Monthly Meeting, PO Box 29, Biglerville, Pennsylvania 17307-0029

Meeting place: Redlands Meeting House, Old Quaker Road, Newberrytown, Pennsylvania  
Not wheelchair accessible  
No hearing assistance system

Telephone: 717-677-4554 - Clerk of Menallen

First Day schedule: Worship: Third First Day at 10:30 am (April through October)

Travel directions: Take PA 74 South through Dillsburg, PA. Continue to PA 177 North, turn left towards Pinchot State Park. Turn Right onto PA 382 (Newberry Road). Turn Left onto Old Quaker Road.

Contacts: Convener: Patricia "Trish" Wisotzkey

### **NORFOLK PREPARATIVE MEETING (WILLIAMSBURG FRIENDS)**

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

Web site: [www.tni.net/~billcarr54/WFM/WFM.norfolk.html](http://www.tni.net/~billcarr54/WFM/WFM.norfolk.html)

First Day schedule: Worship: 10:00 am

Business Meeting: First First Day, following Meeting for Worship

Travel directions: Call 757-627-6317 or 757-624-1841 for directions

Contacts: Clerk: Joan V. Moore; Assistant Clerk: Harriet Schley

### **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](http://www.oxfordfriends.org)

E-mail: [info@oxfordfriends.org](mailto:info@oxfordfriends.org)

First Day schedule: Worship: 10:30 am  
First Day School: 9:30 am

Business Meeting: Second First Day: 9:30 am, 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: Charles Hilaman; Treasurers: Anna Stanton & David Ross; Recording Clerk: Janet Eaby; Recorder: Anna Stanton; Ministry & Counsel: Religious Education: Terri D'Ignazio; Stewardship & Finance: Douglas Eaby; Newsletter Editor: Gail Pietrzyk.

### **PATAPSCO FRIENDS MEETING (CHESAPEAKE QUARTER)**

Mailing address: 2331 Calvin Circle, Ellicott City Maryland 21042  
Meeting place: Mt. Hebron House, 2331 Calvin Circle, Ellicott City, Maryland 21042  
Wheelchair accessible  
No hearing assistance system  
Telephone: 410-465-6554  
Web site: [www.patapscofriends.com](http://www.patapscofriends.com)  
E-mail: [patapsco.friends.meeting@gmail.com](mailto:patapsco.friends.meeting@gmail.com)  
First Day schedule: Worship: 10:30 am  
First Day School: 10:30 am  
Business Meeting: First First Day: 12:00 pm  
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: Linda Pardoe; Assistant Clerk: John Farrell; Treasurer: William "Bill" Mitchell; Assistant Treasurer: Karen Ownbey; Recorder: Ken Stockbridge; Recording Clerk: Karen Ownbey; Advancement & Outreach: John Buck; Ministry & Care: Rosemary Davis; Peace & Social Concerns: Bethanne Kashkett; Religious Education: Jean Pfefferkorn; 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](http://www.patuxentfriends.org)  
First Day schedule: Worship: 10:00 am  
First Day School: 10:00 am  
Business Meeting: First First Day: 11:30 am  
Travel directions: Rt. 2 and 4 south from Prince Frederick; 18 miles. Turn left on Rousby Hall Road (Rt. 760); turn right at the first light on Rt 765

(H.G. Trueman Road). Go 0.7 miles south. You will pass Southern Calvert Baptist Church on the left; continue a short distance past the Church and a road, then turn left into the next driveway (by a yellow mail box) to the Meeting House.

Contacts: Clerk: Cynthia Gonzalez; Treasurer: Timothy "Tim" Keck; Recording Clerk: Ann Trentman; Recorder: Bruce Perrygo; Budget & Finance: John Roberts; Ministry & Counsel: Kimberly "Kim" Keck; Nominating: Karen Horton; Peace & Social Action: Anne Harrison; Religious Education: Margaret "Maggie" Keck; Trustees: Cynthia Gonzalez.

## **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](http://www.pipecreekfriends.org)  
Email: [tonybreda@verizon.com](mailto:tonybreda@verizon.com)  
First Day schedule: Worship: 10:00 am  
Business Meeting: First First Day: 11:30 am  
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.richmondfriends.org](http://www.richmondfriends.org)  
E-mail: [clerkofmeeting@richmondfriends.org](mailto:clerkofmeeting@richmondfriends.org)  
First Day schedule: Worship: 9:30 am and 11:00 am  
First Day School: 11:20 am  
Business Meeting: Third First Day: 11:00 am - 12:30 pm  
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 Kens-

ington. The Meeting House is on the corner of Kensington and Commonwealth Avenues.

Contacts: Clerk: Denna Joy; Treasurer: Marjorie Bertolino; Assistant Treasurer: Sara L. "Sallie" Jennings; Recorder: Betsy Brinson; Recording Clerks: Grace Palmer & Clarisse Harton; Care & Counsel: Kelly Kennedy-DiPasquale; Financial Stewardship: Monica Shaw; Ministry & Worship: James "Jim" Thoroman; Nominating: Ron Lee; Peace & Social Concerns: Martha Foster & Rhonda Ligon; Religious Education: Barbara "Barb" Adams; Newsletter Editor: Diane Bowden.

## ROANOKE QUAKER MEETING

Mailing address: PO Box 4522, Roanoke Virginia 24014-4522.  
 Meeting place: Alexander-Gish House, 641 Walnut Avenue SW, Roanoke, Virginia 24016  
 Wheelchair accessible  
 No hearing assistance system  
 Telephone: 540-723-1131 – Meeting House  
 Web site: [www.roanokequakers.org](http://www.roanokequakers.org)  
 First Day schedule: Worship: 10:30 am  
 First Day School: 10:30 am  
 Business Meeting: Third First Day, at rise of Meeting for Worship

Travel directions: **From I-581 N:** Go south to Elm Street exit. Turn right on Elm Street. Turn left on 5th Street. Turn right on Walnut Avenue (Highland Park on your right) and to go Alexander-Gish House sign (beyond the dead-end sign). The house is on the right, with parking lot.

**From Hollins area:** Go southwest on Williamson Road. Turn right on Frankin Road. Turn right on Walnut Avenue and go to Alexander-Gish House sign (beyond the dead-end sign). The house is on the right, with parking lot.

**From the South:** Go north on Highway 220/I-581 to Elm Street exit. Turn left on Elm Street. Turn left on 5th Street. Turn right on Walnut Avenue (Highland Park on your right) and to go Alexander-Gish House sign (beyond the dead-end sign). The house is on the right, with parking lot.

Contacts: Clerk: Elise Hansard; Treasurer: Letty Collins; Recording Clerk: Mike Heller; Recorder: Judy Marlow; Ministry & Counsel: Charles Finn, Jenny Chapman, Mike Heller, & 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](http://www.sandyspring.org)  
E-mail: [office@sandyspring.org](mailto:office@sandyspring.org)  
First Day schedule: Worship: 9:00 am and 11:00 am (except first First Day), Fifth Day 7:30 pm  
First Day School: 11:20 am (except first First Day)  
Business Meeting: First First Day: 10:15 am  
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: Steve Berry; Assistant Clerk: Mary Satterfield; Treasurer: Margaret "Meg" Pease-Fye; Assistant Treasurer: Margo Lehman; Recording Clerk: Alice Bowman; Advancement & Outreach: Mary Nishioka; Finance: Richard "Rich" Liversidge; Marriage & Family Relations: Joan Liversidge; Membership & Spiritual Care: Elizabeth Jamieson & Natalie Finegar; Ministry & Counsel: Howard Fullerton and Samuel Garman; Nominating: Jennifer Schaffler; Peace: John Salzberg; Religious Education: Susan Thornton Hobby & Matthew Taylor; Trustees: Edward "Ned" Stowe; Newsletter Editor: Nora Fisher.

## **SENECA VALLEY PREPARATIVE MEETING (SANDY SPRING FRIENDS)**

- Mailing address: c/o Nancy Swift, 12228 Wonder View Way, North Potomac, Maryland 20878  
Meeting place: Kerr Fellowship Hall, Boyds Presbyterian Church, 19821 White Ground Road, Boyds, Maryland  
Not wheelchair accessible  
No hearing assistance system  
Web site: [senecavalleyfriends.org](http://senecavalleyfriends.org)  
E-mail: [info@senecavalleyfriends.org](mailto:info@senecavalleyfriends.org)  
First Day schedule: Worship: 11:30 am  
First Day School: 11:50 am  
Potluck: 12:45 pm  
Business Meeting: Fourth First Day: 1:30 pm  
Travel directions: From I-270, take Exit #10 MD Route 117 (Clopper Road) northwest to Boyds (about 6.5 miles). At the stop sign in Boyds, leave Route 117 (which turns right through an underpass) and go straight ahead onto White Ground Road. The church is on the left

approximately 2/10 of a mile down White Ground Road. Park in the far parking lot. We meet in the back building, 19821 White Ground Road, Kerr Fellowship Hall, on the second floor.

Contacts: Clerk: Lowell Christy; Assistant Clerk: Melinda Kramer; Ministry & Oversight: Melinda Kramer; Religious Education: Annette Breiling.

### **SHEPHERDSTOWN MONTHLY MEETING**

Mailing address: PO Box 1364, Shepherdstown, West Virginia 25443  
Meeting place: back room of Four Seasons Books, 116 West German Street, Shepherdstown, West Virginia; entrance is through side gate  
Telephone: 304-584-3126  
Web Site: [shepherdstownfriends.org](http://shepherdstownfriends.org)  
E-mail: [shepherdstownquakers@gmail.com](mailto:shepherdstownquakers@gmail.com)  
First Day schedule: Worship: 10:30 am  
Contact: Clerk: Carol Robbins and Mark Mulligan; Recording Clerk: Garrett Moran; Ministry & Oversight: Janet Harrison; Religious Education: Joan Fisher.

### **SOUTH MOUNTAIN FRIENDS FELLOWSHIP (PATAPSCO FRIENDS)**

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: 10:30 am  
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](http://www.statecollegefriends.org)  
E-mail: [office@statecollegefriends.org](mailto:office@statecollegefriends.org)  
First Day Schedule: Worship: 11:00 am  
First Day School: 10:45 am  
Business Meeting: First First Day: 9:00 am  
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: Paul Clark; Assistant Treasurer: Judy Melville; Recording Clerk: Peg Hansen; Assistant Recording Clerk: Claudia Wilson; Recorder: Betsy Gamble; Care & Concern: Dorothy Habecker; Finance: Kerry Wiessmann; Nominating: Darlene Clark; Peace & Social Action: Rotates among committee members; Religious Education: Cynthia "Cy" Merriwether deVries; Worship & Ministry: Martin Melville; Newsletter Editor: Marianne Stevens.

### **TAKOMA PARK PREPARATIVE MEETING (ADELPHI FRIENDS)**

Mailing address:

PO Box 11365, Takoma Park, Maryland 20913-1365

Meeting place:

Liz Lerman's 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](http://takomapark.quaker.org)

First Day schedule:

Worship: 10:00 am (second hours occasionally follow Meeting)

Business Meeting:

Fourth First Day, following meeting for worship.

Contacts:

Clerk: Julian Dockhorn; Treasurer: Erik Hanson; Recording Clerk: Arthur David Olson

### **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](http://valleyfriends.org)

First Day schedule:

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

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: Steve Keffer; 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: John Stephens; 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, Pennsylvania 17019

Meeting place: Meetinghouse, Route 74, Wellsville, Pennsylvania  
Wheelchair accessible (portable ramp)  
No hearing assistance system

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

First Day schedule: Worship: 11:00 am

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

Travel directions: Near Wellsville, Pennsylvania, about 14 miles northwest of York, on Carlisle Road (PA 74). The Meeting House is at the intersection of Carlisle Road and Quaker Meeting Road.

Contacts: 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](http://www.bym-rsf.org/who_we_are/meetings/pa_meetings/west-branch.html)

First Day schedule: Worship: 11:00 am  
First Day School: 10:00 am

Business Meeting: At the call of the Clerk.

Travel directions: On US 219, 12 miles southwest of Clearfield, Pennsylvania.

Contacts: Clerk: William Thorp; Treasurer: Karen Wriglesworth; 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](http://www.williamsburgfriends.org)  
E-mail: [clerk@williamsburgfriends.org](mailto:clerk@williamsburgfriends.org)  
First Day schedule: Worship, 10:00 am; Second Hour Forum, 11:30 am; First Day School, 10:15 am  
Business Meeting: Second First Day: 11:30 am, 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: Pamela "Pam" Tyng; Recording Clerk: Thayer Cory; Recorder: Pamela "Pam" Tyng; Finance & Trustees: Pamela "Pam" Tyng; Ministry & Oversight: Thayer Cory; Nominating: Thayer Cory & Mary Jane "MJ" Foley; Peace & Social Concerns: Mark Carpenter; Religious Education: Deanna Rote; Newsletter Editor: Christen Hansel.

### **YORK FRIENDS MEETING (WARRINGTON QUARTER)**

Mailing address: 135 West Philadelphia St., York, Pennsylvania 17401  
Meeting place: 135 West Philadelphia Street, York, Pennsylvania 17403  
Wheelchair accessible  
No hearing assistance system  
Telephone: 717-848-6781  
Web site: [www.yorkfriendsmeeting.org](http://www.yorkfriendsmeeting.org)  
E-mail: [clerk@yorkfriendsmeeting.org](mailto:clerk@yorkfriendsmeeting.org)  
First Day schedule: Worship: 11:00 am; 9:30 am Worship Sharing/Discussion  
Business Meeting: First First Day: 9:30 am (except July and August)  
Travel directions: 135 Philadelphia Street is in the center of York.  
Contacts: Clerk: Leada Dietz; Treasurer: Deborah "Deb" Spinelli; Recorder: Colleen Schields; Recording Clerk: Colleen Schields; Ministry & Counsel/Community Life: Dave Fitz; Nominating: Louise Heckert; Peace & Social Concerns: Sally Keller; Religious Education: Ruth Fitz; Stewardship & Finance: Patricia "Pat" Long.

## 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 photograph by Nony Dutton*

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## 2012 YEARBOOK INDEX

### A

#### Abingdon Friends Meeting

- Apportionment 186
- Community Statistics 184
- Meeting Information 225
- Representative to Interim Meeting 211

#### Adelphi Friends Meeting

- Apportionment 186
- Community Statistics 184
- Meeting Information 225
- Representative to Interim Meeting 211

*ad hoc* Vision Implementation Committee. *See* Vision Implementation Committee, *ad hoc*

*ad hoc* Youth Safety Policy Committee. *See* Youth Safety Policy Committee, *ad hoc*

#### Administration Manager 209

- contact information 304
- introduction at Annual Session 73

Administrative Assistant. *See* Administration Manager

#### Advancement and Outreach Committee

- Annual Report 132
- Members 215
- report to Annual Session 95

#### Alexandria Friends Meeting

- Apportionment 186
- Community Statistics 184
- Meeting Information 226
- Representative to Interim Meeting 211

#### American Friends Service Committee

- Annual Report 165
- Mid-Atlantic/South Region
  - Annual Report 166
- report to Annual Session 79
- report to Interim Meeting 31, 38
- Yearly Meeting Representatives 221

#### Annapolis Friends Meeting

- Apportionment 186
- Community Statistics 184
- Meeting Information 226
- Representative to Interim Meeting 211

#### Annual Session 213

- Bookstore Report 105
- First Time Attenders 71

Minutes

- Friday, August 3, 2012 91
- Saturday, August 4, 2012 96
- Sunday, August 5, 2012 100
- Thursday, August 2, 2012 86
- Tuesday, July 31 69
- Wednesday, August 1 79

Apportionment

- 2013 Apportionments 186
- proposed new method of calculation 50, 66, 98
- Assistant Treasurer of Baltimore Yearly Meeting 209
- Augusta Worship Group
  - Meeting Information 227
  - Representative to Interim Meeting 212

**B**

Ballard, Marion. *See* Treasurer of Baltimore Yearly Meeting

Baltimore Monthly Meeting, Stony Run 11

- Apportionment 186
- Meeting Information 227
- Membership Statistics 184
- Representative to Interim Meeting 211

Bethesda Friends Meeting

- Apportionment 186
- Community Statistics 184
- Meeting Information 228
- Representative to Interim Meeting 211

Blacksburg Friends Meeting

- Apportionment 186
- Community Statistics 184
- Meeting Information 229
- Representative to Interim Meeting 211

The Brick Worship Group

- Meeting Information 230
- Representative to Interim Meeting 211

Buckhannon Preparative Meeting

- Meeting Information 230
- Representative to Interim Meeting 211

Buck, Ramona. *See* Recording Clerk of the Yearly Meeting

**C**

Calendar of Meetings 213

Camp Finances Working Group. *See* Stewardship and Finance Committee: Camp Finances Working Group

- 
- Camping Program Committee
    - Annual Report 133
    - Camp Finances Working Group. *See* Stewardship and Finance Committee: Camp Finances Working Group
    - Members 215
    - report to Annual Session 81
  - Camp Program Manager 209
    - contact information 304
    - Report 13, 23
  - Camp Program Secretary. *See* Camp Program Manager
  - Camp Property Management Committee 21
    - Annual Report 135
    - Camp Finances Working Group. *See* Stewardship and Finance Committee: Camp Finances Working Group
    - Members 215
  - Camp Property Manager
    - contact information 304
    - introduction at Annual Session 72
    - Report 13, 18
  - Carey Lecture 97
  - Carlisle Meeting
    - Apportionment 186
    - Community Statistics 184
    - Meeting Information 231
    - Representative to Interim Meeting 211
  - Catoctin Quaker Camp 18
    - site plan 72
    - Travel Directions 253
  - Centre Quarterly Meeting
    - Calendar of Meetings 213
  - Charlottesville Friends Meeting 27
    - Apportionment 186
    - Community Statistics 184
    - Meeting Information 231
    - Representative to Interim Meeting 211
  - Chesapeake Quarterly Meeting
    - Calendar of Meetings 213
  - Comptroller 209
    - contact information 304
    - introduction at Annual Session 71
  - Confer, June
    - Minute of Appreciation 11
  - Criminal and Restorative Justice Working Group
    - Annual Report 160
    - Members 220
-

## D

### Deer Creek Meeting

- Apportionment 186
- Community Statistics 184
- Meeting Information 232
- Representative to Interim Meeting 211

Densmore, Christopher. *See* Friends Historical Library

### Development Committee

- Annual Report 136
- Camp Finances Working Group. *See* Stewardship and Finance Committee: Camp Finances Working Group
- Members 216
- program evaluation 49, 82, 98
- report to Annual Session 82
- report to Interim Meeting 12

### Development Director 209

- contact information 304
- introduction at Annual Session 73
- report to Annual Session 82
- report to Interim Meeting 12, 16, 30, 48, 64

Duncan, Alison. *See* Youth Programs Manager

### Dunnings Creek Friends Meeting

- Apportionment 186
- Community Statistics 184
- host of Interim Meeting 31, 45
- Meeting Information 232
- Representative to Interim Meeting 211

## E

### Educational Grants Committee

- Members 216
- recommendation to end loan program 46, 62

Educational Loan Committee. *See also* Educational Grants Committee

- Annual Report 138
- recommendation to end loan program 46, 62

Epistle Committee 75. *See also* Epistles

### Epistles

- Junior Young Friends 10, 102
- Yearly Meeting 5, 100, 102
- Young Adult Friends 7, 102
- Young Friends 8, 102

Evangelical Friends Church - Eastern Region 57

## F

### Faith and Practice of Baltimore Yearly Meeting

- 2012 draft 75, 96

- 
- Faith & Practice Revision Committee
    - Annual Report 139
    - Members 216
    - report to Annual Session 78
  - Finances of Baltimore Yearly Meeting. *See also* Stewardship and Finance Committee: budget
    - 2011 Funds Balances 194
    - 2012 Budget Program Detail 190
    - 2012 Committee Details 192
    - 2012 Contributions to Outside Organizations Details 193
    - Budget Notes 189
    - Investment Portfolio 196
  - Finegar, Wayne. *See* Administration Manager
  - Firecircle
    - Deadline 214
  - Floyd Monthly Meeting
    - Apportionment 186
    - Community Statistics 184
    - Meeting Information 233
    - Representative to Interim Meeting 211
  - Frederick Monthly Meeting
    - Apportionment 186
    - Community Statistics 184
    - letter recommending establishment of Shepherdstown Monthly Meeting 53
    - Meeting Information 233
    - Representative to Interim Meeting 211
  - Friendly Adult Presences. *See* Youth Programs Committee: Friendly Adult Presences
  - Friends Committee on National Legislation
    - Annual Report 168
    - report to Annual Session 99
    - Yearly Meeting Representatives 221
  - Friends General Conference
    - Annual Report 169
    - Yearly Meeting Representatives 221
  - Friends House Inc.
    - Annual Report 171
    - report to Annual Session 89
    - Yearly Meeting Representatives 221
  - Friends House Nursing Home Inc. Trustees
    - Annual Report 171
  - Friends House Worship Group
    - Meeting Information 234
    - Representative to Interim Meeting 211
  - Friends in Education Working Group
    - Annual Report 160
    - Members 220
-

- Friends Meeting of Washington
  - Community Statistics 184
  - Meeting Information 234
  - Representative to Interim Meeting 212
- Friends Meeting School
  - Annual Report 171
  - Yearly Meeting Representatives 222
- Friends Peace Teams
  - Annual Report 171
  - Yearly Meeting Representatives 222
- Friends United Meeting 14
  - Annual Report 172
  - Yearly Meeting Representatives 222
- Friends Wilderness Center
  - Annual Report 175
  - Yearly Meeting Representatives 222
- Friends World Committee for Consultation
  - Annual Report 175
  - Section of the Americas
    - Yearly Meeting Representatives 222

## G

- General Secretary 209
  - contact information 304
  - report to Annual Session 95, 121
  - report to Interim Meeting 14, 29, 49
- Gettysburg Monthly Meeting
  - Apportionment 186
  - Community Statistics 184
  - Meeting Information 235
  - Representative to Interim Meeting 211
- Goose Creek Friends Meeting
  - Apportionment 186
  - Community Statistics 184
  - Meeting Information 236
  - Representative to Interim Meeting 211
- Gray, Robinne. *See* Development Director
- Greater Washington Interfaith Power and Light 29
- Gunpowder Friends Meeting
  - Apportionment 186
  - Community Statistics 184
  - Meeting Information 236
  - Representative to Interim Meeting 211

---

**H**

- Herndon Friends Meeting
  - Apportionment 186
  - Community Statistics 184
  - Meeting Information 237
  - Representative to Interim Meeting 211
- Homewood Friends Meeting
  - Apportionment 186
  - Community Statistics 184
  - Meeting Information 237
  - Representative to Interim Meeting 211
- Hopewell Centre Monthly Meeting
  - Apportionment 186
  - Community Statistics 184
  - Meeting Information 238
  - Representative to Interim Meeting 211
- Hunter, David. *See* Camp Property Manager

**I**

- Independent Auditor's Report 197
- Indian Affairs Committee
  - Annual Report 140
  - Members 216
  - minute in the Rights of Indigenous Persons 47
  - report to Annual Session 91
  - repudiation of the Doctrine of Discovery
    - proposed minute 91, 115
- Indiana Yearly Meeting 31
- Interchange
  - Deadlines 214
- Interfaith Conference of Metropolitan Washington 15
- Interim Meeting
  - Clerk 209
    - re-appointment 28
  - Local Meeting Representatives 211
  - Recording Clerk 209
    - re-appointment 28
  - report to Annual Session 73
  - Sixth Month 2012 31, 45, 213
  - Tenth Month 2011 11
  - Tenth Month 2012 213
  - Tenth Month 2013 213
  - Third Month 2012 15, 27
  - Third Month 2013 213

Intervisitation, *ad hoc* Committee on  
Annual Report 155  
Members 219  
report to Annual Session 88, 113  
report to Interim Meeting 14, 30, 47

## J

Junior Yearly Meeting 11  
Junior Young Friends  
Epistle 10

## L

Langley Hill Friends Meeting  
Apportionment 186  
Community Statistics 184  
Meeting Information 238  
Representative to Interim Meeting 211  
Lehman, Margo. *See* Comptroller  
Little Britain Monthly Meeting  
Apportionment 186  
Community Statistics 184  
Meeting Information 239  
Representative to Interim Meeting 211  
Little Falls Meeting of Friends  
Apportionment 186  
Community Statistics 185  
Meeting Information 240  
Representative to Interim Meeting 211  
Lynchburg Indulged Meeting  
Meeting Information 240  
Representative to Interim Meeting 211

## M

Madison County Indulged Meeting  
Meeting Information 241  
Representative to Interim Meeting 211  
Manual of Procedure  
changes 28, 77  
Manual of Procedure Committee  
Annual Report 142  
Members 216  
report to Annual Session 76  
report to Interim Meeting 28, 35, 47

- 
- Mattaponi Friends Meeting
    - Community Statistics 185
    - Establishment as a Monthly Meeting 27, 74
      - letter requesting establishment 32
    - Meeting Information 241
    - Representative to Interim Meeting 211
  - Maury River Friends Meeting
    - Apportionment 187
    - Community Statistics 185
    - Meeting Information 242
    - Representative to Interim Meeting 211
  - Meeting Community Statistics 184
  - Megginson, Jane. *See* Camp Program Manager
  - Memorial Minutes 84
    - William Anthony 84, 108
    - Richard A. Bellin 84, 109
    - Stanly Berkemeyer 84, 110
    - Allen K. Briggs 84, 107
    - Merida Harrington 84, 111
    - Ron Mattson 84, 112
    - Earl Wallace Redding 84, 106
  - Menallen Monthly Meeting 27
    - Apportionment 187
    - Community Statistics 185
  - Meeting Information 242
    - Representative to Interim Meeting 211
  - Meyer, Elizabeth "Betsy". *See* Presiding Clerk of Baltimore Yearly Meeting
  - Meyer, Margaret B. "Meg". *See* Interim Meeting: Clerk
  - Midlothian Friends Meeting
    - Apportionment 187
    - Community Statistics 185
    - Meeting Information 243
    - Representative to Interim Meeting 211
  - Miles White Beneficial Society
    - Annual Report 175
    - Manual of Procedure description 28, 76
    - Yearly Meeting Representatives 222
  - Ministry and Pastoral Care Committee
    - Annual Report 144
    - Members 216
    - Recorded Ministers 217
  - Minute on the Rights of Indigenous Persons 47
  - Monongalia Friends Meeting
    - Apportionment 187
    - Community Statistics 185
    - Meeting Information 243
    - Representative to Interim Meeting 211
-

## N

- Naming Committee
  - appointments 28
  - report to Interim Meeting 46
- National Religious Coalition Against Torture
  - Annual Report 176
  - Yearly Meeting Representatives 222
- Newberry Worship Group 27
  - Meeting Information 244
- Nominating Committee
  - Annual Report 146
  - Members 217
  - report to Annual Session
    - first reading 88
    - second reading 99
  - report to Interim Meeting 12, 31
- Norfolk Preparative Meeting
  - Meeting Information 244
  - Representative to Interim Meeting 212
- Nottingham Monthly Meeting
  - Apportionment 187
  - Community Statistics 185
  - Meeting Information 244
  - Representative to Interim Meeting 211
- Nottingham Quarterly Meeting
  - Calendar of Meetings 214

## O

- Ohio Yearly Meeting
  - 200th anniversary 46
    - Letter to Evangelical Friends Church - Eastern Region 57
    - Letter to Ohio Yearly Meeting - Conservative 54
- Opequon Quaker Camp 19
  - Travel Directions 253

## P

- Patapsco Friends Meeting
  - Apportionment 187
  - Community Statistics 185
  - Meeting Information 245
  - Representative to Interim Meeting 211
- Patuxent Friends Meeting
  - Apportionment 187
  - Community Statistics 185
  - Meeting Information 245
  - Representative to Interim Meeting 211

- 
- Peace and Social Concerns Committee
    - Annual Report 146
    - Members 217
    - report to Annual Session 99, 129
  - Pipe Creek Friends Meeting
    - Apportionment 187
    - Community Statistics 185
    - Meeting Information 246
    - Representative to Interim Meeting 211
  - Presiding Clerk of Baltimore Yearly Meeting 209
    - re-appointment 28
    - report to Interim Meeting 11, 31, 40, 50, 66
  - Prisoner Visitation and Support
    - Annual Report 178
    - Yearly Meeting Representatives 222
  - Program Committee
    - Annual Report 147
    - description in Manual of Procedure 47, 78
    - Members 217
    - Registrar
      - report to Annual Session 105
      - report to Annual Session 76, 104
      - report to Interim Meeting 29

**Q**

- Quaker Earthcare Witness
  - Annual Report 179
  - Yearly Meeting Representatives 222
- Quaker House
  - Annual Report 179
  - Yearly Meeting Representatives 222
- Quaker Lake Friends Meeting
  - Apportionment 187
- Quaker United Nations Offices
  - Annual Report 180

**R**

- Recording Clerk of the Yearly Meeting 209
- Reed, Ralph
  - Minute of Appreciation 81
- Religious Education Committee
  - Annual Report 147
  - Members 217
- Richmond Friends Meeting
  - Apportionment 187
  - Community Statistics 185
  - Meeting Information 246
  - Representative to Interim Meeting 211

- Right Sharing of World Resources Working Group
  - Annual Report 160
  - Members 220
- Roanoke Quaker Meeting
  - Apportionment 187
  - Community Statistics 185
  - Meeting Information 247
  - Representative to Interim Meeting 211
- Robinson, Robert "Riley". *See* General Secretary

## S

- Sandy Spring Friends Meeting
  - Apportionment 187
  - Community Statistics 185
  - Meeting Information 248
  - Representative to Interim Meeting 211
- Sandy Spring Friends School
  - Annual Report 181
  - Yearly Meeting Representatives 223
- Search Committee
  - Annual Report 131
  - Members 215
  - report to Annual Session 83
    - second reading 99
  - report to Interim Meeting 28, 46
- Seneca Valley Preparative Meeting
  - Meeting Information 248
  - Representative to Interim Meeting 211
- Shepherdstown Monthly Meeting
  - Community Statistics 185
  - establishment as a Monthly Meeting 45, 74
  - Letter requesting establishment as a Monthly Meeting 51
  - Meeting Information 249
  - Representative to Interim Meeting 212
- Shiloh Quaker Camp 19, 105
  - 20th Anniversary 49
  - pond 12, 19, 30
  - Travel Directions 254
- South Mountain Friends Fellowship
  - Meeting Information 249
  - Representative to Interim Meeting 211
- Spiritual Formation Program Working Group
  - Annual Report 160
  - Members 220
- Spiritual State of the Yearly Meeting 1
  - accepted 88

- 
- Staff of Baltimore Yearly Meeting. *See also* individual staff positions by title  
Members 209
- State College Friends Meeting  
Apportionment 187  
Community Statistics 185  
Meeting Information 249  
Representative to Interim Meeting 212
- Stewardship and Finance Committee  
Annual Report 149  
apportionment  
    2012 Apportionments 186  
    2013 Apportionments  
    first reading 90  
    second reading 97  
        changes to method of calculating apportionment 66  
budget  
    first reading 90  
    second reading 97  
Camp Finances Working Group 18, 22  
Members 218  
report to Interim Meeting 12, 29
- Sue Thomas Turner Quaker Education Fund  
Annual Report 150  
Members 218
- Supervisory Committee  
Annual Report 29, 37, 131  
Members 215  
report to Interim Meeting 37
- T**
- Takoma Park Preparative Meeting  
Meeting Information 250  
Representative to Interim Meeting 211
- Tandem Friends School 15
- Teen Adventure 23
- Torreon/Star Lake Working Group  
Annual Report 161
- Treasurer of Baltimore Yearly Meeting 209  
report to Interim Meeting 12, 30, 48
- Trustees of Baltimore Yearly Meeting  
Annual Report 151  
Camp Finances Working Group. *See* Stewardship and Finance Committee: Camp Finances Working Group  
description in Manual of Procedure 47, 77  
Members 209  
report to Annual Session 89
-

## U

- Unity with Nature Committee
  - Annual Report 153
  - Members 218
  - queries on environmental concerns 31

## V

- Valley Friends Meeting
  - Apportionment 187
  - Community Statistics 185
  - Meeting Information 250
  - Representative to Interim Meeting 212
- Vision Implementation Committee, *ad hoc* 11
  - Annual Report 157
  - Members 219
  - report to Interim Meeting 29

## W

- Warrington Monthly Meeting
  - Apportionment 187
  - Community Statistics 185
  - Meeting Information 251
  - Representative to Interim Meeting 212
- Warrington Quarterly Meeting 45
  - Calendar of Meetings 214
  - message regarding value of Quarterly Meetings 48
- West Branch Friends Meeting
  - Apportionment 187
  - Community Statistics 185
  - Meeting Information 251
  - Representative to Interim Meeting 212
- William Penn House
  - Annual Report 181
  - Yearly Meeting Representatives 223
- Williamsburg Friends Meeting
  - Apportionment 187
  - Community Statistics 185
  - letter recommending establishment of Mattaponi Friends Meeting 33
  - Meeting Information 251
  - Representative to Interim Meeting 212
- Williams, Susan
  - Minute of Appreciation 11
- Women's Retreat Working Group
  - Annual Report 161
  - Members 220

- 
- Working Group on Racism
    - Annual Report 162
    - Members 220
  - World Conference of Friends 28, 34
    - report to Annual Session 83

**Y**

- Yearly Meeting Office
  - Travel Directions 253
- York Friends Meeting
  - Apportionment 187
  - Community Statistics 185
  - Meeting Information 252
  - Representative to Interim Meeting 212
- Young Adult Friends
  - Annual Report 164
  - Epistle 7
  - Executive
    - Members 220
- Young Friends
  - Epistle 8
  - Young Friends Executive
    - Members 218
- Youth Programs Committee
  - Annual Report 154
  - description in Manual of Procedure 47, 78
  - Members 219
  - report to Annual Session 95, 127
- Youth Programs Manager
  - contact information 304
  - introduction at Annual Session 71
  - report to Interim Meeting 46, 60
- Youth Safety Policy Committee, ad hoc
  - approval 49
  - Members 219
- Youth Secretary 209. *See also* Youth Programs Manager



*Annual Session photograph by Nony Dutton*

# ***MANUAL OF PROCEDURE***

## **BALTIMORE YEARLY MEETING OF THE RELIGIOUS SOCIETY OF FRIENDS**

**UPDATED THROUGH AUGUST 2012**

**17100 QUAKER LANE  
SANDY SPRING, MARYLAND 20860-1267**

**301-774-7663**

**FAX: 301-774-7087**

**E-MAIL: [BYM@BYM-RSF.ORG](mailto:BYM@BYM-RSF.ORG)**

**[WWW.BYM-RSF.ORG](http://WWW.BYM-RSF.ORG)**

## **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.

# 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 .....	4
Committees of Interim Meeting .....	6
Search Committee .....	6
Supervisory Committee.....	6
IV. Staff .....	7
V. Committees of the Yearly Meeting.....	8
Advancement and Outreach Committee .....	11
Camp Property Management Committee.....	11
Camping Program Committee.....	12
Development Committee .....	12
Educational Grants Committee .....	13
Faith and Practice Revision Committee.....	14
Indian Affairs Committee .....	14
Manual of Procedure Committee .....	14
Ministry and Pastoral Care Committee .....	15
Nominating Committee.....	15
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.....	21
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.....	23
Friends World Committee for Consultation.....	24

VIII. Corporations Affiliated with Baltimore Yearly Meeting .....	25
Friends House, Inc. ....	25
Friends Nursing Home, Inc. ....	25
Miles White Beneficial Society.....	25
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
Young Friends of North America .....	29
X. Changes in <i>Faith and Practice</i> .....	29
XI. Changes in the Manual of Procedure.....	29
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 .....	34
Appendix C: Conflict of Interest Policy .....	34
Appendix D: Youth Safety Policy .....	35
Index .....	43

## 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 should special sessions be 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 provision 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 following the close of the Annual Sessions at which appointed, for terms of two years, or until their successors are appointed and qualified. As with other officers, the Treasurer and Assistant Treasurer should 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 receives 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, the Supervisory Committee, and the Educational Loan Committee.

The Assistant Treasurer should 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, 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, Appendix I, 2b

The Yearly Meeting appoints Trustees in accordance with its corporate charter. 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 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*, 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 BYM policy and receive and review the auditor's report (currently, an audit is done every three years and more often 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 should be sent to the Yearly Meeting Office in a timely fashion for retention.

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 person should serve 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 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 should 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 should develop a proposal and present it to Interim Meeting for approval. The proposal should 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 should report annually. Each committee reports both on its activities and on matters which 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 should be initiated.

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 should 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 should 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 should attempt to serve the Yearly Meeting on no more than one standing Committee at a time. However, these principles should not prevent 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. Nothing in this Manual should 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 should Friends serve the Yearly Meeting on more than one standing committee at a time. An individual may again be appointed after a one-year break in service.

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 should 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, 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. Such position papers should have the approval of the interested functional committee at a called meeting of the committee and, if possible, should 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 should 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 are listed in the Yearbook.

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 works with the Publications Committee to assure that 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.

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, and Stewardship and Finance Committee, and the Camp Property Manager are ex officio members. The Committee may appoint subcommittees as needed, which may include members from outside the Committee. The Committee will normally meet at least 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 Secretary, *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 Secretary 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 Secretary. The Committee nurtures and supports the directors and staff in the implementation of the outdoor religious education programs and works to promote awareness of the programs within the wider Quaker community.

The Clerk or another member of the Camping Program Committee serves as a member of the Camp Property Management Committee.

### **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. Should there be 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, plus the Treasurer of the Yearly Meeting, *ex officio*. The purpose of this Committee is to help Friends secure secondary and post-secondary education by providing loans. Preference is given to requests for loans for undergraduate level study. Monies and income from both the Educational Fund and the Fair Hill portions of the Consolidated Endowment Fund are used to provide post-secondary loans. The Pre-College Fund provides loans for secondary education.

Each Monthly Meeting annually appoints one person as a corresponding member of this Committee. Such corresponding members normally serve for no more than six consecutive years. No member appointed by the Yearly Meeting to the Educational Grants Committee serves at the same time as a Monthly Meeting corresponding member. The corresponding member provides liaison between the Monthly Meeting and the Committee. The corresponding member will meet with each applicant from the Monthly Meeting, perhaps as a clearness committee, to consider together the implications and responsibilities of debt.

Applicants need to understand that as they repay their loans, funds become available for future students. The corresponding member's advice to the Committee is an essential part of the application process and should include comment on the applicant's involvement in the Monthly Meeting and any information that would be helpful in making a decision.

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

### **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 should 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 con-

tinually 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 Sessions, 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 should 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 sessions 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; in general, Friends should attempt to serve the Yearly Meeting on no more than one standing committee at a time. However, these principles should not prevent 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. Nothing in this Manual should 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 Committee and works to keep alive throughout the Yearly Meeting the challenge to simplify our lives and to work in partnership with our sisters and brothers in the United States and throughout the world for a more equitable distribution of global resources. The RSWRWG works with Monthly Meetings and with the independent Quaker organization Right Sharing of World Resources, Inc. The RSWRWG facilitates the coordination and exchange of information, provides support for community development and self-help programs, and raises funds for these programs. It may also bring to the attention of the Yearly Meeting other international and domestic concerns that affect the relationship between people of greatly different economic means wherever they may live. RSWRWG's activities come to the Yearly Meeting as part of this Committee's report.

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 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 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 insure 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. Each Quarterly Meeting should be 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.

The Committee each year 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 should make adequate provision for preservation of all assets of the Yearly Meeting not specifically managed by the Trustees.

This Committee also should 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 General 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 insure 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 Secretary. 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 Secretary 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 should 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, 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 should 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 to 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 some 14 Yearly Meetings and other regional Friends' entities and eight Monthly Meetings as of 2002. 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, <http://www.FGCQuaker.org>. Details of the procedures of Friends General Conference can be found in the Friends General Conference Organizational Blue Book available from Friends General Conference, 1216 Arch Street, 2B, Philadelphia PA 19107.

## **FRIENDS UNITED MEETING**

Friends United Meeting, formed in 1902 as the Five Years Meeting of Friends, is composed of Yearly Meetings, 20 as of 1999, and smaller Quaker groups. 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 should 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](http://www.fum.org).

Details of the procedures of Friends United Meeting can be found in the pamphlet, *Friends United Meeting Organization and Procedure, 1996*, available from Friends United Meeting, 101 Quaker Hill Drive, Richmond Indiana 47374.

## **FRIENDS WORLD COMMITTEE FOR CONSULTATION**

Friends World Committee for Consultation (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 Comite 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 should 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.**

The Board of Trustees of Friends House, Inc. consists 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 which 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 NURSING HOME, INC.**

The Trustees of Friends Nursing Home, Inc. are the same 19 persons 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 to serve a three-year term commencing with the close of the Annual Session. Appointees serve no more than two consecutive terms. Trustees meet monthly, as needed, October through May.

### **SANDY SPRING FRIENDS SCHOOL, INC.**

The Board of Trustees of Sandy Spring Friends School, Inc., consists 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.

The Middle-Atlantic Region of the AFSC works throughout Virginia, West Virginia, the District of Columbia, Maryland, Delaware, Pennsylvania, New Jersey, and New York, except the New York City area, on issues related to youth, criminal justice, economic justice, social justice, and peace building. The Regional Office is located in Baltimore.

The Yearly Meeting also appoints a member of the Middle Atlantic Region (MAR) Executive Committee, nominated by the Nominating Committee and serves for three years, at most twice consecutively. This person is expected to participate in Executive Committee meetings, usually held in Baltimore. Further information is available at the AFSC web site.

## **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. Peace and Social Concerns 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 each year one person for 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 each year to the Nominating Committee for appointment by the Yearly Meeting of a representative and an alternate representative 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 assistance 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. Each year 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.

## 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.

## YOUNG FRIENDS OF NORTH AMERICA

Young Friends of North America, formed in 1953, is an open religious fellowship of Friends from across North America and from a variety of Quaker backgrounds. Although most of the group are between the ages of 18 and 35, there is no upper age limit. Young Friends of North America gathers regionally in the spring and fall and meets as a whole for a week-long summer conference. Baltimore Yearly Meeting Young Adult Friends suggests names each year to the Nominating Committee to appoint by the Yearly Meeting of a young adult representative to Young Friends of North America's regional meetings and annual conference.

## 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*.

## 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. The proposal first should be 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 (see section 2.55, Chicago Manual of Style, 15<sup>th</sup> edition), 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 should 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, insti-

tutions 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	Harry S. Scott, Jr.
Recording Clerk	Presiding Clerk

Attest: BALTIMORE YEARLY MEETING OF FRIENDS (ORTHODOX)

Lucy G. Wellons	Alfred H. Mikesell
Recording Clerk	Acting Alternate Presiding Clerk

## REVISIONS TO THE ARTICLES OF CONSOLIDATION

Approved by Baltimore Yearly Meeting Representative Meeting, October 28, 1995 (R95-57)

Recorded: Department of Assessments and Taxation of the State of Maryland, December 4, 1995

Fourth:

2. "Baltimore Yearly Meeting of the Religious Society of Friends is composed of the members of Monthly Meetings located in Maryland, Pennsylvania, Virginia, the District of Columbia and other adjacent areas formerly affiliated with Baltimore Yearly Meeting of Friends, Stony Run, and Baltimore Yearly Meeting (Orthodox), together with all those persons who may hereafter become members of existing or newly created Monthly Meetings."

3. (B) First sentence. "The corporation is organized exclusively to promote the religious, charitable, and educational interests of its members and its constituent Monthly Meetings, together with the boards, committees, institutions and instrumentalities affiliated

with the Religious Society of Friends.”

Sentence added: “For the above purposes the corporation may make distributions to organizations under Section 501(c)(3) of the Internal Revenue Code (or the corresponding section of any future Federal tax code.)”

(C) First sentence. “To acquire by purchase, gift, devise, bequest, or otherwise, and to own, invest, reinvest, or dispose of property, both real and personal, for religious, charitable and educational purposes and other related work as the Yearly Meeting may undertake:...”

(D) Second sentence added. “Notwithstanding any other provision of these articles, the corporation shall not carry on any activity not permitted to be carried on (a) by a corporation exempt from Federal income tax under Section 501 (c)(3) of the Internal Revenue Code (or corresponding section of any future Federal tax code) or by a corporation, contributions to which are deductible under Section 170(c)(2) of the Internal Revenue Code (or corresponding section of any future Federal tax code).”

4. First and second sentences. “The post office address of the principal office of the corporation in Maryland is 17100 Quaker Lane, Sandy Spring, Maryland 20860. The name of the Resident Agent of the corporation in Maryland is Frank Massey and the post office address of the Resident Agent is 17100 Quaker Lane, Sandy Spring, Maryland 20860.” [NOTE: The present Resident Agent is Howard Fullerton and the post office address of the Resident Agent is 17100 Quaker Lane, Sandy Spring, Maryland 20860.]

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 know to all parties involved will not be deemed to be violations of this policy.

## **APPENDIX D**

### **YOUTH SAFETY POLICY**

#### **General Purpose Statement**

Baltimore Yearly Meeting 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 both 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. We also recognize that, regardless of written policies, 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 here policies and procedures to promote the safety of all within the BYM 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 prevention, support, clarity and allowing room for healing. By implementing the following practices, our goal is to maintain quality care and protection of the children and youth of Baltimore Yearly Meeting. The Yearly Meeting also seeks to protect staff and volunteers working in contact with youth in any of the Yearly Meeting's programs from false accusations.

#### **Definitions**

For purposes of this policy, the terms "child," "children," or "youth" include all persons under the age of eighteen (18) years. "Worker" refers to someone who is working within

BYM programs which includes paid staff, work-grant recipients and volunteers. “Applicant” refers to anyone who is applying to be a worker. “Participant” is any individual, regardless of age, who is involved in a Youth Program not as a worker.

Within BYM programs some “youth” may indeed be a “worker” while some people over the age of 18 may be “participants”. Therefore, each program will further clarify this differentiation as necessary.

### **Selection of Workers for Positions Supervising Youth**

People who oversee the BYM programs serving youth are charged with the responsibility of discerning the suitability of staff and volunteers working 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. This need not apply to non-supervisory volunteers, such as cooks and maintenance workers in the Camping Program who are parents, legal guardians or other family members of participating campers; or short term workshop leaders. This screening includes the following:

a. **Six-Month 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 volunteer will be considered for any position involving supervisory contact with minors until she or he has been known to a Quaker Community for a minimum of the past six (6) months. Quaker Communities may include Friends schools, Friends camps, Monthly Meetings or other Quaker organizations.

b. **Written Application**

All applicants need to complete and sign a written BYM application. The application, which may include an addendum for a particular program, will request basic information from the applicant and will inquire into such matters as previous experience with children, religious affiliation, a release for Meetings and others to provide a reference and employment information, as well as disclosure of any previous criminal convictions. The application form will be maintained in confidence on file at the BYM office.

c. **Applicant Interview**

Upon completion of the application, a personal interview or in-person training program will be scheduled with the applicant to consider his/her suitability for the position. Procedures for conducting and documenting the interview or training process will be determined by the particular youth program.

d. **Reference Checks**

Before an applicant is permitted to work with children and youth in any BYM program at least two references will be checked. These references would preferably be from BYM Monthly Meetings or from other organizations where the applicant is known. Individuals familiar with the applicant but not identified by him or her may be contacted as a reference. Documentation of the reference checks will be maintained in confidence on file at BYM offices.

### **Criminal Background Check**

A national criminal background check is required for all adult workers within BYM Youth Programs. Until the background check is complete, no adult applicant will be allowed to volunteer or be employed in any of the youth programs. Background checks may be repeated based upon the specific youth program's policy and need.

Parents and F(f)riends well known to BYM may be temporary workers in a youth program without having a completed background check if they are never left alone with children and do not serve overnight.

Before a background check is run, prospective workers will be asked to complete and sign an authorization form allowing BYM to run the check. Intentional 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 work with children in our programs. The applicant needs to make known any extenuating circumstances regarding criminal convictions at this time.

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. Yet 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 volunteer in our youth programs:

Any crimes involving predatory behavior toward children, including pornography;

Or any of the following within the past 10 years:

Any type of aggressive incident against another individual;

Any type of stalking or threatening incident against another individual;

Any misuse of weapons;

Any crimes related to production or distribution of drugs;

A record showing repetitive or habitual use or possession of drugs.

Confidentiality will be maintained throughout the entire process. The background check authorization form and results will be maintained in confidence on file at the BYM office. Should the criminal background check indicate any of these convictions, the BYM 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 a copy of 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 youth program that the applicant is not currently eligible to work with youth. Generally, the details about the applicant's ineligibility need not be shared. Under certain circumstances, if concern for safety or the care of children arises, sharing

information may be deemed necessary. In these instances the General Secretary, relevant program staff and committee clerk will consult. The Yearly Meeting Clerk may substitute for the General Secretary as needed.

### **Teenage Workers**

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:

- \* Teenage workers should be at least age 14;
- \* Teenage workers need to provide a written reference from a parent and from their Monthly Meeting or another BYM program that should include their prior experience working with children; and
- \* Teenage workers should be under the supervision of an adult and have ready access through cell phone or other means to the responsible adult involved with the program when that adult is not immediately present.
- \* An appropriate age gap between the teenage worker and the children under their and appropriate ratio of worker: children will be determined by each program.

### **Worker – to – Youth Ratios**

Given that our BYM youth programs serve children from infancy through early adulthood, each youth program will develop guidelines for their programs and events that identify the maximum number of youth one worker may be responsible for supervising. Programs employing workers under the age of eighteen (18) years will include in their guidelines the discernment of ages a teen worker may supervise and the difference in number of participants a youth worker may reasonably be expected to supervise.

### **Two-Adult Guideline**

For the protection of all, it is our goal that a minimum of two adult workers will be in attendance at all times when minors are being supervised during our programs and activities. We try to avoid one-on-one (adult-child) situations behind closed doors. We encourage any private conversations to be held in public view. Due to Federal Medical Privacy laws, there may be times when approved medical personnel are alone with a youth. In some programs and facilities it is difficult to ensure that two or more adults can be with youth. In these instances, workers will try to ensure that they are not alone with only one unrelated youth and that classroom doors will remain open if no window is present. Workers are never to be alone with a child in a private bathroom/ or bathroom stall with the door closed.

### **Open Door Policy**

When a program involving youth uses a classroom or other meeting room, the door to the room should always remain open unless there is an uncovered window in the door or a side window beside it which provides a clear view into the room. Doors should never be locked while persons are inside the room.

### **Check-in/Check-out Procedure**

All programs which serve youth within the Baltimore Yearly Meeting 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 which provide for these safeguards.

### **Discipline Policy**

Baltimore Yearly Meeting 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**

For purposes of this policy, “child abuse” is any action (or lack of action) which endangers or harms a child’s physical, psychological or emotional health and development. Child abuse occurs in different ways and includes but is not limited to the following:

Physical abuse – any physical injury to a child which is not accidental, such as beating, shaking, burns, and biting;

Emotional abuse – emotional injury when the child is not nurtured or provided with love and security, such as an environment of threats, constant criticism, belittling and persistent teasing;

Sexual abuse – any sexual activity between a child and an adult or between a child and another child at least four years older than the victim, including activities such as fondling, exhibitionism, intercourse, incest, and pornography; and

Neglect – depriving a child of essential needs, such as adequate food, water, shelter, or medical care.

If an individual suspects abuse or neglect of a child in BYM programs or elsewhere s/he will immediately notify 1) the BYM program staff person or 2) the committee clerk immediately responsible for the program for further action, including reporting to authorities as may be mandated by state law. In any of these situations, the program staff person, the committee clerk and the General Secretary needs to be notified as soon as practical.

### **Steps in Handling Incidents of Abuse**

While our youth programs strive to foster communities of caring and respect for all, we recognize that the possibility for abuse or neglect exists. The confidentiality of both the youth and the accused is very important, as is the healing of the community.

In the event that an incident of abuse or neglect is alleged to have occurred at a BYM program event or activity, the following procedure shall be followed:

1. BYM will comply with state requirements regarding mandatory reporting of abuse as the law then exists.
2. The parent or guardian of the youth will be notified.
3. The employee or volunteer alleged to be the perpetrator of the abuse or misconduct will immediately be placed on leave from working with children pending an investigation and will be told not to participate in any activities involving children and youth pending completion of the investigation.
4. The child protective service in the jurisdiction in which the alleged incident occurred will be notified and the program staff person and the individual who witnessed the incident will together complete an incident report.
5. BYM's insurance carrier will be notified.
6. The Clerk of the Program Committee (or Supervisory Committee for staff), the General Secretary, the Clerk of Yearly Meeting, and the Program Staff Member will together determine what limited information might be needed to help the program community recover. This group will make decisions about communicating information and facilitating healing and will assist in carrying these out.
7. BYM officials will cooperate with any investigation of the incident by state or local authorities. Any person found guilty by the state or local authorities of the alleged abuse or misconduct will be removed from his or her position with children or youth and will not participate in any activities involving children and youth in Yearly Meeting.
8. If there is no investigation of the incident by state or local authorities, the procedure outlined in #6, above, will be followed. The team should act in consultation with our insurance company and/or attorney as outlined below in the section under resolution of inappropriate behaviors.
9. The Presiding Clerk of Yearly Meeting will be our spokesperson to the media if necessary concerning incidents of abuse or neglect. If s/he is alleged to be involved, in which case the Interim Meeting Clerk will be the spokesperson. All others should refrain from speaking to the media.

### **Resolution of Alleged Inappropriate Behavior of Current Volunteers/staff**

Inappropriate behavior 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, it may be appropriate for an adult worker to hold a one year old in his/her lap and cuddle them, it is not appropriate for an adult worker to hold a sixteen year old in his/her lap and cuddle them. That said, inappropriate behavior is generally related to interpersonal boundaries, and feelings of safety on an individual and community level.

#### **A. Internal Concerns**

Situations can arise in which a worker involved with BYM youth appears to be acting in an inappropriate manner either toward the youth or toward others in the program. Such situations are to be handled in the following manner.

The perceived inappropriate behavior will be brought attention of the person in charge (PIC), i.e. Camp Director, Youth Secretary, Designated Friendly Adult Presence (DFAP), or program director, 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 clearness to the situation.

If the concern appears to be of a serious 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 throughout the entire process.

If the behavior is deemed serious by the PIC or the General Secretary, the individual in question will be notified that he/she is being put on inactive status and cannot participate in any BYM youth program until the matter is cleared up.

An inquiry will be initiated by the program staff person, in concurrence with the General Secretary, to determine any of the following:

1. the charges are groundless,
2. the situation is non-threatening, but indicates a lack of good judgment,
3. the situation indicates a serious lack of appropriate behavior,
4. boundaries needed to create a safe and nurturing environment for youth have been crossed, or
5. the situation is serious enough that it needs to be reported to the appropriate outside authorities.

If the situation is as described in (2), a plan for close supervision will be established by the program staff person in conjunction with the relevant committee and they will establish a plan to review as to its success.

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 a limited, need-to-know basis. Any written documents will be kept in a confidential file in the BYM office.

## B. External Concerns

An individual may question the appropriateness of a worker's involvement with youth based upon that worker's behavior outside BYM 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 steps. These steps shall be determined by the program staff person, 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**

Baltimore Yearly Meeting youth programs will provide training on this child protection policy to all staff and volunteers working with our children and youth and will strive to provide opportunities for additional training classes or events on a regular basis. All workers are expected to attend a training class.

### **Policy Revisions**

The Youth Safety Policy Committee, either a standing committee or one appointed by the Yearly Meeting ad hoc, would be responsible for seasoning any future revisions to this policy and bringing them to Interim or Yearly Meeting.

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# 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

Middle-Atlantic Region 27

Representatives to, 26

Annual Session 2, 6, 9, 14, 15, 18, 22.

*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 7, 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 4, 10, 11, 12, 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 9

Listing 10

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 10, 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 4, 11, 12, 19, 21.

*See also* Mailing List of Baltimore Yearly Meeting;

*See also* Staff of Baltimore Yearly Meeting: Development Director

## E

Educational Grants Committee 3, 11, 13

Corresponding Members 13

Educational Fund 13

Fair Hill Fund 13

Pre-College Fund 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 10, 14, 29

Friends Committee on National Legislation

Representatives to, 27

Friends General Conference 2, 19, 22

Affiliation with, 22

Central Committee 2, 22

Friends House, Inc. 25

Affiliation with, 25

Friends Nursing Home, Inc.

Affiliation with, 25

Friends United Meeting 19, 23

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

---

**H**

Half-Yearly Meeting. *See* Quarterly Meeting

**I**

Indian Affairs Committee 11, 14

Interim Meeting 4

Committees of Interim Meeting

Naming Committee 5, 6

Search Committee. *See* Search Committee

Supervisory Committee. *See* Supervisory Committee

Functions 5

Local Meeting Representative 4

Members of Interim Meeting 4

Sixth Month Interim Meeting 5, 6

Third Month Interim Meeting 5, 6, 19

Introduction 1

**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 5, 15, 29

Manual of Procedure Committee 10, 14, 30

Miles White Beneficial Society

Affiliation with, 25

Ministry and Pastoral Care Committee 11, 15, 18

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, 8, 9, 10, 15

## O

Officers 1, 2

Assistant Treasurer 2, 3, 5, 6, 18

Clerk of Interim Meeting 2, 5, 6

Presiding Clerk of Yearly Meeting 2, 4, 5, 6, 17

Recording Clerk of Interim Meeting 2, 3, 5

Recording Clerk of Yearly Meeting 2, 3, 5, 6

Treasurer 2, 3, 4, 5, 6, 13, 18

Other Organizations

Representatives to, *See* individual organization by name

## P

Peace and Social Concerns Committee 11, 16, 28

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, 34

Minutes Policy 4, 8

Personnel Policies 7, 8

Whistle Blower 4, 8, 34

Youth Safety Policy 4, 7, 8, 12, 18, 20, 35

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 18

## 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, 28

Quarterly Meeting 1, 2, 4, 14, 15

## 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. 17.  
    *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  
Special Groups 10, 21  
    Creating New Special Groups 21  
Spiritual State of the Meeting Reports 15  
    Meetings 15  
    Yearly Meeting Report 15  
Staff of Baltimore Yearly Meeting 7  
    Camp Directors 7, 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, 12, 13, 18  
    Youth Programs Manager 18, 20  
Stewardship and Finance Committee 3, 7, 11, 12, 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, 13

## T

Treasurer.  
    *See* Officers: Treasurer  
Trustees 2, 3, 11, 12, 13

## U

Unity with Nature Committee 11, 19, 28

## 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

**Y**

Young Adult Friends 5, 21, 29

Young Friends Executive Committee 5, 20

Young Friends of North America 22, 29.

*See also* Young Adult Friends

Representatives to, 29

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



*Annual Session photograph by Nony Dutton*

# BALTIMORE YEARLY MEETING OFFICE STAFF

**17100 QUAKER LANE  
SANDY SPRING, MARYLAND 20860-1267  
301-774-7663  
301-774-7087 (fax)  
bym@bym-rsf.org  
www.bym-rsf.org**

The reports of members of the staff of Baltimore Yearly Meeting are included in the minutes of Interim Meeting and Annual Session and can be found on the pages as listed below.

General Secretary.....	Riley Robinson gensec@bym-rsf.org
Annual Report.....	121
Comptroller.....	Margo Lehman comptroller@bym-rsf.org
Administration Manager.....	Wayne Finegar admin@bym-rsf.org
Camp Program Manager.....	Jane Megginson janemegginson@bym-rsf.org jane@bymcamps.org
Annual Report.....	23
Camp Property Manager.....	David Hunter davidhunter@bym-rsf.org
Annual Report.....	18
Development Director.....	Robinne Gray rgray@bym-rsf.org
Annual Session Report.....	82
Youth Programs Manager.....	Alison Duncan youthprograms@bym-rsf.org
Annual Report.....	60

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## FRIENDS RETIREMENT COMMUNITIES

**Broadmead**, 13801 York Road, Cockeysville, MD 21030; 410-527-1900; [broadmead.org](http://broadmead.org)  
**Foxdale Village**, 500 E. Marilyn Avenue, State College, PA 16801; 814-238-3322;  
[foxdalevillage.org](http://foxdalevillage.org)  
**Friends House**, 17340 Quaker Lane, Sandy Spring, MD 20860; 301-924-5100;  
[friendshouse.com](http://friendshouse.com)

## YEARLY MEETING CAMPS

**Camp Program Manager, Jane Megginson**, 413 S West End Avenue, Lancaster, PA  
17603; 717-481-4870; [janemegginson@bym-rsf.org](mailto:janemegginson@bym-rsf.org)  
**Catoctin Quaker Camp**, 12611 Tower Road, Thurmont, MD 21788; 301-271-2184  
**Opequon Quaker Camp**, 2710 Brucetown Road, Brucetown, VA 22624; 540-678-4900  
**Shiloh Quaker Camp**, 4774 Middle River Road, Stanardsville, VA 22973; 540-948-5226  
**Teen Adventure**, 495 Snakefoot Lane, Lexington, VA 24450; 540-463-7234

## REGIONAL FRIENDS SCHOOLS

**Friends Community School**, 45901 Westchester Park Drive, College Park, MD 20740;  
301-441-2100; Larry Clements, Head; [friendscommunityschool.org](http://friendscommunityschool.org)  
**Friends Meeting School**, 3232 Green Valley Road, Ijamsville, MD 21754  
301-798-0288; Wilmer Graham, Head; [friendsmeetingschool.org](http://friendsmeetingschool.org)  
**Friends School of Baltimore**, 5114 North Charles Street, Baltimore, MD 21210  
410-649-3200; Matthew Miccichi, Head; [friendsbalt.org](http://friendsbalt.org)  
**George Fox Friends School**, 2009 Gap Newport Pike, Cochranville, PA 19330;  
610-593-7122; Jenny Eckert, Head; [www.gffs.org](http://www.gffs.org)  
**Harford Friends School**, 708 Highland Road, Street, MD 21154; 410-452-5507;  
Jonathan Huxtable, Head; [harfordfriends.org](http://harfordfriends.org)  
**Sandy Spring Friends School**, 16923 Norwood Road, Sandy Spring, MD 20860  
301-774-7455, Tom Gibian, Head; [info@ssfs.org](mailto:info@ssfs.org); [www.ssfs.org](http://www.ssfs.org)  
**School for Friends**, 2201 P Street NW, Washington, DC 20037  
202-328-1789; James Clay, Director; [schoolforfriends.org](http://schoolforfriends.org)  
**Sidwell Friends School**, 3825 Wisconsin Avenue NW, Washington, DC 20016  
202-537-8100; Tom Farquhar, Head; [sidwell.edu/](http://sidwell.edu/)  
**State College Friends School**, 1900 University Drive, State College, PA 16801  
814-237-8386; Dan Hendey, Head; [statecollegefriendschool.org](http://statecollegefriendschool.org)  
**Tandem Friends School**, 279 Tandem Lane, Charlottesville, VA 22902  
434-296-1303; Andy Jones-Wilkins, Head; [tandemfms.org](http://tandemfms.org)

## FRIENDS HISTORICAL COLLECTIONS

**Friends Historical Collection at Guilford College**, 5800 West Friendly Avenue,  
Greensboro, NC 27410; [www.guilford.edu/library/fhc](http://www.guilford.edu/library/fhc)  
**Friends Historical Library at Swarthmore College**, 500 College Avenue, Swarthmore,  
PA 19081; 610-328-8496  
**Quaker Collection at Haverford College**, 370 Lancaster Avenue, Haverford, PA 19041;  
610-896-1161; [www.haverford.edu/library/special](http://www.haverford.edu/library/special)

**Baltimore Yearly Meeting**

17100 Quaker Lane  
Sandy Spring, MD 20860-1267  
301-774-7663  
301-774-7087 (fax)  
bym@bym-rsf.org  
www.bym-rsf.org

**Elizabeth "Betsy" Meyer, Clerk of Yearly Meeting**

14736 Carona Drive  
Silver Spring, MD 20905  
301-384-5146  
ymclerk@bym-rsf.org

**Margaret "Meg" Meyer, Clerk of Interim Meeting**

2604 Queen Anne Road  
Baltimore, MD 21216  
410-367-6319  
imclerk@bym-rsf.org

**Marion Ballard, Treasurer**

4413 Chalfont Place  
Bethesda, MD 20816  
301-320-3931  
marionballard@comcast.net